

Job Title: Director of Children, Youth, and Family Ministry

Updated: June, 2026

Congregation: Roseville Lutheran Church, a Reconciling in Christ (RIC) Congregation

Location: Roseville, Minnesota

Denomination: Evangelical Church of America (ELCA) Congregation

Position Type: Full time, exempt (40 hours/week)

Reports to: Associate Pastor

CHURCH OVERVIEW: The mission of Roseville Lutheran Church (RLC) is to “Love God. Love your neighbor.” In pursuing our vision of building “a community united by grace,” our congregation focuses on three core values:

- LOVE: Every person is a child of God
- HUMILITY: We do not possess the wisdom to judge others with impunity
- FAITHFULNESS: The Lord has a purpose for us here, In Roseville

POSITION OVERVIEW:

Roseville Lutheran Church (RLC) seeks a Director of Children, Youth, and Family (CYF) Ministry to lead the next chapter of our ministry with young people and their families. Building on RLC’s strong foundation of hospitality, service, and welcome, the Director will deepen authentic relationships across our community, expand high school ministry, and partner with families to nurture lifelong faith.

This position is the outcome of a multi-month discernment process led by RLC’s Discovery Team, which engaged the congregation through listening sessions with confirmation students and adult members.

About the Ministry

The CYF program at RLC includes (but is not limited to) Sunday children’s programming, Confirmation, high school ministry (an area we are committed to expanding), Vacation Bible School, and annual events (Christmas Program, Dresser Build service project, summer mission and service trips, and partnership with Camp Wapo).

Key Responsibilities

Children’s Ministry

- Provide overall leadership for Children’s Sunday faith formation in partnership with the CYF Intern, who oversees weekly programming.

Confirmation Ministry

- Lead Wednesday night Confirmation programming in a way that engages and retains middle school students.

High School Ministry

- Develop and lead new high school ministry initiatives, recognized as the most significant area of growth at RLC, by establishing regular fellowship rhythms that provide students with peer connection consistently.

Family Engagement

- Communicate consistently and clearly with parents about programming, milestones, and ways to support faith formation at home.
- Create opportunities for parents and families to connect with each other, particularly within the proposed Sunday education hour.

Volunteer Leadership and CYF Ministry Team

- Build and support a volunteer-led CYF Ministry Team that reports to Council and contributes to feedback, visioning, and ownership of specific initiatives.
- Steward a network-based approach to volunteer recruitment that draws on peer invitation, not staff request alone.
- Foster meaningful volunteer opportunities through clear roles, rotation, and support.

Staff and Congregational Engagement

- Participate as a member of the RLC staff team, including weekly staff meetings and collaborative planning.
- Maintain a visible presence in worship and at congregational events.
- Provide regular updates to Council and the CYF Ministry Team on program direction and health.

Core Competencies

- Relational: Builds sincere personal connections with youth, parents, and the broader congregation. Relates faith to real life. Inspires authenticity and relationship-building in others.
- Visionary: Open and attentive to the needs of the congregation. Willing to try new initiatives, anticipate challenges, troubleshoot, and pivot. Brings curiosity rather than a pre-packaged playbook.
- Organized: Plans events well; detail-oriented and efficient. Provides the structural foundation that allows relational and visionary work to thrive.
- Empowering: Recruits, equips, and supports adult volunteers. Develops service and leadership skills in youth.
- Strong Communicator: Articulates vision clearly and communicates programming details reliably to families, volunteers, and staff.
- Models Faith: Lives a public, authentic faith — not perfectly, but with humility, grace, and a clear commitment to the Gospel and to RLC's mission.

Required Qualifications

- A vibrant, articulate Christian faith aligned with the mission and theology of an ELCA Lutheran congregation.
- Demonstrated experience working with children, youth, and families in a ministry, education, or community context.
- Strong relational, organizational, and communication skills.
- Comfort with adaptive, iterative work in a changing ministry context.
- Background check clearance and completion of Safe Church training.

Preferred Qualifications

- Bachelor's degree or equivalent experience in ministry, theology, education, social work, or a related field.
- Formal theological education or willingness to pursue continuing education, particularly to support Confirmation teaching.

- Experience recruiting and leading adult volunteers.
- Familiarity with Lutheran theology and worship.

Measuring Success

RLC recognizes that the health of youth ministry is not measured primarily by attendance. The Director's success will be evaluated against the values and outcomes named in this position description, including depth and quality of relationships across age groups, growth and stability of high school ministry, strength and sustainability of the volunteer network, and family and youth experiences of belonging, support, and faith formation.

To Apply

To apply send your resume and cover letter to Nancy Johnson at nancy@rosevillelutheran.org