Family Fest
MINISTRIES

Opportunity Profile

Executive Director







Who We Are

Family Fest Ministries is a Christ-centered, multi-denominational ministry focused on strengthening families, marriages, and individuals. Every camp and retreat is designed to empower families to grow closer to God and each other, making faith a vibrant part of their home and relationships.

Family Fest began in the winter of 1997, when a group of friends from a Bible study felt called to take a retreat that included their whole families. That first getaway grew into Winter Weekend, and in 2000 the group formally incorporated Family Fest Ministries and added a summer family camp, Summer Splash. Co-founder Pete Larson left his role as Director of Retreats at Youth Frontiers to become Executive Director in 2002. Through God's provision and the power of invitation, Family Fest has grown to serve thousands of families across nearly three decades. Testimony Document Link

Today Family Fest operates from Bloomington, Minnesota, with a small staff and a deeply committed community of volunteers and families from churches across many denominations.

Our Mission



Enriching families by helping them grow closer to God and one another.



Equipping people with meaningful time away from the busyness and distractions of daily life.



Empowering individuals to experience the richness of a faith-centered community.



Embracing joyful opportunities for people of all ages to have fun and delight in simply being together.

Our Values

- **Christ-Centered.** Jesus Christ, as our Lord and Savior, is the center of all we do, our source for all love, wisdom, peace, and hope that we seek to bring into the lives of all our ministry touches.
- **Family-Focused.** Our vision is to reach out to families, to nurture their lives of faith by giving them time together to love and better understand God and each other.
- **Biblically Based.** The word of God in the Bible is our authority and direction, and we seek to follow His will in all we do.
- **Multi-Denominational.** The ministry of Family Fest includes all who seek to know and follow Jesus Christ as Lord. Our programs focus on what we have in common in the body of Christ, as we seek to collaborate with churches on faith-nurturing activities for families, marriages, and youth.

- **Community.** Family Fest is intentional about building Christian community across generations to individuals and families as they strive to minister to others.
- **Servant Leadership.** Family Fest is a ministry by families, to families, encouraging and equipping volunteers to share in the ministry of Jesus Christ in their own way, in their daily life and family.
- **Innovative & Passionate.** Family Fest seeks to provide the best that God offers in our programs and message, with an emphasis on excellence, fun, and expanding family ministry so that God's work through us is exciting and inviting to all.
- **Evangelism.** Evangelism, including both the invitation to faith and discipleship, is the heart of our mission. We share the Good News of Jesus with children, KCs (kids' counselors), and adults.
- **Radical Hospitality.** When participants arrive at a Family Fest event or retreat, we welcome them with a warm smile and a friendly greeting. Our goal is to provide a comfortable place where people feel loved, valued, and cared for.

Our Key Programs

Family Fest winter weekend Warm Up

Winter Weekend is held each year over Martin Luther King Jr. and Presidents' Day weekends at Grand View Lodge in Nisswa, Minnesota. Families share three nights of lodging and meals, with worship, speakers, and small group discussion for adults and age-specific programs for kids led by KCs, who are ministered to by their own adult leaders while they serve. Fun opens the door. Skits, goofy games, and family time in the great outdoors break the ice and create memories in a faith-filled environment.

Family Fest summer splash

Summer Splash brings the same experience to a summer setting over five days and four nights each August at Mount Carmel on Lake Carlos in Alexandria, Minnesota. Adults gather for worship, music, speakers, and small groups while kids take part in age-specific programs led by KCs. Afternoons are free for a classic Minnesota lake vacation, with swimming, tubing, pickleball, the craft barn, and more. Family Fest leans into fun on purpose, with crazy games, silly traditions, and plenty of goofiness for all ages. Fun is how the walls come down. People who may feel nervous about church or faith settings laugh, make friends, and discover they are welcome exactly as they are.

