

Job Description: Director of Faith Formation

Position Overview and Rationale:

In obedience to Jesus' command to "make disciples of all nations," First Christian Reformed Church seeks to intentionally develop a culture of discipleship and ongoing faith formation for people of all ages and stages in their faith journey. The church seeks both ministry leaders who are continually growing in their relationships with Jesus and ministry programs that are shaped by the guiding values of communion with God (Up), intergenerational community (In), and mission (Out) help to create this culture. Reporting to the Minister of the Word, the Director of Faith Formation (DFF) will be responsible for taking the lead in cultivating this culture in all of First CRC's ministries, but will also have the role of leading the youth (high school in particular) in faith formation and discipleship by acting as their primary leader (investing approximately 25% of his/her time in this ministry). As this culture is developed, First CRC will advance toward fulfilling its vision of creating disciples who "walk with Jesus and each other for the good of the city and the glory of God."

Projected Outcomes:

As a result of hiring a DFF, First CRC anticipates the following outcomes within our church community as a whole:

- members who are empowered and equipped to grow in their relationship with their heavenly Father through relationships and programs.
- members who can identify and easily access on-ramps into Christian community within the First CRC family
- members who can identify a sense of personal and communal missional purpose and whose faith increasingly bears fruit outside the walls of First CRC
- ministry leaders who are well-supported and empowered to serve within their ministry areas
- ministry leaders who are well-discipled and thus well-equipped to disciple others
- ministry leaders who understand, value, and implement the faith formation process in their ministry areas
- an increasingly clear and cohesive vision of faith formation for the entire First CRC family
- environments and processes which empower people at various stages in their faith journey to take their next step with Jesus.
- clearly defined avenues for enfolding guests and new members into the life and ministry of First CRC

And for the youth in particular:

- Youth will increasingly understand their identity in Christ, grow in relationship with Him (Up) and develop a sense of community (In) and mission (Out)
- Youth will meet regularly in an environment that builds them up, challenges them and encourages them to bring others along.

- Youth will make intergenerational connections between themselves, their leaders, and other members of the congregation that extend beyond regular meeting times.

All this so that we grow in our capacity to act as the body of Christ of for each other and the world.

Tasks and Responsibilities: Activities described below are proposed as a starting point, but may change over time to adapt to our situation and understanding of Faith Formation grows.

A. People Development

1. Assists people in taking their next step with Jesus either by serving as a mentor or by connecting them with appropriate resources. Particular attention should be given to investing relational and spiritual capital in the youth of First CRC.
2. Engages in volunteer and leadership development.
 - a. Trains ministry leaders in best practices
 - b. Encourages and guides the spiritual growth of ministry leaders and volunteers.
 - c. Serves as team leader for youth ministry program

B. Program Development

1. Encourages and instills the vision of faith formation shaped by the values of Up, In, and Out throughout the ministries of First CRC.
2. Provides appropriate resources for faith formation programs such as curriculum and service/outreach initiatives.
3. Develops and leads (in coordination with volunteer leaders) a youth ministry program that reflects the vision and values of First CRC.
4. Develops new initiatives conducive to faith formation.
5. Collaborates with other staff to incorporate faith formation themes across the spectrum of First CRC's ministry.
6. Develops and oversees the enfolding process for First CRC.

Candidate Characteristics and Attributes.

- Commitment to Christ and his Church and a growing relationship with his/her heavenly Father.
- Commitment to working in a team environment with peers, co-workers, and volunteers.

- Relationally warm and inviting, possessing a love for God's people of all ages.
- Discernment and ability to navigate conflict.
- Confidence to suggest new ideas and provide direction to volunteers and other church staff as necessary.
- Strong organizational skills and ability to prioritize.
- Understanding of faith formation as a process and ability to lead others through this process
- Ability to translate vision and broad ideas into actionable steps for individuals and programs.
- Strong verbal and written communication skills.
- 2-4 years of related ministry experience and/or education.
- Is, or will become, a member in good standing of First Christian Reformed Church and an active participant in the life of First CRC.