

Director of Children's, Youth, & Family Ministry
[First Presbyterian Church, Missoula, Montana, \(PCUSA\)](#)

Known in this western Montana college mountain town for the fly-fishing family Maclean of *A River Runs Through It*, **First Presbyterian Church of Missoula** is today a growing, Christ-centered community of children, youth and adults called *to surprise Missoula with Christ's astonishing love*. That means sinking our roots deep in the grace and truth of Jesus, growing together in the joy of authentic relationships, and bearing tangible witness to our hope by showing up to serve our city.

A few recent highlights from our congregational life: adding 28 new members in the last two years (with many more already committed to taking this step of discipleship); placing over 150 persons in 17 'Roots' small groups that share life around the good news of Jesus; pursuing trusting relationships across political difference during a time of damaging polarization; sending an intergenerational team of 44 (half of them students) to build homes for unsheltered families in Juarez, Mexico; becoming soul-deep community for a growing group of young adults sharing celebration dinners and opportunities for intergenerational spiritual life; remodeling new nursery (parents-and-children) space for the many babies being born to our church family; providing leadership to Missoula churches in our multi-pronged care for unhoused families, and stepping forward to provide emergency overnight warming space for our unhoused neighbors during dangerous cold snaps.

Position Description

We are seeking someone who has a love for Jesus Christ; a growing, imperfect faith; and a joy in relational ministry to answer God's call to serve as FPC's Director of Children, Youth and Family Ministry – coming to invest not only their gifts but their heart in our congregation.

The Director will lead Christ-centered, Bible-based, intergenerational ministries for children, youth and their families on behalf of raising up disciples of Jesus *to surprise Missoula with Christ's astonishing love*. The Director will partner with the Pastor, Forming Team, Program Support Administrator, and teams of children's and youth mentors to support the spiritual formation, belonging, and sending of persons coming alive to bear witness to our hope.

This is a fulltime, salaried position, \$45,000 - \$52,000 DOE. Reports to Pastor, Head of Staff. Benefits include health insurance, optional dental coverage, flexible spending account, paid time off accrual (up to 18 days/year – more days/year after years three & five), paid time off for designated holidays, opportunities for continuing education, emergency medical leave accrual, and optional participation in a 403b retirement savings plan.

Key Responsibilities

Children (Birth–3rd Grade)

- Oversee Christ-centered ministries for children from birth to 3rd grade and their families.
- Invest in families with small children (0–3 years) during our Sunday services both in worship and through our nursery (parents-and-children worship space).
- Coordinate and assist with both Kids on the Steps (for 'all our young and young of heart' in worship) and Children's Church (ages 4–11), including scheduling, lesson planning, and volunteer training.
- Support small-group ministries for families with young children (Bible studies, dinners, events).

Youth (4th–12th Grade)

- Direct comprehensive Christ-centered ministries for Rock students (4th–8th grades) and Ignite students (9th-12th grades).
- Build personal relationships with students, providing spiritual nurture and pastoral care.
- Organize and lead weekly youth group gatherings and Bible studies.
- Facilitate community-building activities, prayer, worship, and opportunities to serve in collaboration with student leaders and adult mentors.
- Plan and oversee retreats, mission trips, special events, adventures, and fundraising activities.

Leadership Development

- Recruit, train, and mentor adult leaders to support relational ministry with students.
- Foster regular gatherings for leader development, spiritual growth, and team building.

Parent Engagement

- Cultivate meaningful relationships with parents, equipping them for family faith formation.
- Create opportunities for intergenerational connection and support.

Worship & Church Integration

- Support the participation and leadership of children, youth, and families in worship
- Coordinate the 'Kids on the Steps' ministry (and lead approximately once every three weeks).
- Preach 4–6 times per year.
- Coordinate family Christmas Eve worship service.

Intergenerational Ministry

- Integrate children/youth into the life and mission of FPC, building intergenerational relationships.
- Collaborate in pastoral care and all-church event planning.
- Serve as pastoral presence, especially during Sunday services and when Pastor is away.
- Provide clear, consistent communication about ministry programs to children and families, youth, congregation, and staff.

Qualifications

- Deep and abiding love for Jesus Christ, with a joy for nurturing faith in others.
- Strong relational skills with the energy and creativity to connect with children, youth, and adults.
- Solid biblical knowledge and the ability to teach Scripture in relevant, engaging ways.
- Training and experience in leading children, youth, and family ministries
- Collaborative, team-oriented spirit with a sense of humor and adaptability.
- Strong organizational and administrative abilities, including attention to detail and flexibility.
- Effective verbal and written communication skills.
- Proficiency with electronic communication tools and basic office software.
- Successful completion of a background check and Abuse Prevention and Response Team training.

To Apply

Please submit your resumé, a cover letter outlining your interest and experience, and three references to Jo Ruby, Program Support Administrator, at jo@fpcmissoula.org