

Position Title: Director of Faith Formation

Philosophy of Position

Kelloggsville Church seeks to be a community of Christ followers who hold three lenses or priorities in mind: Congregational Care, Growing Young, and Missional Living. The focus of this position is the priority of *growing young*: prioritizing children, youth, emerging adults, and their families, everywhere in this church.

“Six core commitments to grow young:

- *Instead of centralizing authority, we empower others to lead, especially young people.*
- *Instead of criticizing, we will step into the shoes of this generation.*
- *We welcome children, teens, youth and young adults into a Jesus centered way of life.*
- *We aim for warm peer and intergenerational friendships.*
- *We look for creative ways to tangible support, resource, and involve children and youth in all facets of our congregation.*
- *We intentionally enable children and young people to neighbor well locally and globally.”*
(Growing Young: 6 Essential Strategies to Help Young People Discover and Love Your Church,
Powell, Mulder, and Griffen, p. 43)

“We asked 500 youth group seniors what they wish they had more of in youth group. Of the 13 options we provided students top answer was time for deep conversation. 2nd was mission trips. 3rd was service projects, last was games.” (p. 111)

“In churches that grow young, the energy that teenagers and emerging adults pour into civil rights activism – one of the primary justice passions for your people today – often flows directly from their diverse friendships. It is typically a growing relationship with someone who is different through their race, ethnicity, gender that motivates teenagers and emerging adults to march, give, and stand up for those they believe have been marginalized.” (p. 113)

“While we can’t structure warmth, our structures can work to support it. Community groups or small groups represent one of the most common strategies incorporated by Churches growing young.” (p. 186)

Resources with Which to Be Familiar

Growing Young: 6 Essential Strategies to Help Young People Discover and Love Your Church, 2016, Kara Powell, Jake Mulder, Brad Griffin

Overview of Position

The Director of Faith Formation provides leadership and oversight to help the church to grow young, through prioritizing children, youth, emerging adults, and their families, everywhere in this church. The Director of Faith Formation will develop comprehensive strategies and partnerships with volunteer and paid church leaders to help children, youth, and emerging adults grow in their faith through study, relationship building, discipleship, and service.

Tasks and Responsibilities

1. Promote and celebrate the value of growing young to all ages in the church. Share stories, educate, and encourage the church to prioritize children, youth, and emerging adults, for the building up the faith of future generations.
2. Develop a holistic discipleship program for children, youth, and emerging adults.
3. Recruit, train, and oversee volunteers to lead and participate in programs for children, youth, and emerging adults.
4. Equip and encourage children and youth to serve and volunteer in church life. Work with Director of Missional Living on opportunities for serving in the community. Periodically organize and lead service/mission trips for middle school, high school, and emerging adults.
5. Lead youth groups from middle school through post-high school (Young Adult 20-30s group).
6. Create and promote small group ministry which builds relational connections and discipleship and learning together, for all ages.
7. Recruit, train, and provide oversight and support to leaders of small groups.
8. Work with the Director of Missional Living to invite and enfold newcomers into small groups, and discern when to create, change, or switch around membership in small groups to best serve the church community.
9. Stay current and knowledgeable of teaching and discipleship resources that are available, and be ready to provide suggestions for study materials to small group leaders.
10. Facilitate regular meetings of volunteer leaders of children, youth, and emerging adult ministries, to ensure that programs are complementing, supporting, and encouraging one another.
11. Preach 4-6 times a year.

Skills and Attributes

1. Demonstrates a firm faith commitment, and live a life that represents a love for Christ and His church.
2. Highly skilled organizer, team builder, creative thinker, and self-starter capable of working independently while connecting programs and efforts.
3. Works cooperatively with and maintains healthy relationships with and among volunteers.
4. Strong communicator both in person and via phone and email.
5. Relationally warm and inviting, confident, outgoing, self-motivated, and servant-minded.
6. Understand faith formation as a process, and the ability to lead others through this process.
7. Works well as part of a collaborative staff team.
8. Willing to build relationships with community leaders.
9. Sensitive to interpersonal cross-cultural communications.
10. Able to embrace and balance the three priorities of Kelloggsville Church: Congregational care, Growing Young and Missional Living.

Terms of Employment

This is a part-time, salaried, exempt position (approximately 20-25 hours per week). Terms of employment are reviewed annually by the Council.