

# Youth Minister

## POSITION SPECIFICATIONS

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Location	Peace Lutheran Church in Tacoma, Washington
Reports to	Pastor
Position Type	Part-time hourly (average 15 hours/week – see estimated weekly hours calendar near end of this job description)
Compensation	\$24-26/hour (depending on experience)
Website	<a href="http://www.peacelutherantacoma.org">www.peacelutherantacoma.org</a>

## SUMMARY

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The Youth Minister is a part-time position called by Peace Lutheran Church (PLC) to strengthen faith formation of youth at Peace Lutheran Church and our Hilltop community. The Youth Minister will most importantly be passionate about building meaningful relationships with youth that support them to further develop and deepen their faith. Additionally, this position will recruit volunteers to be involved in the lives of youth, support youth to build positive and supportive relationships with one another, encourage youth to live out their faith in their daily lives, and build an overall youth ministry that is supportive of these goals and the theology of Peace Lutheran Church. Peace Lutheran Church defines “youth” as 6th through 12th grade.

## POSITION DETAILS

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- **Vision and Point of Contact:** Carry the vision for youth ministry at Peace Lutheran Church and be the point of contact for youth and parents/guardians about youth ministry. Maintain a roster with current contact information for youth and parents/guardians connected to Peace Lutheran Church.
- **Build Strong Relationships:** Develop meaningful relationships with youth that help them develop and grow in faith. Meet the young people of Peace Lutheran on their ‘turf’ – go to their schools, sports events, concerts, and other places where they spend time in community with their peers. Build relationships with youth one-on-one through regular meetings for coffee, faith conversation, Bible study, and encouragement. Encourage youth to invite friends to build small groups with the goal of positively impacting more youth and building the youth ministry. (average 6 hours per week)
- **Build a Small Team:** Recruit, train, and support a team of volunteer leaders (ideally young adults and people from the congregation) to serve in youth ministry, expanding the number of meaningful relationships that can be built with young people. The volunteer leaders can include older high schoolers involved at Peace Lutheran, young adults who were recently involved with Peace Lutheran youth programs, as well as people outside of the congregation such as local college students. (average 2 hours per week)
- **Build Youth Ministry Activities:** From a foundation of strong relationships with young people, build youth ministry activities that support the development of their faith, relationships with one another, and care for their community. This could include a weekly youth group, small group Bible studies, service opportunities, fun activities, summer service-learning mission trips, youth gathering during Sunday School hour, or other activities. Ideally these youth ministry activities will be identified and co-designed in partnership with Peace youth. (average 3 hours per week)

- **Encourage Youth Faith in Action:** Support Peace youth to live out their faith in their daily lives at school, with their friends, in their community, etc. Encourage and support youth to grow in their faith through reading the Bible, seeking justice in their community, learning across difference, building relationships with peers and others in our community, etc. Encourage youth to invite their peers to youth ministry activities and church. Ground faith formation in scripture; the theology, mission, vision, and values of Peace Lutheran Church; and Peace's foundational commitment to anti-racism, through asking questions and learning in community.
- **Teamwork and Partnership:** Work with the Pastor, Director of Community Engagement & Outreach, Council Education chairperson, and other ministry leaders and helpers to encourage youth involvement within the life of the church and community. Attend relevant meetings. (average 1 hour per week)
- **Ensure Youth Safety:** Read, understand, and follow the Children, Youth, and Vulnerable Adult Protection Policies and Procedures. Ensure all volunteers read, understand, and follow these protection policies and procedures. Bring concerns and questions to the Pastor. Youth safety, and the safety and integrity of our staff and volunteers, is paramount.
- **Provide Communication:** Promote youth ministry opportunities with the young people of Peace, their families, and provide monthly youth ministry updates during worship.
- **Anti-Racist Leadership:** Ensure youth ministry is regularly reviewed through an equity lens using Peace Lutheran Church's Anti-Racism Toolkit.

## **JOB EXPECTATIONS**

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- Report to the Pastor who is the Youth Minister's Supervisor
- Work an average of 15 hours per week. Regular work week includes participation in church on Sunday (9:30 am to 12:30 pm, average 3 hours per week). Position includes four weeks of unpaid time off in the month of August.
- Become a member of Peace Lutheran Church, active in worship and congregational life.
- Submit to a state and federal security background check and credit history check.

## **CANDIDATE EXPECTED QUALITIES**

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- Person of faith in God compatible with the values of the Evangelical Lutheran Church in America and Peace Lutheran Church's mission, vision, values, and foundational commitment to anti-racism.
- Have passion and ability to develop meaningful relationships with Peace youth centered on care, faith formation, and growth.
- Respect and celebrate diversity.
- Encourage youth to use their God-given gifts to serve God and their community.
- Willingness to lean into and engage in topics related to cultural humility, anti-racism, and systems of oppression, with an understanding of how these topics are an important part of living out our Christian faith and our theology.
- Demonstrate an understanding of, competence in, and desire to continue to learn navigating economic, racial/ethnic and religious differences and a desire to deepen understanding of institutional racism for oneself and others through study, collective discussion, and trainings.

