



grace university lutheran church

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Position Title: Director of Faith Formation

Reports To: Co-Pastors

FTE: 20 hours per week

Salary: \$25,000 - \$30,000, dependent on experience and qualifications

Grace's Affirmation of Welcome & Commitment to the Gospel

Grace University Lutheran Church of Minneapolis is a spiritual community that celebrates the gifts of God that empower us to engage in the struggles of life, to care for each other, and to serve Christ where we work and live. Grace is a Reconciling in Christ congregation. We welcome the participation of people of all ages, ethnic backgrounds, sexual orientations, gender identities, educational backgrounds, and economic conditions—all who want to join in community to honor God and be of service to people.

Grace is also committed to racial equity. We seek to educate our faith community about racism and awareness of white privilege and carry out action steps that will help dismantle the racial status quo, both in our congregation and in the wider world. We acknowledge that we are on a path toward healing and justice. Our gospel-journey for our intergenerational community at Grace includes a Director of Faith Formation who shares our commitments while bringing unique gifts steeped in theological imagination, curiosity, and a passion for God's unconditional love for all.

Job Description

Grace University Lutheran Church's Director of Faith Formation engages the congregation in the shared work of faith formation for children, youth, and families (CYF). The Director of Faith Formation, in close collaboration with the co-pastors, Grace staff members, parents/guardians, and stakeholders, supports, coordinates, and equips the CYF ministry program to foster spiritual growth and engage our faith-active-in-love as together we seek to bear God's creative and redeeming word to the world.

Principal Duties & Responsibilities (Essential Functions)

1. Identifies, nurtures, and empowers congregation members to own and implement the CYF ministry program at Grace for children and youth ages 0-18.
2. Supports the work of the chair(s) and members of the CYF Faith Formation Committee(s) guiding the vision and direction of the program, including the CYF budget.
3. Assists in recruiting and training teachers and leaders for the various programs, including Sunday School, Pre-confirmation, Confirmation, Youth Group, etc.
4. Directs communications for the CYF program and the church calendar for CYF events and activities.
5. Fosters relationships with children and youth while encouraging participation in the life of the congregation.
6. Supports and maintains records of Grace children and children enrolled in Sunday School. Identifies and adapts existing curricular resources or creating new resources, develops and chooses curriculum, purchases supplies, arranges classrooms, and directs volunteer leadership in these programmatic aspects.

7. Implements Grace's Safety Child Policy by providing annual training sessions for all volunteers and staff and performing background checks through our software programs with Safe Gatherings.
8. Guides CYF summer programming, including camping ministries, service-learning trips, or other youth activities.
9. Supports the confirmation program as needed.
10. Collaborates with the pastors for special days and events in the liturgical life of the church, including, Reconnect Sunday, Faith Formation Milestones, the Epiphany/Christmas Program, Baptisms, Confirmation Day, etc.
11. Supervises church nursery staff, including hiring, setting work schedule, etc.

Additional Duties

1. Attends meetings of the Children, Youth and Family Faith Formation Committee(s).
2. Communicates effectively with the Office Manager for purposes of bulletin preparation, newsletter communications, etc.

Qualifications & Skills

1. A person of faith rooted in the unconditional grace of God.
2. Passionate and able to connect with members of all ages at Grace as well as connect people to one another.
3. Able to articulate and explore issues of faith, while also providing room for exploration and questions.
4. Proven ability to build capacity among church volunteers
5. Ability to create and implement a shared vision with the congregation for integrating our children and youth programs.
6. Self-starting leader who takes risks, learns quickly, and values innovation.
7. Ability to work collaboratively with staff, adults, and others.
8. Respect for the confidentiality of youth and all members.
9. Adhere to strict professional boundaries as outlined in the Grace statement on "Safeguarding God's Children."

Preferred Education & Experience

Experience working with children, youth, and family ministries in a church setting.

Application process

The Search Team for the Director of Faith Formation at Grace University Lutheran Church is receiving applications through August 25, 2023. Interested applicants should send the following materials to Pastor Justin Lind-Ayres (pastorjustin@graceattheu.org):

1. **Cover Letter** explaining interest in Grace's position;
2. **Resume** detailing relevant experience.

Grace University Lutheran Church actively seeks a diverse pool of candidates. People of color and LGBTQIA+ people are encouraged to apply.