

St. Mark's Lutheran Church (ELCA)  
Charlotte, NC  
(<https://saintmarkscharlotte.org>)

### **Position Description: Director of Family Ministry**

*Individuals who desire further information about this position (or about St. Mark's) or who desire to submit an application should contact:*

*Steve Rach  
Vision/Search Committee Chair  
Email: [charveste@gmail.com](mailto:charveste@gmail.com)  
Phone: 803.802.2523*

### **Vision for Family Ministry**

*"Vision is a shared story of future hope".*

St. Mark's Vision for Family Ministry focuses on Youth (children thru teenagers) and their parents, but also has a living cross-generational component and includes interaction with all age groups of the church community. The cross-generational approach is bi-directional – i.e., adults care for the Youth and the Youth care for the adults – thereby supporting the congregation's goal of lifelong faith formation.

When St. Mark's Youth grow into young adults, we want to have helped them become individuals who:

- *Love Jesus and know that Jesus loves them.* The Bible has a non-trivial role in their lives.
- *Are secure in their faith.* They have a personal and living relationship with Jesus and can confidently approach Him in prayer. They are not shy about or embarrassed by being known as Christians.
- *Have a servant heart.* They have a proactive, giving spirit and are not "bystanders" to the needs of others.
- *Are accepting of all.* They set an example of treating everyone compassionately and with genuine respect.
- *Are part of a church family.* They have a true sense of belonging to a church (whether St. Mark's or elsewhere) that nurtures their faith.

We want the adults of the church to have an ongoing interest in, and have a memorable impact on, the Youth of the church. If successful, the Youth will want to have this same impact on the next generation.

### **General Purpose**

St. Mark's Lutheran Church, Charlotte (St. Mark's) seeks a full-time Director of Family Ministry (DFM) to build a vibrant and energetic ministry as a central element of the life of the congregation. Reflecting the mission, vision, and values of the congregation, the DFM will create, direct, and support ministries that nurture current Youth and attract new families. As a

key member of the church's staff, the DFM will have a deep Christian Faith and a passion for sharing it to involve, equip, engage, and nurture our congregation – particularly Youth and their parents -- for life-long faith formation across and between generations.

### **Responsibilities**

Under the supervision of the senior Pastor and in partnership with other staff, committees, and members of the congregation, the DFM will:

- Envision, create and grow a vibrant, energetic program that attracts families with children of all ages.
- Create experiences, programs and events that facilitate connections between generations (children, teens, young adults, families, empty nesters, seniors); foster an environment with activities to actively nurture, grow and deepen relationships so formed.
- Use a variety of social media and other platforms to communicate with Youth, families and older members of the congregation, as appropriate.
- Select, adapt and, if necessary, create materials for Christian education to equip Youth, their families and others to grow in their faith together. Learning opportunities may include, but not be limited to, Sunday School and Youth Group, stories of faith, Vacation Bible School (VBS), First Communion, Confirmation, and Youth gatherings.
- Plan the blessing of “faith formation moments” in the lives of Youth (e.g., blessing of backpacks, blessing of keys, first Bibles) in ways that reinforce the covenant of their baptism.
- Create opportunities for Youth to participate in and lead worship services.
- Identify or develop materials (e.g., devotions and Bible studies) that parents can use with their children at home to create a family relationship with Jesus.
- Develop service opportunities for Youth, parents, and the wider congregation that encompass both “internal” needs (for St. Mark’s church and congregation members) as well as “outside” mission activities to the Charlotte community and beyond.
- Help Youth interpret their experiences and navigate their world in the context of timeless Christian values.
- Strive for “fellowship (build community), fun, and faith” in all Youth activities, both inside and outside the church.
- Recruit and direct volunteers from within and outside the congregation to support and assist with Family Ministry activities.
- Attend outside activities (sports, performances, recitals, etc.) of Youth when possible. Flexibility in schedule and working hours may be required to allow for such attendance.

### **Attributes**

St. Mark’s Director of Family Ministries will:

- Have a deep Christian faith and live a life that reflects this faith.
- Be an active member of an ELCA church or other church community with which the ELCA is called to common mission (e.g., Episcopal, Presbyterian, Methodist, etc.). If no

Lutheran background, the DFM will develop an understanding of Lutheran teachings and traditions sufficient to be able to teach them.

- Have a passion to build and grow a vibrant program – i.e., retaining existing families, attracting new families, and weaving the ministry throughout the life of the congregation.
- Be creative, bringing new ideas to build on the vision for this ministry.
- Be energetic, enthusiastic, and passionate about the work of Family Ministry.
- Relate well to all age groups, but especially Youth.
- Have a Bachelor’s degree in Family Ministry, Youth Ministry, or a related field.
- Have training and/or experience in faith formation theory and faith practices for all ages, but especially for Youth.
- Be able to integrate “tradition” (unchanging Christian message and associated rituals) with contemporary resources and modes of communication. Stated differently, can transmit old stories of faith in new/contemporary ways.
- Be service-oriented, with focus on both congregation and community needs.
- Be well-organized, flexible, and very comfortable working in, and fostering, a team environment.

### **Congregational Support**

St. Mark’s Lutheran Church values the individual who will fill this vital role of supporting and nurturing the faith of our church family. We therefore, on our part, will:

- Encourage, support, and pray for you as a leader of this congregation.
- Support you with a salary and benefit package competitive with similar positions in the area, the details of which will be negotiated commensurate with qualifications and experience.
- Provide you with paid time off in accordance with the lay staff guidelines of the congregation.
- Review the terms of your employment on an annual basis.