

Director of Youth & Children's Faith Formation + Third CRC Kalamazoo

Updated and Approved 2.17.20

Primary Task

To equip, encourage, develop, and grow a culture of ongoing faith formation at Third CRC through visionary leadership, teaching, curriculum development, coordinating ministry teams and volunteers, and providing strategic oversight for the children (birth through 6th grade) and youth (7th through 12th grade) faith formation ministries.

Training and Qualifications

The candidate must possess a thorough knowledge and have a commitment to the Reformed faith; be committed to the *Mission, Vision* and *Values* of Third CRC; and have experience with and appreciation for intergenerational faith formation. Minimum of a bachelor's degree. He or she must give evidence of a deep love for Christ and his people, a growing faith through the practice of spiritual disciplines, and possess an exemplary Christian character. It will be expected that you submit to a background check in compliance with our Safe Church policy. The candidate must become a member of Third Church within the first year of service.

Desired Qualities and Abilities

1. Servant Leader—proven leader able to communicate vision and translate broad ideas into actionable steps—developing, implementing, and evaluating children's and youth faith formation goals and strategies; effectively recruit, lead, and delegate while building a strong team environment.
2. Shepherd—passionate about and gifted to nurture the faith of congregants in a variety of contexts.
3. Teacher/Learner—gifted faith former characterized by a hunger to learn who can clearly and persuasively share God's truth by speaking to individuals as well to groups of all sizes.
4. Theologically Grounded—able to articulate and live into a Gospel-centered, missional, reformational understanding of the church and its ministries.
5. Relational—possess excellent and winsome relational skills for personal connections with church members and for thriving as a team player.
6. Equipper—proven ability in developing vision and initiatives designed to utilize the giftedness of people; passion to train, motivate and mentor others.
7. Excellent Communicator—able to demonstrate both written and verbal communication skills.
8. Committed to Christian Education—prays for, actively supports, and enrolls his/her eligible children in a Christian school.
9. Administratively Competent—is organized, self-motivated, and has excellent time management skills with proven ability to manage multiple projects and events.

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General Ministry Responsibilities

1. Pray faithfully for our children and youth, ministry volunteers, and families—and trust in God for transformation.
2. Encourage and instill a vision of faith formation shaped by the values of “I Belong”, “I Know and Understand”, “I Have Hope”, and “I am Called and Equipped” matrix developed by the Faith Formation Office of the CRC; collaborate with ministry staff and leaders to incorporate these values across the spectrum of all of Third's ministries.
3. Develop goals, outcomes, and milestones for children and youth faith formation that intentionally move them to the next steps of following Jesus.
4. Collaborate with the Director of Adult Formation to create a formation environment that is intrinsically intergenerational, supporting the church community in its entirety, ensuring that all age levels are invited and included in the life and work of Third.
5. Recruit and develop youth and children's ministry volunteers, leaders, coordinators, and mentors who are well-disciplined and thus can disciple others well; provide learning and growth opportunities; assist in forming schedules, healthy communication patterns, and other administrative details.
6. Develop healthy habits and clear patterns of communication with parents, volunteers, staff, and the church about event dates, announcements, volunteer opportunities, goals, needs, and celebrations; create digital and print promotional materials for youth and children's ministries.
7. Ensure adherence and compliance to Third's Safe Church Policies and Procedures.

Youth Ministry Responsibilities (65% Focus)

[Includes: Sunday Faith Formation; Middle School LIFT—7th-8th grade; High School ELEMENT—9th-12th grade]

1. Develop service opportunities, mission trips, youth retreats, small groups and other events with the purpose of growing spiritually, emotionally, relationally, and sacrificially in learning to be obedient to God and to serve others out of God's love.
2. Participate in discipling and equipping students through faith formation classes and youth groups.
3. Participate in strengthening relationships with students outside of church programming by entering into their lives in appropriate ways.

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Children's Ministry Responsibilities (35% focus)

[Birth through 6th grade: Nursery, Worship Center, Coffee Break Story Hour, Sunday Faith Formation, Cadets, and GEMS]

1. Recruit and equip ministry coordinators, teachers, and volunteers for all children's ministries; collaborate with ministry coordinators on schedules, curriculum and classroom supplies, creating engaging learning environments, and volunteer needs.
2. Train and equip all volunteers with safety policies and procedures.
3. Serve as a liaison and support to the Small World Preschool.
4. Coordinate special ministry events: Summer Vacation Bible School, Christmas Program, etc.

Other

1. Directly accountable to the Lead Pastor; meeting regularly for mentoring and oversight, and evaluation.
2. Participate as a member of the Faith Formation Team for ministry review, planning, and evaluation of events, frameworks, methods, curricula, etc.
3. Participate in weekly staff meetings and specified ministry team meetings as requested by the Lead Pastor or Council.
4. Be present at least 46 Sundays per year and delegate leadership in your absence; maintain a visible presence at other congregational events.
5. Develop and oversee ministry budget.
6. Given an annual written evaluation by the Lead Pastor with a report and recommendations provided to the Personnel Committee of Council.

Compensation

This is a full-time position with a salary and benefits commensurate with experience and education.

APPLICATION

Submit your resume and references to Pastor Derek Zeyl at derek@3rdcrc.org.