

ASSOCIATE MINISTER OF YOUTH, FAMILIES & WORSHIP

First Covenant Church of Saint Paul

PURPOSE OF POSITION:

To further the mission and ministry of First Covenant Church by providing leadership and oversight to the Youth and Family Ministries and Worship Team Ministry by incorporating three key priorities:

- Belong: grow in community with peers and trusted adults
- Believe: encounter the love of Jesus in transformational ways
- Become: lifelong followers of Christ bringing Kingdom justice and mercy to the world through the power of the Holy Spirit

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:

Worship Team Ministry – 20%

- Lead Worship Teams, including running weekly rehearsals, set-up/tear-down and leading worship.
- Recruit volunteers for Worship Teams.
- Participate in weekly Worship Planning meetings and monthly Worship Design meetings.
- Work collaboratively with Worship and Arts ministry team members in meeting the broader goals and purposes within the worship and arts ministry.

Shared Areas of Responsibility - 25%

General

- Schedule worship team practices and work with youth to schedule volunteers to run visuals.
- Oversee transportation needs for youth as they serve in worship ministry areas.
- Participate in all FCC staff meetings, planning, trainings, church-wide key events and initiatives that pertain to living out our mission together.
- Coordinate with children and adult ministries to ensure ministry alignment and synchronization.
- Collaborate with key First Covenant Partners (Family Values for Life, East Side Thrive, Loaves and Fishes, Farnsworth Aerospace School and Johnson Senior High School).

Crisis Care

- Collaborate with ministry team to provide crisis care and support teams for families in critical moments.

Relationship Building

- Develop relationships with youth and parents through youth counseling and attendance at extracurricular activities.

Youth and Family Ministries – 55%

Leadership & Discipleship

- Oversee the Youth + Family Ministry of FCC (includes collaborating on budget, volunteer personnel, room and equipment).
- Create, lead and implement key year-round youth ministry programming (Wednesday Youth Group, Sunday School, Bible Studies, worship experiences and summer camps and/or trips) that help bring youth into relationship with Christ, peers and adults.
- Assist and prepare youth for leadership roles through identification of their gifts, talents and motivations.
- Be an active participant in the Confirmation Program alongside Minister to Youth and Families and Senior Pastor.
- Lead bimonthly meetings of the Youth and Family Ministry Leadership Team.

Planning & Collaboration

- Meet weekly with supervisor to plan and pray.

- Work with pastors and other church leaders to foster parent education and support of the parents of adolescents.
- Develop relationships with other youth ministries in the Twin Cities.

Volunteer Recruitment & Training

- Recruit, coach, develop and nurture a diverse group of adult “Youth Mentors” with gifts and talents that contribute to a well run, fully functioning youth ministry.
- Develop and implement youth leadership program.

Communication

- Work in collaboration with the Minister to Youth and Families to develop consistent, effective means of communicating information. Includes: strategic direction, ministry events, ministry needs to youth, parents + broader congregation.

Conference/Denominational Activities

- Attend monthly Northwest Conference Youthworker Connections.
- Attend annual denominational Youthworker Connection.
- Provide information and encourage participation of key youth events, and attend personally. Including: Covenant Pines Bible Camp, MOVE.

RESPONSIBLE TO: Ministry Team and Leadership Team

DIRECT SUPERVISORS: Minister of Youth and Families, Minister of Worship and Arts

WORKING RELATIONSHIPS: Minister of Worship and Arts, Minister to Youth and Families, Senior Pastor, Minister to Children and Families, key ministry team leaders

BASIC QUALIFICATIONS AND EXPERIENCE

Worship Team:

- o *Piano and/or guitar proficiency and strong vocal leader.*
- o *Experience in leading Worship Team rehearsals.*
- o *Experience leading a Christian community in worship.*
- o *Clear communicator with high attention to detail.*

Youth and Family Ministries:

- o *Passion for the faith development of youth*
- o *Demonstrated faith and lifestyle commitment to the Lord Jesus Christ*
- o *Experience working across areas of culture, ethnicity, age, gender and other socio-economic lines*
- o *Practical knowledge of developmental needs and stages youth*
- o *College degree in ministry or related field preferred*
- o *2-3 years of demonstrated relevant paid experience working in nonprofit and/or faith based organizations*
- o *Commitment to the mission, purpose, vision & core values of First Covenant Church of Saint Paul and The Evangelical Covenant Church*
- o *Adherence to all FCC policy and procedures*
- o *Clearance of background check*

ADDITIONAL PREFERRED KNOWLEDGE, GIFTS, SKILLS AND ABILITIES

- o *Effective ability to recruit, retain, and develop both paid & volunteer staff*
- o *Demonstrated learner within the fields of spiritual formation and leadership development*
- o *Excellent relationship-building abilities, especially across areas of culture, ethnicity, age, gender and other socio-economic lines*

- o Excellent verbal and written communication skills, especially listening and counseling, in a variety of cross-cultural contexts*
- o Relatable and reliable*
- o Demonstrated ability to teach*
- o Excellent organizational and multi-tasking skills, ability to work independently*
- o Strong analytical and problem solving skills*
- o High standards regarding accuracy and attention to detail*
- o Demonstrated ability to initiate and complete tasks and projects within a given timeline*
- o Strong aptitude for process improvement, problem solving and creativity*
- o Ability to be flexible and respond/adapt to changing priorities*
- o Ability to work effectively and efficiently, independently, as well as within a team structure*
- o Strong interpersonal communication skills across ethnic, gender and generational lines*
- o Advanced user skills in MS Office Suite (Word, Excel, Access, PowerPoint, Publisher, Outlook) or other organizational/communications tools, including social media tools*