



Youth Ministries Leader

Christ Lutheran Church
2610 Campbell St., Valparaiso, IN 46385
<http://clcvalpo.org>

Classification/Department:	Program	Employment Type	Employee
Employment Status / FLSA	Part time (20 hrs) / Non-Exempt	Supervises Others	No
Reports to	Senior Pastor	Effective	September 9, 2025
Experience preferred	2+ years in related field, activities, or experiences	Salary range	\$20,000 - \$25,000 base salary with benefits, based on experience

Summary: The Youth Ministries Leader serves the mission of Christ Lutheran Church by leading and administering a dynamic, Christ-centered program of spiritual development, fellowship, and community involvement for students 5th through 12th grade.

Essential Functions:

- Plan and lead a vibrant, Christ-centered program of faith formation for Middle and High School students. Opportunities should include Sunday morning (Fusion) activities for middle school students and Sunday evening (Circle) gatherings for high school students.
- Work with the Senior Pastor to help administer and participate in teaching the congregation's Confirmation program for 7th and 8th grade students.
- Plan and lead off-site trips for youth including confirmation camp, Quake, and ELCA Youth Gathering events.
- Build and maintain relationships with CLC youth and provide emergency and pastoral care as appropriate and indicated.
- Offer resourcing to the Youth Board in recruiting, training, and supporting adult volunteers to work in all aspects of youth ministry at CLC. Mentor Youth Representatives of the Congregational Council.
- Maintain adequate files describing programs, activities, and curriculum for each ministry area.

Other Responsibilities:

- Participate in staff team activities, meetings, and team-building opportunities. Serve as a resource and support to other staff members.
- Continue to grow in areas of competency suggested by the ELCA Youth Ministry Networks' *Standards and Guidelines*¹.

¹ <http://elcaymnet.org/page-1496781>

Minimum Qualifications:

- Minimum of a Bachelor's degree
- 2+ years participating in or leading Youth Ministry, or related experiences preferred
- Respect for and openness to the Lutheran tradition and theology
- Proven track record in building relationships with youth and their families
- Verifiable references and background check
- Demonstrated appreciation and growing competency in areas suggested by the ELCA Youth Ministry Networks' *Standards and Guidelines*
- Valid driver's license required

Physical Requirements:

- Ability to speak effectively in a public forum
- Ability to attend and participate in youth-focused programming, including light lifting, late nights, long drives, etc.

Core Competencies:

- 1. Interpersonal Skills:** Works well with people at all levels of the congregation; is approachable; demonstrates the skills of active listening and openly accepts criticism; demonstrates appropriate and boundaried expressions of care for others.
- 2. Theological Insight:** Able to discuss and interpret Lutheran theological perspectives, especially as they apply to life situations; guides others in exploring Scripture; encourages and designs opportunities to grow in knowledge and experience of our Lutheran heritage.
- 3. Creativity and Innovation:** Generates new ideas; balances tradition and innovation; has good judgment about which creative ideas and suggestions will work; learns from mistakes.
- 4. Attention to Detail:** Is able to attend to many small pieces which are required for the organized whole; is diligent in documenting processes and progress.
- 5. Initiative:** Enjoys working hard; self-starter; energetically engages worthwhile activities.
- 6. Teaching:** Designs effective lesson plans and facilitates learning experiences; selects topics that are relevant, provocative and contribute to a deeper understanding of scripture, theology and spiritual practice.
- 7. Volunteer Management:** Demonstrates the ability to work with others; is effective in identifying and recruiting volunteers based on their giftedness and passion; equips, supports, and celebrates the ministries

of others. Effective in recognizing and encouraging leadership in others, especially to youth members.

All members of CLC's staff team will exemplify:

- **Spiritual Maturity:** Shows strong personal depth and spiritual grounding; actively seeks opportunities to grow in faith; is able to articulate and describe their own spiritual journey.
- **Integrity and Trust:** Is emotionally mature; practices direct, honest and transparent communication; avoids communication triangles; admits mistakes; demonstrates appropriate personal boundaries in relationships; productively engages and resolves personal conflict.
- **Team Orientation:** Demonstrates interest, skill and success in team environments; understands and supports the importance of teamwork; promotes group goals ahead of personal agendas; steps up to offer self as a resource for other members of the team; shares credit for success with others, takes responsibility for their own part in team failures.

Additional Benefits offered

- Two weeks of vacation, plus 1 week continuing education. An allowance for Continuing Education is provided along with health care, retirement contributions, and additional vacation time with years of service.
- Flextime according to workload is offered and expected.
- Membership in and opportunity to attend ELCA Youth Ministry Network events.