

## **Director for Youth and Young Adult Ministry**

**Reports to:** Bishop  
**Directly Supervises:** No Direct Reports  
**Status:** Full-time (Exempt)  
**Effective Date:** 8/1/26

### **Job Summary**

The Director for Youth and Young Adult Ministry provides vision and strategy for faith formation among Virginia Synod ELCA youth and young adults as followers of Christ. Main responsibilities include synod youth ministry, campus ministry, outdoor ministry, and congregational resourcing for youth and young adult ministry.

### **Essential Functions:**

- Oversight of the youth and young adult ministries of the Virginia Synod
- Support planning for and leadership development of synod youth events
- Provide support for congregational youth ministry
- Serve as the liaison for campus ministry within the Virginia Synod

### **Other Responsibilities**

- Participate in staff meetings, Virginia Synod Council meetings, Deans Meetings
- Assist with synod events, such as Virginia Synod Assembly, Gathering of the Ministerium, conference gatherings, and Power in the Spirit
- Coordinate other ministry and administrative responsibilities with Bishop and synod staff

### **Minimum Qualifications**

- Ordained Minister of Word and Sacrament (ELCA)
- Effective communicator with strong grounding in Lutheran Theology
- Strong time-management skills
- Proficiency with office software including, but not limited to: Microsoft Office and Google Suite
- Ability to maintain confidentiality of the Virginia Synod Office of the Bishop
- Membership in an ELCA congregation
- Commitment to the mission, vision, values, and goals of the Virginia Synod, ELCA

### **Physical Requirements**

- While performing the duties of this job, the employee is regularly required to talk, hear, and use hands and fingers to operate a computer and telephone. This position may require sitting for long periods of time. Employee will occasionally need to lift boxes or materials up to 50 pounds. Reasonable accommodations can be made to enable individuals with disabilities to perform the essential functions.
- Upon acceptance of call, must reside within the territory of the Virginia Synod, ELCA
- Must be willing to travel frequently by car and occasionally by air. Overnight stays will be required.

#### **Other**

- Compensation will follow the current Virginia Synod Compensation Guidelines for a rostered minister living in Salem, VA
- Approved relocation expenses will be reimbursed
- Onboarding and orientation will take place onsite in the Salem office
- Start date will be no later than August 1, 2026
- This position is not co-terminus with the Bishop of the Virginia Synod.
- A synod vehicle will be provided.

*Updated 1/19/26*