

Director of Youth and Children's Ministry

Sherman Street Christian Reformed Church (SSCRC)

Dear Applicant,

We are thrilled that you are considering employment at Sherman Street Church as our Director of Youth and Children's Ministry.

While many think in terms of "either/or," Sherman Street Church seeks to live in the tension of "both/and." In the context of youth and children's ministry, this means that we hold space for our kids to come as they are—to encounter radical love and acceptance regardless of what they believe or feel about God or church—while also providing opportunities to engage in robust discipleship to Christ.

Sherman Street Church is looking for an innovative leader who brings new ideas of how to equip children, young adults, and their families to be a living testimony of God's grace and justice in our city and beyond. This person should have the capacity to develop and lead a holistic ministry from birth to young adulthood. We are also looking for someone who loves to have fun and has a sense of humor about our unique calling as ministers.

Assisted by other staff and volunteers, this program will provide spiritual nourishment for kids at each stage of life: from engaging Sunday School lessons to invigorating profession of faith opportunities. While programs are important, the ministry will focus primarily on building strong, supportive relationships with children, youth, and their families. Our goal is that this ministry yields Christian discipleship and faith development that will launch students into the world as thinking, loving adults ready to minister to those around them.

Successful candidates will find Sherman Street Church is full of warm and hospitable people who will work with them in their ministry. We are committed to dedicating the resources needed to create a thriving children and youth program. They will work with supportive colleagues who also give them plenty of room for creative freedom.

Sherman Street Church

Our Mission:

To be a living testimony of God's grace and justice in the city.

Our Vision:

We of Sherman Street Church have a dream:

Here, people of all colors and cultures,

Gay and Straight

Rich and poor,

Saved and seeking,

Are changed together as disciples of Jesus Christ.

Here, we are a living testimony of the joy, love, justice, and holiness of God's people, A remarkable contrast to the separations and hostilities

Within the society in which we live.

Knowing the brokenness and pain brought into our lives by sin and evil,

We proclaim with joy that God has saved us through Jesus his son

And is healing us by the Holy Spirit's power at work within us.

Built up together in the life of the church,

and sent by Jesus as reconcilers into the world,

We enter the church and the other communities of our lives

Telling and showing the good news of Jesus Christ

Leading friends and strangers alike to faith and hope in him,

And working to extend God's peace in the city where God has placed us.

We as a church have made commitments to infants when we baptize them. We promised to love, support and pray for them for the rest of their lives. We committed to raising them in a community that they can call home and to creating opportunities to worship God. Guiding their spiritual development through Children and Youth ministry is one way we live out that commitment.

This ministry should help our kids identify their gifts and use them to live into the church community. It should create opportunities for our kids to better understand who they are as disciples of Jesus Christ, and how that identity impacts their lives. It should help form meaningful relationships with other adults in the church and help our kids understand the church's relevance to our world. Finally, it should encourage our kids to question and wonder as they live into the mystery of our God.

Sherman Street Church is seeking to hire a Director of Children and Youth Ministries. The position is full time (forty hours per week) and salaried. It requires flexible hours, including evenings and weekends. The actual number of hours during a given week will vary at different times of the year. It is eligible for benefits, including paid time off and health insurance.

Requirements

Successful candidates should...

- Be a professing believer in the Lord Jesus Christ
- Fully embrace Sherman Street Church's Mission and Vision (including its [Statement of Inclusion](#)) and regularly participate in the full life of the church, including Sunday morning worship
- Have experience working with youth in a ministry context (ordination is not required)
- Possess spiritual maturity and high moral and ethical conduct
- Have a commitment to intergenerational ministry
- Have a Bachelor's Degree

Skills and Abilities

This position requires that candidates be able to...

- Develop a culture of inclusion: an environment where all youth (both from church families and the surrounding neighborhood) feel loved and affirmed
- Execute administrative functions, including clear and regular communication with stakeholders, meaningful reporting, program management, schedule management, and information organization
- Recruit, train, organize and motivate volunteers
- Develop significant relationships with children, youth, parents, and volunteers
- Collaborate with parents, volunteer leaders, other staff, and Church Council
- Understand and implement age-appropriate pedagogy

Responsibilities

The person holding this position will be evaluated on their successful completion of the following functions:

Relational Functions

- Build relationships with youth that help nurture their faith and live more fully into our mission and vision
- Build relationships with parents/guardians, supporting them as spiritual nurturers of their children
- Encourage significant intergenerational relationships within the congregation
- Attend activities of youth (and children), investing in their lives outside of church programming
- Commit to regular prayer for our children and youth

Educational and Programming Functions

- Develop a variety of activities that include opportunities to have fun, to learn, to serve, and to explore who they are now and could be in the future
- Provide activities in a variety of contexts: both inside and outside the church, both intergenerational and youth-only
- Serve as the primary leader of the High School Youth Group
- Serve as the primary leader of the Middle School Youth Group
- Develop a holistic, age-appropriate religious education program for children and youth
- Evaluate, select, and implement religious education curriculum for children and youth, in

collaboration with volunteers

- Help youth to grow in their understanding of and relationship with Jesus and discover their value in the Kingdom of God
- Help youth understand racism and their role in working toward dismantling discriminatory systems of all types, and modeling for them a commitment to justice
- Develop opportunities for youth to explore making profession of faith, in collaboration with volunteers and stakeholders
- Pursue their own continuing education in relevant subjects, in consultation with the Executive Administrator

Administrative Functions

- Provide high-level oversight for Sherman Street Church's ministry to Children and Youth
- Develop the vision for children and youth ministry at Sherman Street Church in conjunction with stakeholders
- Support and coordinate Sunday morning children and youth programming
- Recruit, develop, and coordinate volunteers for children and youth ministries
- Create systems to help transition kids from children's ministries into youth ministry
- Enforce Safe Church policies for all children's and youth activities
- Maintain a yearly ministry calendar for children and youth that is shared with stakeholders
- Submit monthly written reports to the Elders, annual report of ministry activity, spending, and budget requests, and other reports as requested by Ad Council

Compensation and Benefits

Starting salary ranges from \$47,000 to \$56,000 based on requisite experience. This position is full-time and thus eligible for medical, disability, and life insurance coverage as well as unemployment and worker's compensation. Up to four weeks of vacation will be available annually, coordinated with the church calendar. (In general, one day per week should be taken off and a second set aside as a Sabbath—for rest in God, including prayer and meditation.) Approved continuing education and other expenses are eligible for reimbursement.

Accountability

This position reports to the Executive Administrator and is accountable to the Elders of Sherman Street Church. They will receive a performance review annually at which time position responsibilities will also be evaluated.

Application Process

Please include the names and contact information for two references, a resume documenting relevant experience, and a cover letter that explicitly connects your past experiences to the responsibilities and qualifications outlined in this job description. Submit these materials via email to <mailto:kelly.vanbrouwer@shermanstreetchurch.org> with "Director of Youth and Children's Ministry" as the subject. Please note that our safe church policy requires all finalists for this position to complete a formal background check.

Our review of applications will begin on July 15 and will continue until the position is filled. We hope to have this position filled by September 1st. Questions about the position and the search process can be sent to <mailto:kelly.vanbrouwer@shermanstreetchurch.org>