



Redeemer Lutheran Church, Rolla Family Ministry Coach

Purpose

To serve the Rolla Circuit by developing, coordinating, and administering a comprehensive and expanding discipleship ministry primarily focused on children and families (birth through grade five) by providing leadership to and coordination of shared ministry among Circuit churches involved in this ministry.

Qualifications

- An LCMS rostered, Commissioned Ministry (CM) in good standing.
- Training and/or experience in early childhood ministry (birth through grade five). Experience in developing new ministries, especially based on congregational and community needs with a focus on family-centered activities.
- Desired traits: Self-starter, organized, motivated, ability to listen, detail oriented, creative, leaner, proficient with technology.

Primary Duties & Responsibilities

1. The FMC is to encourage and help champion shared ministry across the Rolla Circuit around a discipleship model that aims towards home-centered faith formation, supported by the local congregation.
2. Reporting, Structure, and Accountability
 - This position shall officially be called by Redeemer Lutheran Church, Rolla, MO, with the understanding that they will work with all churches in the Rolla Circuit.
 - The FMC shall report to the Board of Elders at Redeemer Lutheran Church, under direct supervision by the local pastor.
 - The reporting church—Redeemer Lutheran Church, Rolla, MO—shall pay salary, benefits, and mileage of the church worker.
 - Financial responsibility will be shared among the sponsoring churches. As a pilot project of the Missouri District, they have indicated funding assistance over the initial 3-year period.
 - In consultation with the Reporting Church pastor, the candidate will establish a “Circuit Action Support Team” (CAST), comprised of 1 lay person from each Circuit congregation of the Rolla Circuit—for encouragement, leadership direction, circuit communication, volunteer recruitment, and ministry planning. The supervising pastor is an ex-officio member.
 - The goal of the FMC and CAST is to achieve the goals established in the Shared Mission and Ministry Agreement (Covenant).
 - The FMC chairs the CAST, annually selecting a secretary from among the team.
 - While not directly responsible for supervision, the CAST’s main function is to support the church worker in accomplishing the ongoing mission and ministry tasks as defined in the Shared Mission and Ministry Agreement (Covenant).

- At minimum, this group shall hold at least quarterly meetings with the FMC and supervising pastor, in-person or digitally. Option: This group shall develop a calendar of regular meetings, annual reports, and activities.
 - At CAST meetings, the FMC sets the agenda covering the activity among the circuit churches. Agenda items to consider: Ministry plan progress, contact updates and strategy, updates on established goals, annual goals/objectives planning, calendar review for coordinating upcoming discipleship goals, visitation schedule, and event/ministry coordination. See Section 4 below.
 - The FMC and CAST will annually establish critical targets and/or annual goals and objective. The goal for Year 1 will focus on getting to know one another, creating events and opportunities for relationship building between the FMC and Rolla Circuit churches.
 - Mileage is submitted to the sponsoring church's Elder Board for reimbursement.
 - Continuing Education – is strongly encouraged and annual budget is provided.
3. The FMS will meet regularly with the supervising pastor for encouragement, goals and objective planning, and mutual accountability. An annual performance review will be conducted by Redeemer's Board of Elders with input from the supervising pastor.
 4. The FMC, CAST, and supervising pastor will develop and implement an overall discipleship strategy for the Rolla Circuit which will be reviewed annually. The strategy will include:
 - Church supported faith formation in the home by implementing the MO District's "Tell the Next Generation" Coaching process among Circuit churches, as appropriate.
 - Plan and create regular, ongoing growth opportunities for children and family discipleship.
 - As the "face" for children and families, support the FMS to maintain a healthy and regular presence among sponsoring churches of the Rolla Circuit supported by CAST members of each congregation.
 - The discipleship strategy should seek to create partnerships with public schools, Chambers of Commerce, local sports leagues, scouting programs, etc. to build Community Engagement as noted in the Shared Mission and Ministry Agreement (Covenant).
 - Utilizing in-person means as well as technologies (Zoom, Facebook, YouTube, etc.), to recruit, train, equip, and motivate volunteers for leadership in children and family ministries across the Rolla Circuit.
 - As appropriate, review and select curriculum materials and educational tools for children and family programming with coordination between your supervisor, CAST, and appropriate boards.
 - The FMC, in coordination with CAST, will develop and coordinate short-term parenting classes among the Circuit. Teach/facilitate classes on parenting and family ministry, as requested.
 5. The FMC will work with appropriate congregational pastors, leaders, and committees to carry out the mission and ministry of the Rolla Circuit.
 6. Represent the Church by serving on appropriate denomination committees and community organizations.
 7. Cooperate with the supervising pastor by performing any other duties when asked to do so.

Measurables (targets across sponsoring circuit churches)

1. 30 ministry contacts each month.
2. The FMC is to become trained as a certified coach in the MO District's "Tell the Next Generation" coaching process in order to implement it within the Rolla Circuit.
3. Develop and launch a comprehensive Milestones Ministry with willing Circuit churches, that is church supported, home centered.
4. Create a minimum of two Circuit-wide annual, regular, ongoing opportunities for family discipleship.

For a more detailed list of possible measurables, see the "Keystone Targets" document, which lays out example outcomes of measurable goals spanning the Rolla Circuit.