



Job Description: Youth Pastor (or Director)

Watertown Evangelical Free Church – Watertown, MN

About Us:

Watertown Evangelical Free Church (WEFC) is a Christ-centered community located in Watertown, Minnesota, committed to helping people find and follow Jesus. We are seeking a passionate and dedicated individual whose primary focus will be leading our youth ministry (Jr. High and High School), fostering spiritual growth within our church family and community. We value relational ministry, biblical teaching, and equipping believers for service.

Position Overview:

WEFC is seeking a dynamic leader to serve as our Youth Pastor (or Director). The primary focus of this role is to provide pastoral leadership, vision, and hands-on direction for our youth ministries (Jr. High and High School). Recognizing that candidates bring unique gifts, the role may be expanded to include oversight of young adult ministries, small groups, or other areas based on the candidate's passions and the church's needs. The title (Pastor or Director) will reflect the candidate's qualifications, ordination status, and alignment with the biblical requirements for an elder.

Key Responsibilities:

- **Youth Ministry Leadership (Primary Focus):**
 - Develop, coordinate, and lead comprehensive youth ministry programs, including any Sunday School, mid-week youth group gatherings, retreats, mission trips, special events, and discipleship initiatives.
 - Foster a welcoming and engaging environment where youth can explore their faith, build community, and grow as disciples of Christ.
 - Recruit, train, mentor, supervise, and empower a team of adult volunteer leaders for both junior high and high school ministries (Ephesians 4:11-13).
 - Build meaningful relationships with students, providing spiritual guidance, mentorship, and biblical counsel.

- **Family and Collaborative Ministry:**
 - Partner with and minister to parents/guardians, offering encouragement, resources, counseling, and equipping opportunities (e.g., workshops, classes) to support them as spiritual leaders in their homes.
 - Collaborate closely with the Children's Ministry Director to ensure a cohesive and integrated discipleship pathway from birth through college age.
 - Work collaboratively with the Lead Pastor, Elders, Deacons, and other staff to align youth ministry with the overall vision and mission of WEFC.

- **Teaching and Discipleship:**
 - Regularly teach and preach biblical truth in various settings, adapting content for youth, adults, and potentially broader congregational contexts as needed.
 - Develop and implement strategies for personal discipleship among youth and adult leaders.
- **Potential Additional Responsibilities (Based on Gifts/Needs):**
 - Provide leadership, vision, and pastoral care for church-wide small group ministries.
 - Develop and oversee ministries for young adults (post-high school/college age).
 - Utilize specific gifts (e.g., worship leading, technical skills, community outreach) in other areas of church ministry.
- **Leadership Role:**
 - **As Pastor:** Fulfill the biblical requirements of an elder, serve as a full participant on the church Elder Board, and perform duties as directed by the Lead Pastor.
 - **As Director:** Engage with the Elder Board as invited, and perform duties directed by the Lead Pastor commensurate with skills, training, and biblical qualifications.

Qualifications:

- A mature, personal, and growing relationship with Jesus Christ.
- Alignment with the doctrine and Statement of Faith of the Evangelical Free Church of America (EFCA).
- A clear passion for youth ministry and seeing young people develop into committed followers of Christ.
- Demonstrated ability to relate to, teach, and mentor youth and their parents.
- Proven experience in recruiting, equipping, leading, and deploying volunteer teams.
- Strong organizational, communication (written and verbal), and interpersonal skills.
- Ability to develop and implement a vision and strategic plan for youth and family ministry.
- Relevant education (e.g., Bachelor's degree in ministry, youth ministry, biblical studies, or related field) or equivalent demonstrated experience and training.
- Minimum 2-5 years of experience in student ministry (lay or vocational roles).
- Experience in personal discipleship with both youth and adults.
- Sensitivity to the needs, pressures, and culture of contemporary youth.
- Commitment to ongoing personal and professional development.
- Must meet the biblical qualifications of an elder (for Pastor title) (1 Timothy 3:1-7, Titus 1:5-9).
- Licensed and ordained within the EFCA, or possess the qualifications and willingness to pursue credentialing with the EFCA.

Position Details:

- **Status:** Full-Time, Exempt Employee
- **Compensation:** Competitive salary and benefits package, commensurate with experience and qualifications.
- **Reporting:** Reports directly to the Lead Pastor.

To Apply:

Interested candidates who sense God's leading to explore this opportunity should submit the following to **Pastor Bruce Droogsma: bruce.droogsma@wevfree.org**

1. A Cover Letter expressing your interest, philosophy of youth ministry, and sense of calling to this position.
2. A current Resume detailing your experience and education.
3. A brief Statement of Faith.
4. Contact information for 3-4 references (professional and character).

Applications will be reviewed as they are received. We look forward to hearing from you.