

Director of Children's, Youth, and Family Ministries

Holy Cross Lutheran Church

1300 S Sertoma Ave, Sioux Falls, SD

Position Summary

The Director of Children's, Youth, and Family Ministries at Holy Cross provides leadership, coordination, and relational support for ministries serving children and youth from birth through high school (with an emphasis on birth through 5th grade). Working collaboratively with staff and volunteers, this role nurtures faith development through weekly programming and special events. We are seeking a creative, passionate, and faith-filled leader who cultivates meaningful relationships with children, youth, and families; equips and supports volunteer leaders; and shapes engaging, Christ-centered experiences where young people grow in faith and belonging.

Education and Experience

Bachelor's degree in ministry, education, or a related field is preferred. Equivalent experience and training will be considered.

Key Gifts and Skills

- A warm, relational presence and the ability to build trust-filled relationships with children, youth, families, volunteers, and the broader congregation.
- Strong communication skills, with the ability to share stories, facilitate conversation, and engage people of all ages in meaningful ways.
- A creative and imaginative approach to ministry, with the ability to design engaging, Christ-centered experiences.
- A collaborative spirit that values shared leadership, listens deeply, and invites others into co-creating ministry.
- Ability to recognize, celebrate, and build upon the gifts of others, fostering a culture where volunteers feel equipped, supported, and valued.
- An attentiveness to where God is already at work in the lives of children, youth, and families—and the ability to join in that work with curiosity and care.
- Strong organizational skills that support creativity, with the ability to plan, prioritize, and follow through on details.
- Flexibility and openness to the movement of the Spirit, with a willingness to adapt, experiment, and try new approaches.
- Initiative and self-direction, paired with a commitment to shared vision and team-based ministry.
- Commitment to healthy boundaries, confidentiality, and faithful, ethical leadership.

Areas of Responsibility

- Birth to 5th Grade:
 - Provide primary leadership for ministries serving children (birth through 5th grade)
 - Partner with volunteer leaders in milestone ministry experiences
 - Lead weekly chapel for preschool students
 - Oversee CrossKids (Sunday School) programming, including:
 - Curriculum selection, adaptation, and/or creation
 - Recruit, engage, and support volunteers
 - Build meaningful relationships with children and their families
 - Explore and develop Wednesday programming
 - Collaborate with volunteers to plan and lead events, including Vacation Bible School (VBS), while also cultivating space for new and creative ministry opportunities

- Middle School Youth:
 - Serve on the planning team for Affirmation of Baptism (Confirmation)
 - Provide consistent weekly support, with opportunities to take on increasing leadership
- High School Youth:
 - Equip, encourage, and support volunteer leaders
 - Participate and provide leadership for special events
- Ministry Teams:
 - Participate in Children's Ministry Team and Youth Ministry Team meetings
 - Support team-led events and fundraisers, encouraging shared ownership of ministry
- Worship:
 - Participate in worship leadership as gifts and interests align
- Camps and Retreats:
 - Collaborate with Pastor Lando in the planning and leadership of fall and winter retreats
 - Partner with Pastor Lando to ensure a consistent Holy Cross presence at camps attended by youth
- General:
 - Cultivate relationships across generations within the Holy Cross community
 - Collaborate with staff to support the broader mission and shared work of the church
 - Remain open to the evolving needs of the congregation, taking on additional responsibilities as appropriate

Schedule and Work Expectations

This is a full-time position (approximately 40 hours per week) with a schedule that reflects the rhythms of congregational life. Regular availability is expected on Sunday mornings and Wednesday evenings, along with occasional evenings and weekends for events, retreats, and seasonal programming. The weekly schedule offers flexibility, with the understanding that hours will be adjusted to reflect ministry demands and to support a healthy and sustainable work rhythm.

Hiring Timeframe

We anticipate conducting interviews in May and June, with a desired start date as early as July.