



January 19, 2026

THANK YOU for your interest in the position of Director of Youth Ministry at Grace Lutheran Church. Grace is a member of the NALC, North American Lutheran Church. We are a church family committed to the authority of the Bible as the inspired Word of God. In keeping with the Lutheran Confessions, we believe all doctrines should and must be judged by the teaching of Scripture.

An application and a copy of the job description for this position are included in this packet. To apply, please complete both sides of the application and return it to the address below. You should also include your resume and a minimum of three references with your submission. Resumes will be accepted until the position is filled. Interviews of qualified candidates will be conducted as applications are received.

Please bring or mail your application, resume and list of references to this address:

ATTN: Sandy Thompson, Executive Director
Grace Lutheran Church
1801 Saint Paris Pike
Springfield, OH 45504
Email: sandy.thompson@grace-nalc.org
(937) 399-6257 (x 108)

Questions may also be addressed to this same contact person.

Grace Lutheran Church

Job Description: Director of Youth Ministry

Position Overview

Grace Lutheran Church is seeking a passionate and dynamic Director of Youth Ministry to lead and nurture the faith of our youth (grades 7-12), post-high school young adults, and to support their families as they grow in lifelong discipleship.

This person will be the key advocate for our youth, young adults, and their families, fostering an environment where faith is nurtured at home, in the church, and in the world, and where young people grow in faith, develop into leaders, and live out Christian values in their schools, homes, and communities.

This is a **flexible part-time to full-time** (25–40 hours/week) salaried position, with final hours and compensation based on the candidate's availability and experience.

Key Responsibilities

1. Cultivating Faith & Discipleship

Help youth (grades 7–12) grow in their walk with Jesus through weekly gatherings, retreats, mission trips, and key milestones like Faith Journey, Affirmation of Baptism, and Commissioning to Public Discipleship. Support a smooth transition into post-high school and college-age faith formation by maintaining connection, encouragement, and opportunities for ongoing discipleship. Centering every experience on discipleship and helping students take ownership of their faith.

2. Empowering Leaders & Building Community

Recruit, equip, and encourage a team of adult leaders who will mentor and walk with youth. Together, create a Christ-centered community where students feel known, valued, and connected. Develop pathways that help students remain connected to the church as young adults.

3. Walking With Youth & Families

Show up for students and families in everyday life and big moments—whether it's a crisis, a celebration, or a soccer game. Partner with parents and caregivers as primary faith influencers, offering communication, encouragement, and resources that support faith development at home. Be a steady presence who reminds them that God is with them in it all.

4. Leading With Vision & Teamwork

Lead the ministry with solid planning, smart stewardship, and open communication. Collaborate with staff—especially Children's Ministry—to build a smooth, connected path of faith from childhood through young adulthood.

5. Family & Young Adult Engagement

Foster meaningful partnerships with parents and caregivers through communication, prayer, and involvement opportunities. Encourage intergenerational relationships within the congregation. Maintain connection with post-high school and college-age young adults through periodic gatherings, mentoring, communication, or partnerships with campus or local ministries

Required Qualifications

- Education: High school diploma required; bachelor's degree preferred.
 - Experience: At least one year of youth ministry experience is required; more is a plus.
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What We're Looking For

- A committed follower of Jesus with a strong, consistent Christian witness
 - A deep love for youth and a passion for helping them grow in faith
 - A team player who thrives in a collaborative, encouraging environment
 - Organized and self-motivated, with strong time management skills
 - Creative and adaptable—someone who brings fresh ideas and energy
 - A clear communicator, both in person and in writing, with parents, youth, and volunteers
 - Values families as essential partners in youth faith formation
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Key Skills for Success

- Relational Strength: Builds trust with youth, families, young adults, and volunteers across generations, recognizing faith formation as a lifelong journey
 - Leadership & Volunteer Development: Inspires, trains, and supports adult leaders
 - Biblical Teaching: Communicates biblical truth in faithful, clear, and engaging ways, especially in the context of the North American Lutheran Church
 - Confidentiality & Care: Handles sensitive situations with wisdom, grace, and discretion
 - Engagement: Fully present—physically, emotionally, and spiritually—in the life of the ministry
 - Tech Skills: Comfortable with Microsoft Word, PowerPoint, Publisher, and open to learning new tools as needed
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Compensation

Salary and benefits will be commensurate with experience, hours, and aligned with Grace Lutheran Church's ministry plan.

Why Join Us?

This is a wonderful opportunity to make a lasting impact on the lives of young people, guiding them as they grow in their faith and develop into the next generation of Christian leaders. You will also play a key role in strengthening faith within families and helping young people stay connected to Christ and the church beyond high school.

At Grace Lutheran Church, you'll have the support of a passionate team, a welcoming congregation, and the opportunity to foster deep, meaningful relationships with youth and their families. If you're ready to help young people experience the love of Christ in powerful ways, we invite you to apply!

Grace Lutheran Church

1802 Saint Paris Pike, Springfield, OH 45504 – 937-399-6257

Employment Application

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: () E-mail Address: _____

Date Available: _____ Social Security No.: _____ Desired Salary: \$ _____

Position Applied for: _____ Date of Birth: _____

Are you a citizen of the United States? YES ☐ NO ☐ If no, are you authorized to work in the U.S.? YES ☐ NO ☐

Have you ever worked for this company? YES ☐ NO ☐ If so, when? _____

Have you ever been convicted of a felony? YES ☐ NO ☐

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES ☐ NO ☐ Degree: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES ☐ NO ☐ Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES ☐ NO ☐ Degree: _____

References

Please list three professional references.

Full Name: _____ Relationship: _____

Company: _____ Phone: ()

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: ()

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: ()

Address: _____

Previous Employment

Company: _____ Phone: (____) _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES ☐ NO ☐

Company: _____ Phone: (____) _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES ☐ NO ☐

Company: _____ Phone: (____) _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES ☐ NO ☐

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Describe any training received relevant to the position for which you are applying _____

Disclaimer and Signature

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: _____ Date: _____