



Job Description

Title:	Director of Spiritual Growth
Purpose:	To effectively enhance, build and lead diverse educational ministry programs for adults, youth, and children of First Presbyterian Church of Lynchburg, VA that encourage spiritual growth and a closer relationship with God and one another
Accountability:	The Director of Spiritual Growth reports directly to the Senior Pastor/ Head of Staff and the Session of First Presbyterian Church of Lynchburg.
Focus:	<ul style="list-style-type: none">◆ To love God and love others◆ To have a grounded relationship with Christ and be able to share their faith in God through educational and life experiences with congregants of all ages within First Presbyterian Church of Lynchburg, VA and others as connected◆ To encourage our adults and children/youth and their families through educational ministry to grow in their faith and relationship with Christ and encourage them to invest in the life of the church and the community
Goals:	<ul style="list-style-type: none">◆ Facilitate ways to encourage and impact positive growth in participation and membership of First Presbyterian Church of Lynchburg, VA through educational programs◆ Identify and implement new educational programs and opportunities for spiritual growth◆ Reinvalidate existing educational programs◆ Advance our Biblical literacy and theological understanding

Responsibilities for this position fall under five main areas:

- Adult Ministries
 - Working with the Spiritual Growth Committee, develop a comprehensive Christian education strategy for all ages and establish measurable goals and objectives for programs
 - Implement Christian educational strategies and develop a comprehensive program to achieve goals established for all adult-related spiritual growth programs and initiatives
 - Plan, organize and direct Sunday spiritual growth opportunities for adults
 - Plan, organize and direct midweek bible studies and other small groups for adults
 - Encourage, recruit, and organize congregants, as volunteers, to use their gifts and abilities to give back to others through educational opportunities for adults
- Youth Ministries
 - Working with the Spiritual Growth Committee, develop measurable goals and objectives and achievement strategies for youth-related spiritual growth programs and initiatives
 - Mentor, lead and manage the Director of Children's and Youth Ministries to plan, organize, and implement:
 - Sunday spiritual growth opportunities relative to middle and high school students
 - Middle and high school youth group meetings, retreats, and conferences
 - Youth Sunday and other worship leadership experiences involving youth
 - Mentor and lead the Director of Children's and Youth Ministries to encourage, recruit, and organize congregants, as volunteers, to use their gifts and abilities to give back to others through educational opportunities related to middle and high school students and their families

- Children's Ministries
 - Working with the Spiritual Growth Committee, develop measurable goals and objectives and achievement strategies for children-related programs and initiatives
 - Coordinate and lead effective operation of the nursery, including the management of paid nursery care providers
 - Coordinate and lead effective organization, planning, and implementation of Vacation Bible School
 - Work with the Director of Children's and Youth Ministries to provide relevant and inspiring Children's Moments during worship
 - Mentor, lead and manage the Director of Children's and Youth Ministries to plan, organize, and implement:
 - Sunday spiritual growth opportunities for all children's classes
 - Gateways to Worship and Worship Workshop
 - Work with and manage the Director of Children's and Youth Ministries to care for and grow the Children's Library as a resource for use by children and families
 - Mentor and lead the Director of Children's and Youth Ministries to encourage, recruit, and organize congregants, as volunteers, to use their gifts and abilities to give back to others through educational opportunities related to children and their families
 - Mentor, lead and manage the Communications Coordinator and Children's Ministry Assistant in directing and supporting children's ministry programs
- Communications
 - Work with the Communications Coordinator to ensure effective communications, including social media, radio, email and live streaming, geared to the multigenerational congregation
- General Administration:
 - Serve on the FPC Weekday School Board and act as the liaison between church and school
 - Oversee maintenance and development of the main library
 - Manage policies and procedures (e.g., Healthy Boundaries, Sexual Misconduct) necessary for responsible church programs
 - Work with the Spiritual Growth Committee in determining the annual budget
 - Work collaboratively with the staff, session, and congregation
 - Participate in weekly scheduled staff meetings and monthly stated Session meetings
 - Participate in bi-annual scheduled staff retreats for worship and program planning
 - Assist with spiritual growth content needed for bulletins, monthly newsletter, and other social media communication outlets
 - Assist staff in planning, organizing, and implementing intergenerational events

Qualifications:

- Masters in Christian Education (or similar) from a Presbyterian Church (USA) Institution with 5 years of experience in planning, organizing and implementing educational ministries for all ages
- Affiliation with or advanced knowledge of Presbyterian Church (USA) Theology and Polity
- Advanced knowledge and skill with technology, including word processing, spreadsheets, presentations, social media, and conferencing
- Ability to communicate effectively with all ages
- Experience in public speaking and leading large groups of people
- Experience in planning, organizing, and implementing educational ministries for all ages
- Experience in selecting spiritual growth curricula
- Skills in engaging and building positive relationships with a wide variety of people
- Experience and passion for recruiting and training volunteers to serve as teachers and mentors for spiritual growth

Evaluation: Performance reviews will be conducted semi-annually by the Senior Pastor/Head of Staff and the Personnel Committee.

Employee Class: Full-Time with Benefits

Compensation: Base Salary Starts at \$50,000

Interested applicants should provide the following information to spiritualgrowthfpcly@gmail.com:

- Cover letter
- Resume
- Three references
- Completed application (application available at www.fpcly.org)

Applicants are encouraged to direct any questions about the position or application process to Margo Shoemaker at spiritualgrowthfpcly@gmail.com.

First Presbyterian Church of Lynchburg
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www.fpcly.org