

Director of Youth, Family & Community Programs

First Lutheran Church | Bothell, WA Full-Time | Salary: \$65,000 - \$85,000/year

Help Shape the Faith Journey of All Generations! First Lutheran Church (FLC) is seeking a passionate, creative, and relationship-focused **Director of Youth, Family & Community Programs** to lead and grow vibrant ministries for children, youth, families, and the broader congregation. Guided by our mission to **Care, Grow, Serve, and Proclaim**, this role will inspire faith formation, cultivate meaningful connections, and build opportunities for community engagement across generations.

This is an exciting opportunity for a ministry leader who is energized by working with young people and families while building programs that strengthen faith, foster belonging, and create lifelong discipleship opportunities. FLC is a welcoming congregation committed to creating an inclusive environment where people of all ages can grow in faith and live out God's love in the world.

Key Responsibilities

Faith Formation & Family Ministry: Develop, implement, and evaluate engaging faith formation programs for children, youth, and families, while leading and supporting educational offerings within the church, for all ages (e.g., Sunday School, Confirmation, etc.)

Intergenerational Ministry & Community Engagement: Design programs that connect children, youth, adults, and older adults through learning, service, and fellowship, creating outreach opportunities that strengthen connections with families and the larger community.

Worship & Ministry Collaboration: Collaborate with pastors and staff to create meaningful worship experiences for children, youth, and families, integrating faith formation themes into the broader life of the congregation.

Leadership & Staff Partnership: Work collaboratively with church staff, volunteers, and community partners to advance the church's mission.

Qualifications

Required

- Ministry leader with a bachelor's degree in biblical studies, Christian Education, Youth & Family Ministry, or a related field, ordained or not ordained.
- Minimum of five years of experience developing and leading youth and family programs in a church or congregational setting.
- Demonstrated passion for faith formation and ministry with children, youth, families, and people of all ages.
- Experience developing and sustaining successful youth ministry programs and knowledge of child and adolescent development.
- Strong organizational, communication, and leadership skills and experience recruiting, developing, and empowering volunteers.

- Ability to manage multiple priorities in a dynamic ministry environment.
- Valid Washington State driver's license and ability to travel, including overnight trips with youth groups.

Preferred

- Affiliation with the Lutheran tradition or progressive mainline theology.
- Experience driving larger passenger vehicles.

Schedule & Work Environment

This is a full-time ministry position that includes Sunday responsibilities, evening programming, occasional weekend events, retreats, and periodic travel. The successful candidate must be comfortable working in a variety of settings, including classrooms, worship spaces, outdoor venues, and community locations.

Compensation: The anticipated salary range for this position is \$65,000 to \$85,000 annually. The salary range listed represents FLC's good faith estimate of the compensation for this position at the time of posting. Compensation will be determined based on a variety of factors, including relevant experience, education, skills, certifications, and internal equity.

Benefits

- Health and retirement benefits
- Paid vacation and sick days
- Professional development opportunities, including attendance at youth ministry conferences and training events. Continuing Education stipend included.
- Opportunity to make a lasting impact in the lives of children, youth, families, and the broader community.

Join us as we build a thriving, intergenerational ministry that helps people of all ages grow in faith, serve others, and experience the love of Christ.

First Lutheran Church is an Equal Opportunity Employer and welcomes candidates from diverse backgrounds and experiences.