

## **Job Description**

### **Youth Minister/ Director** serving four local parishes Marblehead, Massachusetts

#### **Overview**

Four churches in Marblehead have joined together to support a shared full-time youth position to cultivate our Christian youth programming in Marblehead, MA. These churches are: Clifton Lutheran Church, Old North Church (United Church of Christ), St Andrew's Episcopal Church, and St Michael's Episcopal Church.

The parishes are located in Marblehead, MA, a coastal New England town in Essex County situated 16 miles north of Boston. Their parishioners come from Marblehead, Salem, Swampscott, Lynn and a few other local communities. The detailed data of the local communities are outlined [here](#) including population size and demographics. Marblehead and Swampscott are more suburban communities while Salem and Lynn are considered more urban. Each parish has a full-time clergy position, in addition to other staff. Each parish has its own community, parish culture, programs, and events. The churches share a firm grounding in Christianity and a wish to lead their congregants to live loving, Christian lives.

The churches affirm and celebrate the diversity of their communities in all backgrounds, ages, abilities, races, colors, cultures, origins, genders, gender identities and/or expressions, orientations and social statuses

#### **Overview of the Churches**

##### **Clifton Lutheran Church**

Clifton is an ELCA Lutheran church that is Reconciling in Christ (RIC) LGBTQIA+ affirming. Music and worship play a central and transformative role in Clifton's ministry, with its talented choir, regular guest musicians, and children's choir. It has a holistic, multigenerational approach to its liturgical worship cycle. The congregation is passionate about community service and engagement including the interfaith food security nonprofit it founded called the Manna Project and its decades long partnership with Mission of Hope in Haiti. Because of its location, Clifton is a gateway church with members coming from Swampscott, Salem, Beverly and Lynn. Clifton is known as the "pumpkin church" selling thousands of pumpkins each fall and supporting indigenous farmers in New Mexico.

Pledging families for 2023: 25

Staff positions: Full-time pastor, part-time music director, part-time administrative assistant, part-time sexton

##### **Old North Church**

Old North Church is a progressive, traditional congregation of the United Church of Christ. Founded in 1635, we are the oldest congregation in Marblehead. We became Open and Affirming in 2008, and have employed multiple LGBTQ ministers. We have a large music program featuring organ and piano music, a handbell choir, and a 25-member choir. ONC has a strong tradition of supporting people in need locally, providing disaster relief, and maintaining a supportive relationship with our sister church in South Africa. Pre-COVID, we had a large and vibrant youth program that drew youth from across the town; this youth group engaged in service projects locally and mission trips in the wider USA and abroad. We have over 400 members with over 200 pledgers. Staff positions: full-time senior interim minister,

half-time associate minister, half-time music minister, half-time director of children’s ministries, half-time church administrator.

St. Andrew’s Episcopal Church

St. Andrew’s Church is known for its warm community, as well as its social justice outreach. Recent projects include Welcome the Stranger, support of Massachusetts minimum wage campaign, friendship with St. Stephen’s Episcopal Church of Lynn/Beloved Community, implementation of a large food ministry during Covid, participation in PRIDE parade for many years, and sponsorship of SPUR community garden. St. Andrew’s completed a highly successful capital campaign in advance of its centennial in 2024, with numerous celebrations planned. The church has approximately 300 members (mostly older) with 105 pledgers, weekly attendance of 55 (105 pre-Covid), Godly Play for ages 3-7, and monthly gatherings for elementary-age children and families.

St. Michael’s Episcopal Church

Founded in 1714, St. Michael’s is one of the oldest Episcopal churches in New England. Well-known for its music program sung in its traditional liturgical style Rite II eucharist, St Michaels includes professional and volunteer choristers, enabling the natural acoustics of the church to shine with our 1974, 22-stop Charles Fisk tracker organ. Pledging families for 2023: (200+), Staff positions: 2 part time office admins, Music Director, Interim Priest

	Clifton Lutheran Church	St. Michael’s Episcopal	St. Andrews Episcopal	Old North Church (UCC)
Members	285 confirmed	300	300	400
Typical Sunday	46	40	60- 70	100
Youth Program	None	Not currently	Yes, monthly family events	None currently
Sunday School	Sunday School: 11 (ages 2-10) Pre-Confirmation: 4 (ages 11-13)	Not currently	Godly play for the youngest of our members	12

