

Director of Youth & Family Faith Formation (Full-Time)

Position Summary

Faith Lutheran Church in Spicer, MN is seeking an energetic, relational, and faith-filled leader to serve as our Director of Youth & Family Faith Formation. This role is centered on building meaningful relationships with youth (birth–18) and creating engaging, Christ-centered experiences that help young people grow in faith, connection, and belonging.

We are looking for someone who loves being where the kids are—whether that’s leading a lesson, showing up at events, laughing, listening, mentoring, and helping youth feel known and valued.

What You’ll Do

Relational Youth Ministry (Core of the Role)

- Build strong, authentic relationships with children, youth, and families
- Be a consistent, visible presence in the lives of youth, engaging across Faith Lutheran Church programs, school-based activities, and other partner or community faith opportunities (including Sunday mornings, Wednesday evenings, special events, The Well, Fifth Quarter, youth lunches at school, and related gatherings).
- Create a welcoming, fun, and safe environment where every young person feels they belong
- Walk alongside youth in their faith journeys with curiosity, care, and encouragement
- Foster strong peer connections and a sense of community among youth
- Collaborate with church staff to integrate youth into the life of the congregation
- Share stories and celebrate what God is doing in the ministry

Lead Dynamic Faith Formation (Birth–Grade 12)

- Design and lead engaging, high-energy programming for children and youth, partnering with church staff and volunteers
- Bring creativity to lessons, discussions, and activities that make faith relevant and meaningful
- Select and adapt curriculum, partnering with church staff
- Equip families to practice faith at home
- Create experiences that build community: plan and lead events such as youth group nights, service projects, retreats, and summer activities
- Coordinate milestone moments (Baptism, Bibles, First Communion, Confirmation, graduation, etc.)
- Maintain regular communication with youth and their families to keep them informed and connected to ministry opportunities and activities.

Volunteer Leadership

- Recruit, train, and encourage a team of volunteers who love working with youth
- Create a culture where volunteers feel supported, valued, and excited to serve
- Provide clear direction, resources, and appreciation

Who You Are

- You genuinely enjoy being around kids and teenagers—and they respond to you
- You bring energy, warmth, and a sense of fun to your work
- You are relational first, organized second (and have a high level of accountability)—and an excellent communicator
- You are comfortable leading, teaching, and engaging groups
- You are grounded in your Christian faith and open to ELCA Lutheran theology
- You are flexible, creative, and willing to try new ideas

Qualifications

- Bachelor's degree preferred (ministry, education, or related field helpful but not required)
- Experience working with youth, children, or family ministry
- Strong communication, organizational, and relationship building skills
- Ability to lead both independently and as part of a team

Compensation & Benefits

Salary range: \$48,000 – \$60,000, depending on experience

Benefits:

- Health insurance
- Dental Insurance
- Retirement Plan Contribution
- Paid Time Off
- Holiday Pay
- Opportunities for Professional Development

Schedule

- Full-time, including Sundays, Wednesday evenings, and special events (flexible work schedule)
- Flexible scheduling based on ministry needs

About Faith Lutheran Church

Rooted in faith and small-town values, our ELCA church in Spicer, Minnesota is a welcoming community where all are invited to belong, grow, and serve. We are committed to nurturing faith, inspiring hope, and sharing God's love through worship, fellowship, and caring for our neighbors. Whether lifelong residents or new faces in town, everyone is welcome here as we live out our mission to nurture, inspire, and share.

How to Apply

Submit resume and cover letter to:

Pastor Tim Routh
Faith Lutheran Church
310 Medayto Drive
Spicer, MN 56288
trouth@faithspicer.org