Family Fest marriage booster Retreat

An encouraging, practical, and fun day for couples at any stage of marriage, with laughter, teaching, and one-on-one conversations on communication, conflict, intimacy, and faith. We approach the day more like a health club than a hospital for your marriage. Family Fest hosts public retreats in the Twin Cities and brings Marriage Booster to churches as a full day or as Fan the Flame, a two-hour evening version. Each one strengthens couples while introducing a congregation to Family Fest and building relationships with church leaders and new communities.

KC Kids Counselors

At the heart of Family Fest are its KCs (kids' counselors). Beginning with students heading into 10th grade, 30–40 high school, college, and young adult KCs serve at each camp, leading the programs for infants through 9th grade and teaching about Jesus through stories, games, crafts, music, and Scripture. Many KCs come with their own families, while others join friends to serve. Along the way, KCs receive their own mentoring, devotionals, and dedicated programming from adult KC leaders, growing in their own faith as they serve. More than 350 young adults have served as KCs.

Organizational Scope

- **Three family camps each year** (two Winter Weekends and Summer Splash), plus two public and four to eight church-hosted Marriage Booster Retreats
- **Annual operating budget** of approximately $500K, funded by camp and retreat fees along with fundraising, which currently averages $180-190K per year with a long-term goal of over $250K
- **One full-time Executive Director,** supported by a dedicated, long-serving part-time administrative team member, a KC Program Director, volunteer program directors for each age group, a team of Marriage Booster speakers, and key volunteers who lead music, technology, and adult programming
- **Around 160 families** attend camp each year
- **A long-standing base** of individual donors and multi-generational families from more than 140 churches

Profile for Executive Director

After nearly 25 years as Executive Director, co-founder Pete Larson plans to retire in 2027 and will help welcome and onboard his successor. Family Fest enters this transition from a position of strength: healthy, financially stable, and supported by a faithful community of families, volunteers, and donors. An established team of part-time staff and long-serving volunteers will provide continuity through the transition.

Position Overview

The Executive Director provides overall strategic, operational, and spiritual leadership for Family Fest Ministries and serves as the primary champion for its mission and financial sustainability. This individual oversees ministry programs and events, builds strong relationships with families, churches, and donors, leads fundraising efforts, develops volunteers and leaders, and manages the ministry's operations and finances.

Serving under the authority of Jesus, the Executive Director reports to the Board of Directors and works closely with the Board to ensure Family Fest remains healthy, effective, and responsive to where God is leading. As Family Fest's only full-time employee, the Executive Director will steward the ministry's financial health in partnership with the board, raise up the volunteers and leaders who bring each camp to life, and bring their own relationships and network to the ministry, all while seeking deeper impact in the lives of the families God has already brought to Family Fest and following wherever He leads.

Location: Twin Cities metro, with the ministry office in Bloomington, Minnesota. Travel to camps in Nisswa and Alexandria and to retreats and churches in Minnesota, including weekend camps.

Status: Full-time. This role is Twin Cities based and requires flexibility to work outside standard business hours, including occasional evenings and weekends, based on organizational needs.

