

# Family Minister

## SAMPLE YOUTH & FAMILY MINISTRY JOB DESCRIPTION

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The Youth & Family Institute  
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### Mission

(Your church's mission statement)

**We** help people live a vibrant faith in Christ that is... authentic, available and affirming

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### Family Ministry Vision

Equips families of all types to nurture faith, pass on faith, and live well in Christ.

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### Desired Outcomes

- Families who know God's grace and love, and live with hope as God's children
- Faith nurture becomes the responsibility and pleasure of families, including parents, grandparents, extended family, godparents, and all those included in the circle of people called family.
- Families who daily lives are entwined with Four Key spiritual practices
- Families whose mark and honor milestones, recognizing the presence of Christ
- Families who serve and honor milestones in the lives of their neighbors, friends, and community members sharing the love and presence of Christ
- Parents and caregivers are supported by peer groups, congregation staff, and resource people when needed
- Parents and caregivers are empowered with parenting skills and strengthened through spiritual growth opportunities
- Families are given opportunities to worship, learn, experience fellowship, and serve in the midst of cross-generational gatherings

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### Tasks and Innovations

#### *Desired Outcomes Review*

Annually review desired outcomes with the ministry team and staff. The review should include desired outcomes for the overall congregation and for the specific areas of ministry with which you work. Adjust program and planning as needed.

#### *Equipping Home Ministry*

Hands on opportunities and resources that equip the home as the primary place for faith formation

- Gather as families
  - Worship – encourage and help equip worship leaders with ways to involve families
  - Family faith nights – sitting as families learning, praying, blessing, affirming, participating in personal story telling, reading Bible story, creating home altars: activities which build faith practices to be repeated in homes
- Gather as parents and caregivers.
  - Small group Bible Studies – Build on Four Key faith practices that can be used in personal and family life
  - Confirmation nights with parents – Include a minimum of four times each year when parents meet with kids to practice various rituals and traditions that are faith building practices.

#### *Milestones Ministry*

- Work with congregation and staff to develop a series of congregational milestones that will include naming God's presence, blessings for homes and/or congregational worship, cross-generational educational gathering times, and marking with gift.
- Work with congregation members to learn to recognize milestones beyond the ones identified and honored by the congregation and honor them by naming, blessing, and gifting.
- Teach and equip congregational members to reach out through recognizing and honoring milestones in the lives of their neighbors, friends, and community members with acts of service and caring gifts that share the love and presence of Christ.

#### *Parenting/Caregiver Support and Spiritual Growth*

Opportunities and guidance

- Regular parenting/caregiver education

- Quarterly parenting/caregiver education on Wednesday evenings
- Make available resources: print, web sites, and community counseling referrals services for various needs

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## Relationships

Supervised by Senior Pastor (or as appropriate for congregational setting)

Shares in Team Covenant. (Read together at all ministry team meetings)

This ministry team will share the love of Christ, equipping households of faith to nurture faith in children and adults. We will...

- Work from a common youth and family ministry vision
- Intentionally affirm, encourage, pray for, and bless one another and the ministries each represents
- Appreciate and affirm each other's gifts
- Be open to new ways of seeing and doing things
- Arrive on time for meetings, being well prepared to address the issues at hand
- Speak well of each other, to build up the body of Christ
- Commit to ongoing personal and professional growth
- Honor each other's individual pace and working style
- Keep confidentiality and deal with issues and concerns directly with those involved

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## Qualities and Requirements

- Theology and values are in harmony with the congregation's mission, vision and values.
- Understands this ministry description as being in alignment with personal vocational calling, skills, and ability to learn.
- Professional work ethic and positive attitude
- Committed to Jesus Christ
- Relational skills and motivational ability with children, youth, parents, staff and community
- Can speak and lead from a language and experience of faith
- Program planning and implementation experience and skills
- Knowledge of parenting skills, with maturity and credibility for teaching them
- Practices and has the ability to teach faith nurturing practices to all ages, as outlined in the Four Keys
- Knowledge of resource people, curriculums, and materials
- Understands human development, culture, trends, and family systems
- Understands faith development and various educational methods
- Basic counseling, decision making, referral skills, and support services
- Advocates for youth, families, and their needs in the congregation and community

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## Benefits and Wellness

\_\_\_ Salary

\_\_\_ Weeks of vacation

\_\_\_ Benefits

Two full days off per week, negotiated with supervisor when camps, trips and retreats require extra days

- Quarterly ministry reviews for the first two year
- After two years Annual ministry reviews
- Continuing education, support and networking (Defined with supervisor at review times)
- Such as...
  - 3-week Certification School through The Youth & Family Institute with Wartburg Theological Seminary
  - Coaching by The Youth & Family Institute (at least the first year)
  - Passing on Faith Conference
  - Parenting Education
  - Spiritual Direction