## CANDIDATE EXPERIENCE REQUIRED

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- 2 years of experience working with youth
- Effective communication skills including writing, verbal, and social media
- Organized and efficient with good time management skills
- Proficient with Microsoft office tools: Word, PowerPoint, Excel, etc.
- First Aid and CPR certified or ability to obtain certification within first 30 days of employment

## CANDIDATE EXPERIENCE PREFERRED

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- College Bachelor's degree or equivalent experience

## APPLICATION PROCESS

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- Applicants must submit cover letter and resume to [plcjobs@peacetacoma.org](mailto:plcjobs@peacetacoma.org).
- Provide references upon request.
- Qualified candidates will be interviewed on a rolling basis until the position is filled.
- Priority Deadline: October 10, 2025

## PLC MISSION, VALUES, VISION, WELCOME, AND ANTI-RACISM STATEMENTS

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- **Mission Statement:** Compelled by the love of God and our faith in Jesus Christ, Peace Lutheran Church, a diverse people of faith, in partnership with Peace Community Center, seeks to realize God's dream for the world through worship, learning, giving, and serving.
- **Core Values:** Courage, Diversity, Community, and Justice
- **Vision Statement:** We believe God's vision for Peace is to be a diverse community of faith in the Hilltop where all are welcome - a community that is Spirit-filled, compassionate, healthy, reconciled, and just.
- **Welcome Statement:** All are welcome at Peace! We are a diverse community of welcome for people of all ethnic and cultural heritages, ages and generations, educational and financial backgrounds, gender identities and sexual orientations, spiritual and religious preferences, gifts and abilities! Centered in Jesus and his love, we believe that every human being is created in the image of God, whose Spirit gathers us into one community of faith in our Hilltop neighborhood. You are a blessing to Peace! We welcome your presence, your voice, your gifts, your service, your leadership, and our shared life together in community!
- **Anti-Racism Foundational Statement:** Peace Lutheran Church is committed to understanding, addressing, and dismantling racism inside ourselves, our Hilltop community, and our congregation as a fundamental way in which we live out our Christian faith and seek to love our neighbors. This is a commitment of our congregation as a whole and of the individual members of our worshipping community. This is a faith journey of learning, accountability, and grace.  
See [Future Directions document](#).

## PLC VISION FOR YOUTH MINISTRY

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### Youth Ministry Purpose:

The purpose of Youth Ministry at Peace Lutheran Church is to create, nourish, and strengthen relationships between youth and God, youth and family, youth and congregation, and youth and peers so that through these relationships they may hear and experience the good news of God's love in Jesus which will create, nourish, and strengthen their faith in community.

**Youth Ministry Goals:**

- Provide young people with opportunities to grow in faith, serve meaningfully, discover gifts, and be known.
- Create intentional connections between youth and caring adults in trusting, faith-filled relationships.
- Inspire youth by our examples while challenging them to strengthen and deepen their faith.
- Ignite within youth a passion for Jesus, a love for neighbor, and a commitment to the church community.
- Invest in youth and support them in being prepared for life, relationships, service, and leadership.

**MINISTRY CONTEXT**

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Peace Lutheran Church is a diverse congregation in the heart of the Hilltop neighborhood of Tacoma. We seek to reflect the ethnic, generational, socioeconomic, and cultural diversity of the Hilltop community. We work alongside the Peace Community Center to serve the neighborhood, providing much-needed spiritual, physical, and personal development support services to Hilltop children, youth, and families. We meet our neighbors through relational ministries of worship, children's and family events, community meals, housing, and resources and find God's blessing and transformation in shared community.

**IMAGINE SERVING IN THIS ROLE**

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To help you imagine yourself in this role, reflect on the following questions:

- Is God's message of love in the Bible and faith in God/Jesus important to me?
- Do I have faith in God, and am I willing to communicate that faith with a diverse group of young people?
- Do I enjoy hanging out with young people and planning meaningful and fun opportunities for them?
- Am I a team player committed to inviting young adults and adults into serving in youth ministry?
- Am I willing to be persistent in communication and invitation to young people to participate in youth activities?
- Am I open to receive training, mentoring, feedback, and suggestions for growth and improvement?

**ESTIMATED AVERAGE WORK HOURS YEAR-ROUND**

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- January – June: 15 hours/week
- July: 60 hours in one week (Service Learning Week), rest of July 15 hours/week
- August: 4 weeks off
- September – December: 15 hours/week