**The Position of Youth Minister**

The Youth Minister position will play a crucial and foundational role, focusing on the middle school and high school youth in our shared parishes. It provides the opportunity to build a shared community among the churches and to create an engaging, innovative, progressive Christian youth program that supports a thriving, growing religious culture to serve our community across generations. This person will partner with clergy, staff, and volunteers to empower youth to grow their faith, to explore life questions, and to participate together in activities, events, and outreach.

The Youth Minister will be a colleague of the clergy of the four churches and will be supported and overseen by the Marblehead Youth Cooperative Ministry (MYCM) Board, made up of twelve appointed lay church members (three from each parish).

Interested candidates should bring a well-grounded Christian faith that can be shared and explored with young people. The candidate should be able to collaborate with a variety of others (clergy, youth, volunteers,

community members) to accomplish goals and to build relationships. An ideal candidate is a gifted teacher/mentor of youth who respects young people, encourages questions and thoughtful discussions, fosters strong relationships, promotes inclusion, and builds community. Specific to inclusivity, the candidate will work to ensure a safe and accepting space for youth members of the LGBTQIA+ community. The candidate should have a strong interest in working with youth, seeking to inspire them to explore progressive Christian values, to involve them appropriately in group decisions, and to lead them in a variety of discussions, activities, events, and outreach. We anticipate that the Youth Minister will visit each church one Sunday a month and will maintain a calendar that fairly and flexibly involves all four church communities, as well as time to oversee a central, combined youth group. Each church will provide a workspace dedicated to this individual.

### **Duties and Responsibilities**

1. Develop and lead the program for youth, in particular a combined youth group (or two groups separated by age, e.g., middle school and high school), including youth in decision-making, as the program develops over time.
2. Lead family and youth outreach including ongoing relationship building, engagement, and communication.
3. Create and maintain a flexible monthly calendar that includes all four churches and youth activities.
4. Participate regularly and flexibly in each parish. Integrate into the unique culture of each parish, while owning the full Youth Ministry program and its execution.
5. Communicate regularly with the MYCM board and clergy and attend regular check-in meetings; communicate weekly with the assigned board representative(s) in the first 90 days, with room for mutually agreed upon changes and optimizations.
6. Communicate with youth, families and partners about current happenings, volunteer opportunities, events, etc. and market opportunities to increase engagement.
7. Build partnerships with agencies and community groups as appropriate; attend community-wide events as applicable.
8. Conduct relevant data collection including program participation, engagement, and impact; maintain a database of active participants.
9. Work full-time on-site with regular weekend commitment, including four Sundays a month (5th Sunday is a Sabbath) and no more than two evenings a week. There are two full days off per week, with the details to be determined with the candidate.

### **Required Qualifications**

- Enthusiastic about inspiring the Christian faith in young people
- Bachelor's degree or higher
- An ordained minister in good standing, or equivalent religious training
- Experience working with youth
- Experience and aptitude in working effectively with a wide variety of backgrounds, abilities, races, cultures, genders, gender identities and orientations
- Strong leadership and organizational skills
- Excellent interpersonal and facilitation skills
- Excellent written and oral communication skills
- Computer and data management skills
- Ability to work well with clergy, parish staff, and lay church leaders
- Commitment to reach out to and participate in the larger community

### **Preferred Skills and Experience**

- Experience teaching or leading religious education
- Experience in teaching, lesson planning, and/or creating youth programs
- Experience working in church congregations

**Compensation**

Salary range is \$40,000-\$50,000 based on experience. The position includes health insurance, retirement contribution, vacation time, and one-half SECA contribution. There may be additional benefits based upon denominational affiliation.

**To apply**

Resume and introductory letter should be sent to the head of the search committee. We hope to make an appointment to the position by the end of June 2023 and to begin no later than September 1, with a starting date in August preferred.

Address application to: **marbleheadyouthcoopministry@gmail.com**

*Background checks are required for this position.*