



Job Description

Full Time Part Time
Exempt Non Exempt
Benefits

General Information

Position Title: Director of Ministry with Youth and Families

Position Start Date: Mid July 2026

Compensation: Salary is commensurate with experience and qualifications.

Application Deadline: Committee review of applications will begin March 30th. Applications will be accepted until the position is filled.

Person in This Position Reports to: Associate Pastor (primary)

Position Purpose

St. John's Lutheran Church is a Christian community committed to integrating youth and families into the life and ministry of our congregation. To meet the needs of our diverse, fragmented, and changing society, St. John's is developing a creative, innovative approach to ministry with youth and families that centers on belonging and integration. This work is the responsibility of the entire staff and congregation—not just one individual. Currently, the ministry with youth and families includes a programmatic year (from September to May) of Confirmation, with around 25 youth in 6th–8th grade, and a relatively new high school youth group with around 10–15 youth in regular attendance. On Sunday morning, a middle school and high school youth group meets during the education hour. There are periodic special youth events throughout the year, as well as a tradition of summer trips, such as backpacking/canoeing trips and mission trips.

We are looking for someone who feels called to provide leadership for a developing, growing ministry serving youth and families in a forward-thinking, constantly changing, team-oriented environment.

Job Description

Oversee the sustainable development of a creative and innovative approach to ministry with youth and families that centers around belonging and integration by including and working with members of the congregation and staff.

Qualifications

R D R = Required D = Desired

- (1) Essential Skills: A faithful Christian, with knowledge of Lutheran theology, who is passionate and comfortable with questions of faith and theology. Excellent interpersonal skills and the ability to connect with youth and families, as well as church members from multiple generations. Effective oral and communication skills. An organized and adaptive person with a creative and experimental mindset.

- (2) Technology/Equipment: Knowledge of, experience with, or a willingness to learn social media and emerging technology. Basic computer skills and the ability to use programs such as Microsoft Office or Google Docs.
- (3) Work days/hours: Variable. This position requires a variable work schedule including nights and weekends, especially Sunday mornings and Wednesday evenings. The hourly expectation of this position is an average of 40 hours per week, which will be higher during busier seasons and lower during slower seasons.
- (4) Experience: 3–5 years of experience working or volunteering in the field of children, youth, and family ministry.
- (5) Education: A four–year college degree is highly preferred, or equivalent experience in this field of ministry.
- (6) Supervisory: Experience recruiting, organizing, and working with volunteers.

Primary Responsibilities

The Director of Ministry with Youth and Families will collaborate with the staff and youth board to design and implement a model of ministry that integrates youth and families (grades 6–12) into the life and ministry of St. John’s congregation.

- 1) **Integration and Belonging:** Ensure that relationships are being built between adults and youth at St. John’s such that each youth and their family are woven into the life of the congregation. This especially includes envisioning ways to grow youth and family’s connection and involvement in worship. (For example: Leading vespers worship with youth, coordinating ninth-grade mentor program, fostering individual relationships with each youth.)
- 2) **Programs:** Ensure that all details of youth programs and special events are taken care of to create an atmosphere of belonging and fellowship, where emerging spiritual and leadership skills can be developed with youth and families in grades 6–12. (For example: Leading Wednesday night confirmation with pastors, leading Sunday youth group, coordinating summer youth trip with other area churches.)
- 3) **Connection with Parents and Families:** Give special attention to connection and ministry with parents and families, focusing on listening and checking in on how life and faith are or are not thriving in the home. This will lead to envisioning and developing ways for St. John’s ministry with families to shift and change for the future. (For example: Sending out weekly newsletter and family bible reads to youth/families, encouraging families to sign up for event volunteering together.)
- 4) **Administration:** Ensure that all administrative needs regarding this ministry are completed, such as attending weekly staff meetings and monthly youth board meetings, maintaining the youth and family budget, and promoting youth and family ministry through newsletter articles, bulletin announcements, etc.

Secondary Responsibilities

- 1) **Community Involvement:** Work collaboratively with area churches and youth organizations for outreach and connection with youth in the broader community. This includes collaborating on confirmation J-term classes and summer trips and service projects. A working relationship with area churches and youth groups already exists and St. John’s is growing in connection with the local

Northfield youth center, The Key.

- 2) **Vision and Goals:** Ensure that St. John's regularly engages in a re-visioning process for ministry with youth and families, as this area is changing rapidly and requires visioning, goal-setting, and experimentation. In partnership with staff, boards, parents, and youth, this position maintains and reviews the vision and goals of the congregation's youth, family, and intergenerational ministries.

About St. John's Congregation

Mission Statement: Created, Renewed, and Empowered by God's Grace

St. John's is a welcoming community in Christ whose mission is to

- celebrate in Word and Sacrament God's gracious actions for the world
- cultivate growth in faith
- encourage service and witness, and
- proclaim Christ as the hope of the world

Who We Are: St. John's Lutheran Church is a faith community rooted near the heart of downtown Northfield for around 150 years. We serve over 500 families of every generation, from all kinds of backgrounds. St. John's ministry is centered in vibrant worship, education for all ages, service to others, and a welcome of God's grace for all. As people of faith, we are dedicated to the hard and good work of loving God and loving our neighbor in the city of Northfield and beyond.

Worship at St. John's is centered in a strong musical and liturgical tradition and is at the heart of our life together. Each week, at either Sunday service, you will experience vibrant worship that emphasizes singing together with voices of all kinds and abilities, preaching that is theologically and culturally relevant, and praying for the needs of the world. The Sacrament of Holy Communion is celebrated weekly at each service. We believe that Holy Communion is Christ's meal and that all people are welcome to receive it, without exception.

All ages are together throughout worship, and we rejoice at the sight and sounds of children—wiggles and all.

Welcome Statement: As a Reconciling in Christ congregation, St. John's Lutheran Church is a community grounded in the promise of God's grace, and called to extend Christ's welcome to all people. Every day, Christ meets us all just as we are, extending love to people of every age, race or ethnicity, physical appearance, sexual orientation, gender identity, physical or mental ability, marital or relationship status, economic circumstance, educational achievement, political affiliation, or religious background. While we do not always agree, we choose to walk and grow in faith together, believing that God creates diversity, and loves and welcomes us. We warmly welcome you here.

St. John's Lutheran Church is an equal opportunity employer.

To apply, please send a current resume and cover letter to: jdavis@stjohnsnorthfield.org -or-

St. John's Lutheran Church
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