

POSITION DESCRIPTION

Director of Faith Formation

Mayflower Community Congregational Church, United Church of Christ

POSITION TITLE: Director of Faith Formation for Children, Youth, and Families

POSITION STATUS: Exempt, Full Time

SCHEDULE: 40 hours/week

REPORTS TO: Team Lead Minister

EFFECTIVE DATE: April 1, 2023

NOTICE: Mayflower Church seeks a Director of Faith Formation for Children, Youth, and Families. Mayflower Church is a progressive, Christian church affiliated with the United Church of Christ and located in Minneapolis, MN. The successful candidate is a spiritual leader who thrives in a supportive environment as part of a committed, innovative ministry team.

PREFERRED QUALIFICATIONS:

- Bachelor's degree or higher with some formal theological education or training for faith formation ministry
- A personal grounding in a progressive Christian faith, spiritual practices, and justice commitments
- Ability to articulate a progressive Christian theology and how that theology grounds a congregation's ministry of faith formation with children, youth, and families
- Demonstrated understanding of pedagogy and practices educating preK-grade 12 students, such as child and adolescent development; curriculum curation, design, and implementation; models and practices of faith and spiritual formation; familiarity with a variety of theories of learning
- Understanding of and passion for the principles of Christian faith formation
- Demonstrated ability to engage with all age groups
- Program and volunteer management experience

Accountability: The Director of Faith Formation reports to the team lead minister and is a member of the Leadership Team.

Position Parameters: Full-time including Sundays and some evenings. Start date is April 1, 2023. Salary range is \$45,000-\$55,000 commensurate with experience, plus benefits (UCC Pensions Board plans for health insurance, life, disability, annuity; continuing ed, vacation).

Position Overview:

The Director of Faith Formation, in collaboration with Mayflower's Faith Formation Team, program staff, and clergy, develops and maintains programs for children, youth, and families that encompass the essential elements of faith formation for ages preK-grade 12. Elements of faith formation include the stories, rituals and practices of our tradition; intergenerational, multi-sensory worship; resources for spiritual practices and faith conversations in the home; caring conversations and friendships in community; and opportunities to serve and do the work of justice in the world and to reflect on this work through the lens of faith. Faith formation will evolve through a thoughtful, inclusive, and gradual process that includes experimentation and evaluation. The Director of Faith Formation supports the Mayflower community's evolving understanding and exploration of holistic practices that nurture faith across generations through

a thoughtful, inclusive, and gradual process of experimentation and evaluation. The Director of Faith Formation is on the Leadership Team, the four-person decision making team that manages the work of the church.

Essential Functions

Spiritual Development

- Work collaboratively with other worship leaders to develop worship experiences that engage the children, youth, and families of the entire Mayflower community.
- Expand involvement of children and youth in worship leadership.
- Develop resources for families to encourage faith formation in the home and to support parents in their role as the primary nurturers of children's spiritual lives.
- Utilize online elements for faith formation and community support.

Ministry with Children, Youth, and Families

- Direct faith formation programs for children ages birth through twelfth grade.
- Support faith formation through the lens of trauma education as members of the Mayflower community return, rekindle, and reconnect after all the difficulties caused by the COVID-19 pandemic.
- Develop, direct, and evaluate programs for youth (Grades 6-12), including Our Whole Lives, Confirmation, and Youth Group.
- Coordinate the planning and work of the youth ministry team.
- Attend the annual youth trip.
- Welcome and make early contact with new families to help orient them to our church and programs.
- Encourage, implement, and increase opportunities for intergenerational connections that foster deeper relationships and create community.
- Nurture community among parents with babies, toddlers, and young children.
- Equip and support parents in their role as primary nurturers of the spiritual lives of their children.
- Develop relationships with children, youth, and families to foster connection and community

Justice

- Work with the Leadership Team and associated ministries to encourage greater participation of children, youth, and families in activities that put the mission of the church into action.
- Develop and supervise intergenerational justice and mission opportunities (e.g., trips, camps, pilgrimages).
- Reflect congregational priorities of earth care, racial reconciliation, and LGBTQ inclusion.

Resource Development

- Re-envision, with support of the Faith Formation Team, a transition to new models of faith formation for Mayflower
- Evaluate, implement, and/or develop curricula that reflect Mayflower's mission and vision.
- Curate faith formation resources for the entire congregation using a variety of media.

Program Support and Administration

- Recruit, train, and support leaders for a variety of ministry contexts.
- Implement and coordinate Mayflower's safe church policy.
- Supervise Mayflower's childcare staff members and program volunteers.
- Develop, submit, and manage the faith formation budget.

Professional Development

- Attend leadership conferences and staff retreats.
- Participate in MN UCC Conference group or similar collegial/support group.
- Maintain connections with professional organizations by attending meetings, conferences, workshops, and by reading professional literature.

Competencies

- Attentive to organizational and administrative details
- Regularly seek feedback from staff and laity regarding all aspects of faith formation ministry
- Work collaboratively with staff and volunteers
- Knowledge of current research, studies and resources broadly related to the theory and practice of congregational, family, and individual faith formation
- Articulate shared vision and values related to Mayflower's developing understanding of faith formation
- Passion for the stories of our Christian tradition and ability to interpret/reinterpret these stories in ways that are relevant for the context of the Mayflower community
- Maintain regular and effective communication with the congregation through a variety of media
- Supervise volunteers and childcare staff members
- Maintain appropriate professional boundaries

Physical Requirements

- Must be able to read, speak, hear and be able to effectively communicate both orally and in writing
- Regularly required to sit, talk, hear, walk, bend, kneel, and lift items that weigh up to 25 pounds

Working Conditions

- Primary workspace is in an individual office with a door; the space is wheelchair accessible
- Additional work at off-site locations for various ministry events (e.g., retreat centers, camps, etc.)
- Required flexibility in hours available for work, including evenings, weekends and holidays
- Projected 40 hour work week where the hours in any given week vary based on specific program demands and position responsibilities

APPLICATION PROCESS:

If you have an interest in this role, send the following to faithformation@mayflowermpls.org:

- Letter of interest
- Resume

• Response to one of the following prompts in words, images, video, or other medium to help us understand your faith journey and approach to supporting the faith formation development of children and youth –

What has led you to apply for the role of Director of Faith Formation with Mayflower Church? Describe how your gifts align with the expectations of this position.

Describe the best ministry team experience of which you have been a part. What made it such a good experience? Why was the team so effective? What was your part on that ministry team?

Describe how models of faith formation are changing in the Church to respond to the changing landscape. Tell us about a specific faith formation experience or program you helped develop that reflected these changing realities.

What big questions are you currently holding about the future of the Church's work supporting lifelong faith formation? What opportunities do these questions open and how do they spark your creativity and theological imagination?

Application Deadline: Monday, October 31, 2022.