



Director of Children & Youth Ministries St. Michael's Episcopal Church, Colorado Springs

About St. Michael's Episcopal Church

St. Michael's is a vibrant, intellectually charged, growing, program-sized church established in 1957. Our weekly worship attendance averages 300+ in-person with another 150+ active online worshippers. We are a church on a mission to *make Christ known within and beyond our walls*, and we do that with six weekly worship opportunities, several dozen weekly gatherings, numerous service opportunities, and a variety of additional ways. We are a thriving community, grateful to have strong lay leadership, dedicated volunteer teams, a growing staff, and membership that's doubled over the past four years.

About the Director of Children & Youth Ministries

The Director of Children & Youth Ministries plays a vital role in the life of our community. This lay staff position takes the lead in developing and implementing formation and fellowship opportunities for children, youth, and families. This position develops and maintains strong relationships with children, youth, and families, while fostering spiritual depth, growth, and exploration. The Director will encourage a desire for children and youth to know God, to share the love of Christ with others, and to participate in service, retreat, and other transformational experiences. This position reports directly to the rector while working alongside the staff and various parishioners in the parish.

Key Tasks

- Promote and foster a welcoming, loving, inviting, and Christ-centered environment for the children & youth of St. Michael's.
- Create, develop, and evaluate programs, curriculums, and initiatives that help children, youth, and families grow and deepen their faith.
- Oversee and manage budget for children and youth ministries & purchase supplies, materials, snacks, and other items necessary for programming.
- Communicate program and event details clearly and accurately to parishioners through both written and oral communications.
- Dream and collaborate with the Rector, lay leaders, and staff to develop transformational opportunities and experiences.
- Lead Wednesday Middle & High School Youth Groups while identifying, training, and empowering adult lay leaders to assist.

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- Lead Sunday Children’s Chapel during the 10:30 AM service for elementary aged children.
- Create, implement, and organize overnight retreat opportunities for middle and high school youth.
- Lift up and empower high school youth to serve in leadership positions within the church, including but not limited to serving on the Youth Council and as Youth Vestry Delegate.
- Network and communicate with Episcopal Diocese of Colorado and Ecumenical colleagues to promote, develop, and engage in collaborative ministries.
- Recruit, empower, support, and organize adult leaders to assist with children, youth, and family ministry events, programs, and activities.
- Cultivate relationships with the children, youth, and families and provide pastoral care in collaboration with clergy.
- Hire, train, supervise, and evaluate nursery personnel.
- Maintain state and Diocesan regulations relative to providing childcare and “Safe Church” standards.

Knowledge, Skills, and Abilities

- Feels called to a church-based ministry model.
- Finds joy in spreading God’s love.
- BS or BA required; preferred degree in theology, religion, education, teaching, or a similar discipline.
- Proficient in oral and written communication skills.
- Demonstrates biblical knowledge and Episcopal theology, including being LGBTQIA+ affirming.
- 2+ years experience in children and/or youth ministry.
- High energy, enthusiastic, and willing and able to participate in physically engaging children & youth activities (i.e., hiking)
- Displays initiative and creativity in planning and executing ministry programs and events.
- Must engage in a professional and positive manner with church staff, parishioners, visitors, and other members of the community.
- Enjoys people, works well as part of a team, and desires to be part of a growing church community.



Compensation

Compensation is dependent on an offer and employment status. We understand the ideal candidate for this position may or may not be looking for full-time employment. While we would hope to add a full-time Children & Youth Minister to our staff, we are open to all three options to find the right person (or people) with the skill sets needed to support the mission and ministries.

Option 1: Full-time Children & Youth Minister

40 Hours a Week / Annual Salary \$44,000 - 50,000 plus negotiable medical (and housing).

Option 2: Part-time Children’s Minister

15 - 20 Hours a Week / Annual Salary \$18,000 - \$23,000

Option 3: Part-time Youth Minister

15 - 20 Hours a Week / Annual Salary \$18,000 - \$23,000

- Bi-monthly pay period (24 pay periods per year)
- Unlimited time off w/ rector approval + 4 Sundays off yearly / Weekly schedule negotiable.
- 20 Hours and above the employer contributes 5% of Annual Compensation into Church Lay Pension Fund. **Employee can contribute up to 4% to be matched annually.*

Application Process

Please send the following to matt@stmikeschurch.com prior to April 15:

- Cover Letter *including the position for which you are applying.*
- Resume
- Answers to the following two questions on a single sheet of paper.

1. Why are you interested in this position and why do you feel you are uniquely qualified?
2. Share about a transformation moment in your life that you experienced and/or shared God’s love.

March & April: Interviews Conducted
May: Offer Extended
August: Begin Employment at St. Michael’s

Questions? Please contact: The Rev. Matt Holcombe, Rector, matt@stmikeschurch.com

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