Target start: Spring/Summer 2027

Key Responsibilities

- **Spiritual Leadership & Vision** — Model Christ-centered life and leadership, keeping Jesus at the center of the ministry. Shape ministry priorities with the board, communicate the mission, and honor Family Fest's history while discerning where God is leading next. Lead a multi-denominational community, keeping the focus on Jesus and what Christians share rather than denominational differences.
- **Camps & Programs** — Lead the planning and delivery of Winter Weekend and Summer Splash, and oversee and support Marriage Booster Retreats, currently led by an experienced team of speakers. Recruit and host camp speakers, shape camp programming and worship alongside volunteer leaders, and coordinate with Grand View Lodge and Mount Carmel on schedule, housing, meals, and programming.
- **Relationships** — Build and sustain relationships with families, churches, donors, volunteers, and ministry partners, serving as the primary representative of Family Fest and a voice in the community for Christ-centered family ministry. Walk alongside families beyond camp as they follow Jesus.
- **Fundraising** — Lead the ministry's fundraising strategy in partnership with the board's fundraising committee: cultivate and steward new and existing donor relationships; invite people to support the ministry; oversee donor communications; identify and develop new funding opportunities; and maintain current grant relationships while researching and pursuing new grant opportunities to ensure the ministry has the resources it needs to fulfill its mission.
- **Volunteers & Leaders** — Recruit, equip, and support volunteers and ministry leaders, including KC leaders and KCs, program directors, small group leaders, musicians, and camp work crew, equipping volunteer leaders to take on a growing share of camp preparation and operations.
- **Operations, Finances & Communications** — Partner with administrative support, volunteers, and outside providers to run day-to-day operations, with oversight of the ministry's financial affairs, including budgeting, accounting, payroll, reporting, tax filings, scholarships, contracts, and insurance. Oversee marketing and communications, including content, photos, and graphics for the website, social media, and promotional materials, with administrative support for posting and an outside web partner for site updates and maintenance.
- **Board Partnership** — Participate alongside the Board of Directors, helping to lead through board meeting preparation, communication, and follow-up on key priorities.

What We Are Looking For

- A deep, Christ-centered faith grounded in Scripture, active involvement in a local church, and a personal commitment to prayer and spiritual growth.
- A heart for discipleship: encouraging and coaching others to grow closer to Jesus and to help their families do the same.
- An ability to build meaningful relationships with families, churches, volunteers, and ministry partners walking alongside them in faith.

- Ability to build lasting relationships with donors, with a willingness and aptitude for fundraising as a significant responsibility of the role.
- An inviting presence who draws on deep relationships with speakers, ministry leaders, and supporters to enrich the strong foundation of Family Fest.
- Demonstrated leadership experience, including the ability to empower volunteers, delegate effectively, develop others, and lead with humility and accountability.
- An ability to lead effectively across multi-denominational backgrounds, rising above denominational differences to keep the focus on a personal relationship with Jesus and the shared message of the Gospel. This is central to what makes Family Fest distinctive: families from more than 140 churches gather at camp around what unites them in Christ.
- A trust in God for the ministry's growth and direction.
- Joyful, energetic leadership, bringing warmth, enthusiasm, and a sense of fun to camp, creating memorable experiences for families and inspiring volunteers to bring that same energy to their programs. Camp thrives on fresh, creative ideas that bring joy to families, and the Executive Director should bring that creativity and encourage it in the volunteers who help lead programs.
- Strong communication skills, including public speaking, relationship building, and written communication.
- Sound judgment, organizational skills, and ability to operate effectively across multiple priorities while remaining calm, flexible, and mission-focused in changing circumstances.
- Initiative and a willingness to evaluate new ideas and approaches while honoring the ministry's mission and values.
- Basic financial acumen, including experience overseeing budgets, financial reporting, or organizational resources.
- Demonstrated comfort with technology and willingness to learn the digital tools and systems used to support Family Fest Ministries' operations, communications, finances, and creative work.
- Prior ministry experience is welcome but not required.

Compensation and Benefits

Compensation: The expected salary range for this role is $65,000 to $115,000, with positioning within the range to be determined based on a combination of factors including experience, skills, abilities and knowledge.

Benefits: Health and retirement benefits available.

To Apply

After reading this Opportunity Profile, if you sense God may be calling you to this role, we invite you to apply at https://familyfestministries.org/executive-director-application/.

- **Resume,** uploaded as a PDF, including for each position relevant to this role your employer, title(s) and dates, the size and scope of the organization and your role, and two or three accomplishments that were most meaningful to you
- **Written response,** entered directly in the application form. In your own words, tell us why you feel God is calling you to be the next Executive Director of Family Fest Ministries.

All candidate information and conversations are handled confidentially. If you have questions or run into issues applying, contact us at search@familyfestministries.org

Applications will be reviewed beginning December 1, 2026. Candidates who would like to experience Family Fest firsthand are welcome to join us at Winter Weekend.