

FIRST CHURCH

Listening to God, Responding with Love

Job Title: Director of Youth & Faith Formation

Classification: Full-time (0.8 FTE, 32hrs/wk), salary

Position Summary: The **Director of Youth & Faith Formation** nurtures a Christ-centered culture of discipleship for youth, families, and the wider congregation. This person provides direct leadership to the high school Youth Group, supports and equips middle school youth group leaders, and oversees pathways of faith formation, including Sunday morning programming, profession of faith, intergenerational engagement, and Safe Church training. Through relational ministry, volunteer development, and creative programming, this role helps students grow as lifelong followers of Jesus and strengthens the connection between home, church, and community.

Essential Functions:

1. Youth Group (High School) – Direct Leadership

- Provide primary leadership for an active, spiritually formative youth ministry.
- Recruit, train, and support a strong team of volunteers.
- Mentor and develop student leaders.
- Plan and lead Sunday evening youth group gatherings, including lessons, discussions, and community-building activities.
- Organize and lead fall and winter retreats and the annual summer trip.
- Maintain meaningful connections with students outside of weekly programming (mentoring, school activities, small groups).

2. Middlers (Middle School) – Support & Engagement

- Recruit, support, and encourage Middlers volunteer leaders.
- Build relationships with middle school students.
- Attend approximately 5–6 Middlers programs or activities each year.

3. Faith Formation Pathways

- Support and coordinate Sunday morning discipleship opportunities for students.
- Guide and prepare students for Profession of Faith.
- Provide leadership for intergenerational programs that bring children, youth, and adults together.
- Support leaders of adult faith formation groups and encourage the creation of new groups.

4. Family Support & Inclusion

- Partner with parents and caregivers to support faith formation at home.
- Offer resources, coaching, and occasional family-focused programming.
- Champion inclusion and belonging for students with disabilities or diverse learning needs.

5. Safe Church & Ministry Development

- Oversee Safe Church training and screening for children's and youth ministry volunteers.
- Serve as leader of the Discipleship Team, helping align vision and ministry strategy.
- Serve as a member of the Christian Education Team.
- Collaborate with staff and ministry teams to strengthen the congregation's discipleship pathway.

6. Community Engagement & Summer Programming

- Support summer programming in partnership with our “Glocal” ministry team.
- Explore and develop opportunities for youth engagement in the community.

Key Relationships:

- Reports to the Senior Pastor
- Collaborates with the Director of Children’s Ministries, Administrative Assistant, and oversees the Youth Group and Middler volunteer teams
- Member of the First Church staff, participating in weekly staff meetings
- Leads the Discipleship Team, serves on the Safe Church Team and Christian Education Team

Qualifications:

- A growing, mature relationship with Jesus Christ and the ability to articulate faith naturally with youth and adults.
- Strong ability to build trusting relationships with students and families.
- Proven skill in recruiting, equipping, and supporting volunteers.
- Creative, organized, collaborative, and able to manage multiple responsibilities.
- Clear communication skills (verbal, written, and digital).
- Affirmation of Reformed theology and alignment with the mission of the church.
- Bachelor’s degree required

Compensation: \$48,000–\$56,000 annually (based on 0.8 FTE; full-time equivalent \$60,000–\$70,000), commensurate with experience & education

Benefits: Comprehensive medical, dental, and vision coverage, a significant employer contribution to your Health Savings Account, and a generous paid time off policy.

Applicants: Email your resume and cover letter to pastor.adam@firstchurchgr.org by Sunday, March 1.

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Listening to God, Responding with Love

Thank you for your interest in First Church of Grand Rapids! As you consider joining us in ministry, we want to share a bit about our church.

We have a clear and simple mission: **Listening to God, Responding with Love**. This mission continually draws us into a posture of listening and discerning what the Holy Spirit is saying and where God is leading. It puts us in a place of humility as disciples. And then it calls us to action. We want to respond faithfully to God's leading, but always in ways that exhibit the love of Jesus.

As we embody this mission, we are trying to move toward a clear vision: **Boldly loving God and others, we are a church pursuing the Gospel's call for mercy, justice, beauty, and peace in the holy mess of life. Shaped and equipped by the Holy Spirit, we eagerly invite everyone to join us in following Jesus on this redemptive journey.**

If you came to First Church, you would experience the congregation trying to live into this vision in a variety of ways. We strive to embody God's love in how we welcome all people, engage our neighbors and neighborhood, care for those with hurts and needs, and support one another in the challenges and joys of life. We don't try to present perfect, polished lives, but we wade into the complexities of life and relationships, seeking God's restoration in all things. We work for justice and shalom in our city and world, through individual actions and working to change systems and structures. We worship with a desire to encounter the living God and be transformed by the Holy Spirit. Worship includes thoughtful liturgy and articulate prayers right alongside vulnerable sharing of prayer requests and unscripted engagement with children. Faith formation groups for children and adults challenge all of us to walk faithfully with Jesus. If you came to First Church, you would find yourself in a place where real people are trying to listen to God and respond with love.

Beyond our mission and vision, much could be said about First Church:

- We are multigenerational: about 400 members, 100 of which are ages 0-18.

- We are historical: established in 1857.

- We are Reformed: originally CRC and now exploring affiliating with the RCA.

- We are lay led: ministry is done by the people and ministry teams of the church.

- We are inclusive: members have affirming and traditional views of human sexuality, but all people can fully participate in all levels of church leadership.

- We are geographically rooted: our neighbors are important to us and shape our ministry.

We know that these few things do not articulate all you may want to know, but we hope this begins to give you a picture of First Church. As you discern applying for a ministry position at First Church, feel free to reach out to Pastor Adam to learn more (pastor.adam@firstchurchgr.org) or check out the "About" section on our website (firstchurchgr.org). And if you are excited about how God could use you at First Church, apply by simply emailing your cover letter and resume to Pastor Adam.