



# Director of Youth & Family Goals & Objectives Pilot Year 2026

The Episcopal Church's Way of Love includes the practice BLESS: to share faith and unselfishly give and serve as we proclaim the Good News of God in Christ. Developing relationship is central to this practice and to all ministry. *The Director of Youth & Family's* goals and objectives for the first half of the pilot year are focused on current programming and established relationships. Focus in the second half of the pilot year adds internal and external assessment projects in addition to increasing levels of leadership responsibility for youth and family programming.

Goal 1: Develop relationships with youth and families beginning in Q1	
Develop relationships with St. Francis youth and families and with Community Partners who serve that population	
Strategies	Objectives
<b>Cultivate relationship with St. Francis youth and families</b>	<p><b>Attend weekly worship and coffee hour</b> Worship--gathering to thank, praise and dwell with God in community with others-- is the life blood of St. Francis. It is the table at which all other ministry is fed and nourished. It is an essential component to knowing the families of St Francis.</p>
	<p><b>Engage with Godly Play team</b> Godly Play is a Montessori-based program that teaches children the language of the Christian faith and the rhythms of liturgical life. It is St. Francis' mode of pre-k and elementary formation.</p>
	<p><b>Attend congregational events as appropriate and feasible</b> At St. Francis, we love, worship and serve. The way we often show love is through attendance at events like float trips, Pet Blessing, and bon fires.</p>
<b>Build personal connection with existing St. Francis Community Partners</b>	<p><b>Meet one-on-one with the leadership of current St. Francis' Community Partners who serve youth and families</b> Since 2020, St. Francis has developed relationships with several organizations that serve youth and families. These relationships have developed into Community Partnerships.</p>
	<p><b>Attend events convened by Community Partners</b> St. Francis builds relationships by attending events to which our Community Partners invite us.</p>



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	<p><b>Meet with diocesan leaders working with youth and families</b> Having a dedicated Director of Youth &amp; Family will give St. Francis the capacity to connect local teens to diocesan programming designed for youth and families.</p>
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Goal 2: Assume leadership in areas related to youth and families beginning in Q2 The <i>Director of Youth &amp; Family</i> will develop relationship, understand needs, and develop new initiatives by leading in existing youth and family spaces	
Strategies	Objectives
<b>Manage existing youth and family programming within St. Francis</b>	<p><b>Mentor the Godly Play lay leadership team</b> St. Francis Godly Play is completely lay lead. Currently, the Rector provides yearly training opportunities and curriculum direction. The <i>Director of Youth &amp; Family</i> will assume this mentor role, not directly lead Godly Play.</p>
	<p><b>Coordinate Messy Church or similar family-centered program</b> St. Francis offers Messy Church in Lent and Advent. This hands-on worship service includes a communal dinner and games after the service. St. Francis families lead the activities and meal. Several families have requested more Messy Church services throughout the year. By coordinating Messy Church, the <i>Director of Youth &amp; Family</i> can ascertain the future direction of this programming.</p>
	<p><b>Assist Rector with youth led liturgy</b> Each year, the youth of St. Francis lead liturgy. From 4-year olds who usher to high schooler seniors who preach, the youth do everything but consecrate Eucharist.</p>
	<p><b>Plan children's liturgical area</b> For four years, the Rector has created play, reading, and craft work that ties to the lectionary for children's liturgical area in the sanctuary. This important sacramental sign of St. Francis' commitment to families in our liturgy could be, with proper oversight, a Lay Lead ministry.</p>
	<p><b>Monitor Safe Church compliance in the parish</b> All Parish Leaders and volunteers must meet diocesan requirements for "Safe Church," a comprehensive, mandated program designed to protect children, youth, and vulnerable adults from abuse, exploitation, and harassment. The <i>Director of Youth &amp; Family</i> will ensure the parish meets Safe Church requirements.</p>



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<b>Coordinate collaborative programming with diocesan and Community Partners</b>	<p><b>Connect St. Francis teens to diocesan programming</b> Many opportunities for teen formation in the Diocese of Missouri require adult leadership from St. Francis to participate. This participation often requires more than volunteer adults are able to commit.</p>
	<p><b>Connect youth and families to service opportunities in Eureka</b> As an Intergenerational Church with no dedicated staff for youth and families, St. Francis has a robust tradition of inviting youth to participate in--and as high schoolers to plan--outreach with Community Partners. This work will be supported by the existing St. Francis' Service and Justice Ministry.</p>

<b>Goal 3: Complete Needs Assessment in Q3 and Q4</b>	
Using the relationship building methods of Goals 1 & 2, the <i>Director of Youth &amp; Family</i> will develop a needs assessment tool to determine the needs of youth and family	
<b>Strategies</b>	<b>Objectives</b>
<b>Conduct St. Francis' youth and family needs assessment</b>	<p><b>Review past needs assessment</b> In May, 2024, a parishioner interviewed all families at St. Francis to ascertain ways the congregation could better serve their needs. This work laid the foundation for participation in the <i>This Young Church</i> project. This work needs to be revisited in order to lay a groundwork for current and future needs.</p> <p><b>Develop needs assessment tool for parish</b> Using the above as well as the relationships built in the first six-months, the <i>Director of Youth &amp; Family</i> will craft a simple, conversation-based needs assessment tool to determine youth and family needs within St. Francis.</p>
<b>Complete needs assessment with Community Partners</b>	<p><b>Develop needs assessment tool for Community Partners</b> Using the relationships built in the first six-months, the <i>Director of Youth &amp; Family</i> will craft a simple, conversation-based needs assessment tool to determine youth and family needs of Community Partners.</p>
<b>Goal 4: Potentially craft programming that meets the needs of both St. Francis and Community Partners in Q4</b>	



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Using the information from the needs assessments, the *Director of Youth & Family* will propose program concepts to that meet the needs of both St. Francis and Community Partners

Strategies	Objectives
<b>Develop program concept(s)</b>	<p><b>Compare results of congregation and community needs assessments</b> Using the needs assessment, the <i>Director of Youth &amp; Family</i>, with the support of the Rector and parish leaders, will determine the needs of the families with youth from birth to 18 in our parish and neighborhood</p>
	<p><b>Sketch plans that address the needs of St. Francis and Community Partners.</b> Using the above comparison, <i>Director of Youth &amp; Family</i> and parish leaders will craft programming that develops the faith life and meets the social needs of families with youth from birth to 18 in our parish and neighborhood</p>
	<p><b>Bring the program concept to stakeholders</b> The <i>Director of Youth &amp; Family</i> will return to stakeholders to refine the final plan and get buy-in from all parties.</p>
	<p><b>Apply for New Ventures Grant 2027</b> As year one is relationship building and needs assessment, St. Francis will apply for a New ventures Grant in 2027 through the Episcopal Diocese of Missouri. The <i>Director of Youth &amp; Family</i> will assist with this grant.</p>