

The GOAL of youth ministry at Atonement:

“Youth ministry at Atonement Lutheran Church will equip young people to grow toward a mature adult Christian faith.”

To achieve this goal our youth ministry will:

1. Provide our youth with a setting that accepts them as fellow members of the Body of Christ and workers in the Kingdom of God.
2. Provide our youth with opportunities for “Bringing the hope we share in Christ to all!”
3. Provide opportunities that will integrate our youth with mature Christian adults in the areas of worship, Bible study, fellowship and service.
4. Provide our youth and their families with opportunities to interact together, while growing in faith.
5. Provide our youth with opportunities to be involved in mentoring relationships with Christian adults.
6. Help our youth to make the transition into Christian adulthood by more fully recognizing and integrating them as full members of our congregation and its mission.
7. Make a commitment to the implementation of this goal and these recommendations by securing a trained youth minister who is committed to following through with our youth ministry goal.

The youth ministry for this congregation will provide opportunities for:

1. Fellowship (to live among God's faithful people).
 - Include lots of mixers, group-building activities, recreation and fun group experiences
 - Deal with conflicts as a natural part of human interaction. Model healthy ways that differences can be resolved within the Christian community.
 - Be a Christian community with all the hurts, joys, disappointments, and craziness of life.
 - Experience the struggle to live out faith in daily situations and celebrate the joy of God's love.
 - Provide a minimum of two youth events monthly.
 - Provide opportunities for our youth to be involved in fellowship with other Lutheran Church Youth groups in the Billings area.

2. Study and Worship (to hear God's Word and share in the Lord's Supper).
 - Study God's Word as a group on a regular basis. Vary the format of study.
 - Use a variety of teaching techniques, including, but not limited to, experiential learning, small group discussions, simulations, videos and guest speakers.
 - Encourage our youth to an active worship life within the congregation. Actively participate in various worship responsibilities.
 - Provide personal devotional materials that are age appropriate. Incorporate devotions into all youth events.
 - Pray! Pray together. Pray for each other. Pray for people in need throughout the world.

3. Witness (to proclaim the Good News of God in Christ through word and deed).
 - Learn to speak about Christ and the Christian faith. Share your faith story with others through words and daily life.
 - Learn to manage possessions, time, talents, creation, and money in ways

that reflect responsible and positive stewardship.

- Invite others to church and youth events.
- Discover what it means to live a Christian lifestyle. Support, challenge and encourage one another with love.
- Deal with the real issues of youth (belonging, being liked, friends, the future, parents, drugs, sexual relations, grades, peer pressure, etc.)
- Support each other through temptations: that which draws away from God and God's love in Jesus Christ.
- Explore and encourage vocations: God's calling for each of us in daily life.

4. Service (to serve all people, following the example of our Lord, Jesus Christ).

- Discover and practice what it means to be a servant, following the model of Jesus Christ.
- Put others first.
- Do for others without waiting for the "thank you" or "reward."
- When raising funds for youth program events, designate a percentage of the money to go to support other local, nation and world-wide ministries.
- Provide opportunities for participation in at least one servant event per year.

5. Justice and Peace (to strive for justice and peace in all the earth.)

- Openly discuss the injustices of racism, classism, and sexism.
- Work to change and address the injustices within the local community as well as the global community
- Evaluate consumer and lifestyle choices and their relations to being caring stewards of God's creation.
- Pursue peacemaking in the home, church, school, and local community.
- Reach out to "enemies"
- Explore responses to poverty, hunger and homelessness. Develop plans for action and education.

Responsibilities of the Director of Youth Ministry

1. The Youth Director will have responsibility for developing and implementing programs reflecting the goal of youth ministry at Atonement for youth 0 - 18 years of age.
2. Meet with the pastoral staff as a member of a team effort at regularly scheduled staff meetings and keep open communication with all staff.
3. Consult with the supervising pastor on a weekly basis, providing a summary of activities, a time schedule and a monthly financial report.
4. Director of Youth Ministry will work with the Youth Committee which will be comprised of both adult and youth leaders.
5. Will communicate and interpret, on a regular basis, the goals of Atonement's youth ministry to the congregation.
6. Maintain contact with the youth of the congregation and their families to encourage an active participation in the full life of the congregation.
7. Be available to youth for guidance and counsel (through confidential conversation).
8. Coordinate communications and publicity regarding youth events.
9. Have a presence with and participate in the Sunday School Program.
10. Recruit and assist in the training of adults to equip them for ministry to and with the congregation's youth people.
11. Participate in a minimum of 20 contact hours of continuing education each year. Besides courses directly related to youth ministry, courses in Bible,

theology and the practice of ministry are also encouraged.

12. The Director of Youth Ministry is expected to work a minimum of 40 hours per week. The Presence of the Director of Youth Ministry is expected on Sunday mornings and Wednesday evenings.
13. If the Director of Youth Ministry has not already completed the Youth Ministry Certification School they will do so within the first two years of employment.

Responsibilities of the Congregation

1. The congregation shall employ (name of person), on an ongoing basis, subject to annual review.
2. The congregation shall provide a yearly salary of \$24,000 – \$27,0000 (based on qualifications and experience). Salary will be reviewed annually.
3. The congregations shall provide health benefits or contribute to a pension fund (in the amount of \$300.00 per month) for the Director of Youth Ministry (and family).
4. The congregations shall provide 2 weeks paid vacation per year.
5. The congregation shall provide 5 days and \$400.00 continuing education per year (additional funds for special training may be available upon approval by Church Council). These funds and time may be accumulated up to three years. Upon resignation or termination of employment, any unused funds will remain with the congregation.
6. The congregation will assist with moving expenses (if necessary), amount to be negotiated.
7. The Youth and Family Committee will be available for support and guidance.
8. The Pastor with responsibility for Youth Ministry shall supervise the Youth Director.
9. The employee may terminate this contract with a 30 day written notice. The employer reserves the right to terminate this contract at will.