

Job Description: Associate Rector for Family Ministries

The Associate Rector will share in the broad ministry of the parish, working with clergy colleagues and support staff to establish a comprehensive vision for the worship, programs, and activities of the church.

All members of the clergy take part in Sunday worship, regularly preaching and presiding. In collaboration with the Director of Youth Ministries, the Associate Rector for Family Ministries will be responsible for the oversight of the Children and Youth programs and will be the chief pastoral contact for families.

Oversight and Advancement of Formation Programs

Overview:

In all discussion of formation at The Redeemer, the term *children* refers to students in Pre-K-5th grade. The term *youth* refers to students in grades 6-12.

For the past four years, members of the staff have been developing an Arc of Formation, which describes in incremental stages the proficiencies appropriate to faith development. The Faith Development Milestones established for each identified age group detail how and in what manner children, youth, and adults should be able to engage in worship and what they should know and understand regarding the Christian faith. The full sweep of the Arc envisions a steady progression in skills and the development of habits important to the faith, and it provides a comprehensive picture of the substance and reason for the church's programs.

A preliminary draft of the Arc and its component Milestones was first presented to the vestry in January 2017. This draft has been further developed, refined and expanded, and ultimately it will include a full articulation of stages of formation for adults. It will form the basis for program assessment and development, and it will be a prime document for communicating the value of The Redeemer's formation opportunities.

Structure:

The primary locus of Christian formation is all that's done within the liturgy on Sunday mornings. Worship is the essential work of the church. This focus has often been lost when formation is shifted chiefly to church school programs conducted apart from the worship life of the whole parish.

At The Redeemer our emphasis is on the inclusion of children and youth in the liturgy through various programs that offer increased participation and responsibility as individuals mature. Children and youth function as acolytes and vergers and many sing in one or several of the choirs. Younger children attend Children's Chapel during the sermon at the main service. This engagement in worship is then supplemented by church school opportunities directly after the principal service.

The church school is lay-led and uses a number of curricula, including Godly Play, Weaving God's Promises, and Living the Good News. Confirmation classes are held annually, and they are principally led by the Associate Rector, with help from the other clergy.

The Sunday evening Redeemer Youth Group (RYG) for high school students is led by our Director of Youth Ministries, Rebecca Northington, who is a parishioner and a graduate of the Villanova Master of Practical Theology program. The RYG is a burgeoning group that is gaining community-wide members and support.

We have traditionally experienced a significant loss in participation by adult members when their children reach college age. While there are many identified reasons for this, one primary issue is that parents are largely involved on behalf of their children and don't recognize their own faith development as primary. Our goal is to develop programs that engage adults through and beyond their parenting years.

Responsibilities:

The Associate Rector will oversee the full scope of formation programs.

Prime responsibilities will be the further development and implementation of the Arc of Formation, building a cohesive set of programs involving the key components of worship, community connections, and fellowship for all age groups, being pastorally present to families and youth, and working with the Director of Communications and Stewardship to effectively convey the goals and objectives of the programs and to increase participation.

An ideal candidate will have a passion for providing Christian formation across the full span of generations, for children, youth and adults, and for developing ways to engage parishioners in faith journeys, through worship, service and the building of community.

Ideal Candidate

An ideal candidate will have the following qualities:

1. A warm, accessible, and energetic approach to and appreciation of all people, whether or not they are members of this congregation
2. A commitment to nurture spiritual growth and to foster a sense of community, welcoming all to God's table
3. An openness to a sense of worship that is both ancient and contemporary
4. A commitment to church growth
5. An ability to work collegially with the Rector and other staff as well as church volunteers, and an openness to professional and personal development
6. A strong skill set in organization and administration
7. The ability to write and speak well

The Associate Rector will excel in the following essential functions:

- supporting lay leadership and monitoring program staffing to ensure continuity.
- creatively working with staff to provide a context within which youth can develop and actively practice Christian faith
- assisting in youth programming and recruiting, training and supporting adult volunteers.

Salary and Benefits

Salary and benefits will be determined according to the guidelines of the Diocese of Pennsylvania and commensurate with experience.