

**Ezekiel Lutheran Church**  
**River Falls, Wisconsin**  
*March 2010*

POSITION DESCRIPTION: Associate Pastor for Community, Youth and Family

The Associate Pastor for Community, Youth and Family is a minister of Word and Sacrament; one who responds to the call and purpose of God in assisting this congregation in its pursuit of God's mission.

The Associate Pastor for Community, Youth and Family is responsible for preaching and teaching the Gospel, leadership in worship, proper administration of the sacraments, and leadership in ministries which seek to foster intergenerational Christian community, the development of a living partnership between the ministry of the congregation and the ministry of the home, with a passion for nurturing and passing on faith to our younger members.

The responsibilities of the Associate Pastor for Community, Youth and Family will be undertaken in partnership with the Senior Pastor and other members of the staff. In particular:

1. **COLLEGIALITY:** The Associate Pastor for Community, Youth and Family will strive to work with the Senior Pastor and with other staff members and lay leaders in God's mission in a spirit of peace and harmony; in a Spirit-energized commitment to the Gospel offering an honest and inviting witness to Jesus Christ.
2. **PREACHING:** The Associate Pastor for Community, Youth and Family will preach at public worship according to a schedule coordinated by the Senior Pastor.
3. **LEADERSHIP IN WORSHIP AND ADMINISTRATION OF THE SACRAMENTS:** The Associate Pastor for Community, Youth and Family will be the presiding minister at occasions of public worship according to a schedule coordinated by the Senior Pastor. Upon request and in accordance with sound pastoral practice, including collegial planning with the Senior Pastor, the Associate Pastor for Community, Youth and Family will administer the Sacrament of Baptism. Holy Communion will be administered by the pastoral staff according to a schedule of shared liturgical leadership coordinated by the Senior Pastor.
4. **PASTORAL CARE:** The Associate Pastor for Community, Youth and Family will give leadership in the development of a living partnership between the ministry of the congregation and the ministry of the home, especially among the younger families (with children birth through college age). This includes providing the pastoral care needed to establish and cultivate relationships that parents and homes might be engaged, together with the congregation, in Christian faith formation and the spiritual journey centered in Christ. The Associate Pastor for Community, Youth and Family will be responsive to pastoral ministry in the area of weddings, funerals, and other life passages, as coordinated by the Senior Pastor. Other general pastoral visitation of members and friends of the congregation will be shared by the Pastors in response to the needs for pastoral care that are identified.

5. **TEACHING:** The Associate Pastor for Community, Youth and Family is given primary pastoral responsibility for overseeing the congregation's program of Christian Education among the youth of the congregation. It is expected that the Associate Pastor for Community, Youth and Family will work with the Director of Children's and Youth Ministry, and the Grow Committee, in planning and implementing this educational ministry. This will include Sunday/Wednesday Schools, Vacation Bible School, First Communion Instruction, Confirmation Classes, Baptism Class for parents, and promoting/encouraging Luther Point Bible Camping opportunities. Providing training and support of congregation members who are helping in the Christian Education program, as well as leading adult learning events, will be included in this area of focus for the Associate Pastor for Community, Youth and Family
6. **YOUTH MINISTRY:** The Associate Pastor for Community, Youth and Family is given primary pastoral responsibility for overseeing the youth ministry. This includes working with youth, inspiring and equipping others to join in this ministry, by, with and for youth. It is expected that the Associate Pastor for Community, Youth and Family will work with the Director of Children's and Youth Ministry, and the Grow Committee (seeking to expand youth ministry teams/committees and equip them as they are established), in planning and implementing this youth ministry. Particular focus will be given to the families of young persons (as described above in Pastoral Care) and to individual young persons as pastoral counselor and guide, encouraging the participation of young persons in the worship and sacramental life of the congregation.
7. **CONGREGATIONAL LIFE:** The Associate Pastor for Community, Youth and Family will give leadership in building Christian community in order that God's people at Ezekiel might come to a deeper joy in their relationships; engaging in intergenerational ministry with one another, including children, youth, singles, and families, for the sake of Christ. It is expected that the Associate Pastor for Community, Youth and Family will work with the Connect Committee to cultivate small/relational groups and events that build up relationships and enrich the spiritual life and community of the congregation.
8. **ADMINISTRATIVE AUTHORITY/RESPONSIBILITY/ACCOUNTABILITY:** The Associate Pastor for Community, Youth and Family will be given responsibility and authority for the direction of the programs and ministries to which s/he is called. The Associate Pastor for Community, Youth and Family will have supervisory responsibility for the Director of Children's and Youth Ministry. The Associate Pastor for Community, Youth and Family will be accountable to the Senior Pastor. Regular reports of ministry activities will be provided to the Senior pastor, to the Congregation Council and to the Congregation. The Associate Pastor for Community, Youth and Family will participate in encouraging support of the ministries of the Evangelical Lutheran Church in America.
9. **REVIEW:** The Associate Pastor for Community, Youth and Family, in consultation with the Senior Pastor, will be asked to set measurable objectives for work to be accomplished during a given year. Periodic, informal review (in addition to a standard annual review) of the ministry of the Associate Pastor for Community, Youth and Family will be undertaken in conversation with the Senior Pastor as note is taken of the progress in accomplishing ministry goals.