



MINISTRY ROLE DESCRIPTION

POSITION TITLE: Director of Children, Youth and Family Faith Formation

ACCOUNTABLE TO: Associate Pastor

Job Summary

The Director of Youth and Family Faith Formation will lead, innovate and develop the formation and engagement of faith among families in a way that connects to Mount Olivet's vision, mission and identity

Essential Functions

1. Oversee children, youth and family ministries (birth-grade 12) to equip young people and their families to learn the Biblical narrative, cultivate habits and practices of faith, ask questions, discover their identity and unique gifts, explore living out their faith in the world, and reflect on their experiences to create a lifelong curiosity with faith and life.
2. Lead and innovate youth and family ministries for grades 5-12 which includes:
 - Communication and engagement with youth and families
 - Plan and teach confirmation for grades 5-9 in collaboration with pastors and faith formation team
 - Create and develop community and ministry among high school youth
 - Plan and lead mission trips and experiences
 - Integrate youth and families into engagement with our community partners
 - Recruit, develop and support small group leaders in faith formation
 - Lead and teach during Wednesday worship
3. Build Christian community: work within and outside of the congregation to connect people and organizations. Build relationships and create engagement with local schools and existing and new community partners.
4. Collaborate as a member of the Faith Formation team- supervise, develop, and support the Faith Formation Specialist for early childhood faith formation. Work collaboratively with Pastors, Director of Worship and Music, Faith Community Coordinator and Marketing and Communication Specialist.
5. Be present and available to enter the lives of youth and families to build trusting, supportive, and empowering relationships.

OTHER RESPONSIBILITIES:

- Participate in staff meeting and team building events
- Networking within the community with other faith formation ministry leaders
- Appropriate continuing education

QUALIFICATIONS:

- College Degree with additional ministry leadership training preferred
- 5+ years' experience in leading faith formation ministries
- Demonstrated leadership and experience with public speaking in small and large group settings
- Demonstrated knowledge of trends in congregational ministry and faith formation

CORE COMPETENCIES:

Competencies for All Staff at Mount Olivet:

- **Missional Ownership:** Demonstrates understanding and full support of the mission, vision and identity of Mount Olivet and can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, and identity.

- **Integrity and Trust:** Is seen as trustworthy by other, practices direct, honest and transparent communication, keeps confidences, admits mistakes, doesn't operate with hidden agendas, responds to situations with constancy and reliability, and honors the core beliefs of Mount Olivet in their decisions and behaviors.
- **Team Orientation:** demonstrates interest, skill and success in team environments; promotes group goals ahead of personal agendas; steps up to offer self as a resource to others; understands the importance of, and takes delight in team work; shares credit for success with others and takes responsibility for their part in team failures.
- **Hospitality/Accessibility:** Generates a sense of hospitality and accessibility in their very presence; communicates a sense of availability, warmth, openness, and approachability; fosters natural connections with members of the congregation and with visitors; supports a culture of welcome and connection at Mount Olivet.

Competencies for the Director of Children, Youth, and Family Faith Formation:

- **Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk, and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; integrates theological acumen, reflection and imagination as a leader, teacher and learner.
- **Creativity and Innovation:** Ability to discern a new path for children, youth and families in the church. Generates new ideas, makes new connections among existing ideas to create fresh approaches take acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.
- **Organization Knowledge:** Knowledge and experience about how congregational communication, decision making and leadership works; knows how to get things done through formal and informal decision making channels, can maneuver through charged political situations effectively and quietly, anticipates organizational barriers and plans an approach accordingly.
- **Listening:** Engages in thoughtful and attentive listening to build trusted relationships. Listens beneath the surface to real intent that may contradict the spoken message, overcomes personal bias to genuinely hear the ideas and concerns of another and can describe the perspective of another, even in disagreement.
- **Interpersonal Skills:** Establishes good working relationships with all others who are relevant to the completion of work; works well with people at all levels of the congregation; builds appropriate rapport; considers the impact of his/her actions on others, uses diplomacy and tact is approachable, avoids communication triangles
- **Teaching:** Designs effective lesson plans and facilitates learning experience in both small and large group settings; selects teaching topics that are relevant, provocative and contribute to a deeper understanding of scripture, theology and spiritual practice; uses a variety of teaching topics to maintain interest and build connection
- **Team building:** Blends people into teams as needed, leads teams successfully through difficulties and challenges, including conflict, diversity and inclusion, creates strong morale and spirit, shares wins and successes, defines success in terms of the whole team, and creates a feeling of belonging and participation.

POSITION CLASSIFICATION: Full-time, Exempt Salaried