



Christ Lincoln is a family working together to grow the kingdom of God. Our mission is connecting people to Christ, together growing in His Word. Each day we strive to join Jesus on His mission so that all may know Jesus!

Job Title	Director of College Age Ministry
Department	Family Ministries
Reports To	Executive Director of Family Ministries
Position Level	3
Position Status	Full Time - Exempt

Job Purpose

The Director of College Age Ministry leads efforts to disciple young adults by developing engaging weekly faith experiences, recruiting and equipping volunteer leaders, coordinating service opportunities, retreats, and mission experiences. The Director of College Age Ministry will also build relationships with high school ministry students through programs and events. This role ensures all programming reflects Christ Lincoln's mission, fosters spiritual growth, and connects young people to a Christ-centered community.

Duties and Responsibilities

- I. Develop and Implement Weekly Spiritual Growth Experiences
 - A. Select, adapt, and implement biblically based curriculum for College Age Ministry.
 - B. Facilitate weekly gatherings that encourage spiritual growth, community, and application of God's Word.
 - C. Ensure curriculum and programming align with Christ Lincoln's mission and theological values.
 - D. Evaluate and adjust programs based on feedback, attendance, and student engagement.
 - E. Collaborate with other ministry leaders to ensure consistency across campuses and age groups.
- II. Recruit, Equip, and Support Volunteer Leaders
 - A. Identify, invite, and onboard volunteers for College Age Ministry.
 - B. Provide training and resources to equip volunteers for effective relational ministry.
 - C. Maintain regular communication and care for volunteer teams to ensure long-term engagement.
 - D. Foster a team environment built on encouragement, accountability, and shared mission.
 - E. Offer feedback and coaching to help volunteers grow in their faith and leadership.
- III. Coordinate Service Opportunities, Retreats, and Mission Experiences
 - A. Plan and lead local and regional serving opportunities for young adults.
 - B. Organize spiritual retreats, and mission trips that foster discipleship and connection.
 - C. Ensure all experiences are safe, well-organized, and staffed with trained adult leaders.
 - D. Partner with other staff to ensure accessibility and alignment with ministry goals.
 - E. Collaborate with the Family Ministries Events Coordinator to manage logistics including schedules, communication, transportation, and budgeting.
 - F. Create invitational, fun, welcoming, and spiritually impactful experiences that introduce young adults to Jesus.
 - G. Connect with the Communication Team to promote events effectively across platforms.

- H. Review attendance and outcomes to assess event effectiveness and guide future planning.
- IV. Build relationships with high school ministry students through programs and events.
 - A. Engage students during large group gatherings.
 - B. Partner with the Director of High School Ministry to plan and execute events that foster student involvement and growth.

Qualifications

- I. Knowledge
 - A. Microsoft Office programs, Google Suite
 - B. Customer service principles to handle inquiries and provide assistance to others
 - C. The importance of handling sensitive information and maintaining strict confidentiality.
 - D. Lutheran Church Missouri Synod (LCMS) theology.
 - E. Best practices in Youth Ministry, including curriculum implementation.
- II. Essential Traits
 - A. Strong desire to consistently speak well of one another, defend one another and explain things in the kindest way
 - B. Reliable and consistent attendance
 - C. Positive attitude
 - D. Action oriented
 - E. Initiative to build relationships and rapport with current and potential volunteers
 - F. Commitment to excellence and upholding ethical standards
 - G. Ability to work independently or as a team
 - H. Commitment to continuous improvement
- III. Skills
 - A. Effective time management and multitasking skills
 - B. Exceptional proficiency in finding solutions to challenges
 - C. Proficiency in prioritizing and organizing tasks
 - D. Strong analytical abilities
 - E. Ability to apply LCMS theology effectively to youth ministry programs
 - F. Demonstrated ability to organize, adapt, and execute youth ministry curriculum and programs
- IV. Education
 - A. Bachelor's Degree in Theology, Education, or similar field or a minimum of 6 years experience in children's ministry or education experience required.
 - B. Certification as a Director of Christian Education (DCE) through the LCMS (or ability to obtain certification preferred)

Physical Requirements

The mobility and stamina to move around and participate in energetic activities, as well as the ability to lift and carry materials and supplies weighing up to 40lbs. Flexible, with the capacity to bend, stoop, and kneel to interact with young adults. Physical endurance is essential to withstand the demands of the job, which may involve prolonged periods of standing, walking and playing. Good eyesight is essential for reading documents, viewing computer screens and monitoring the safety of young adults. Adequate hearing is necessary for communication with colleagues, attending meetings, and answering phone calls. Clear verbal communication skills are important for interacting with coworkers, young adults and families. Comfortable working in hot, cold, or humid environments typically found indoors or outdoors.



Direct Reports

This position is not a supervisor for any staff member; however will work with some volunteer leaders in a supervisory capacity.

What We Believe

The ministry of Christ Lincoln is part of the greatest work we as followers of Jesus can do: Connecting People to Christ and Together Growing in His Word. In our efforts to bring others to find a relationship with Him, we understand we have a great responsibility to those God has entrusted to us. In that, we look to the example set by Christ Jesus himself and are called to live in the world but not of the world.

Christ Lincoln's Living A Godly Life Statement expresses how we believe we are to live based on foundational truths of Scripture. As employees of Christ Lincoln, we are leaders in our community and must align ourselves with these biblical truths. Our lives are a testament to the power of repentance and grace when we fall short and are brought back to our Savior's open arms.

In partnership together, staff must evaluate their personal beliefs against the statements as they are expectations for employees regardless of job title, responsibility level or church membership. We understand all need God's grace. We also believe that God calls our faith to walk in harmony with our actions.

Equal Opportunity Commitment/Americans with Disabilities Act

Christ Lincoln is an equal employment opportunity employer. This policy of equal opportunity and anti-discrimination protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, sex (including pregnancy), disability, national origin, age, marital status, veteran status, or other non-merit factors will be prohibited.

Christ Lincoln will comply with the American with Disabilities Act. The Act protects qualified individuals from the discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

It is Christ Lincoln's policy not to discriminate against any qualified employee or application with regard to any terms and conditions of employment because of such an individual's disability or perceived disability so long as the employee can perform the essential functions of the job. Consistent with Christ Lincoln's Non-Discrimination Policy, Christ Lincoln will consider reasonable accommodations to a qualified individual with a disability, as defined by ADA.

Employee Name (Printed)

Employee Signature

Date

Supervisor Signature

Date