

A Community that Loves Jesus and
Lives to Make His Love Known



**Youth Pastor /
Student Ministry
Director**

**Church and Job
Overview**



Oakwood Church

3041 Oakwood Road | Hartland, WI 53029 | 262-367-1212
www.oakwoodnow.org | Email: YouthMinistry@oakwoodnow.org

Welcome!

Oakwood Church is searching for its next Youth Pastor / Student Ministry Director. We are looking for a gifted individual to partner with parents and equip and serve alongside volunteers to provide training, leadership, and care to students in grades 6-12. The Lake Country area is a wonderful place to live, worship, and serve. We hope that through these materials, you'll begin to understand our community and its ministry needs. Oakwood Church is a community that *loves Jesus and lives to make His love known*. We invite you to sit down, read more about us, and prayerfully consider Oakwood Church.



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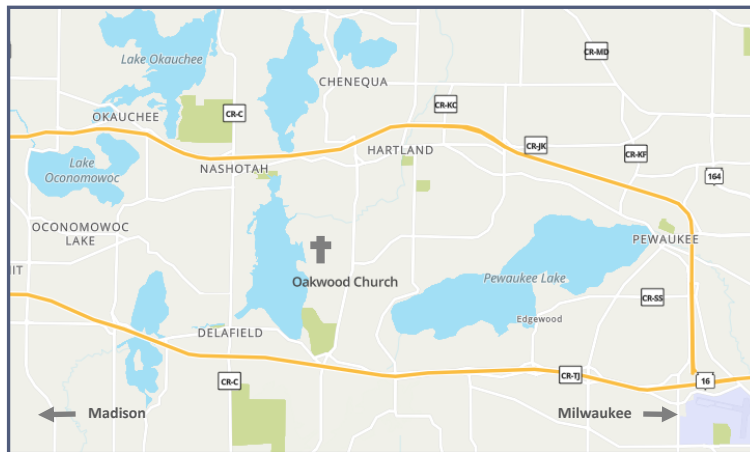
Community Profile

Oakwood Church is located in the northwest corner of Waukesha County in the heart of Wisconsin's beautiful Lake Country.

We are 30 miles west of Milwaukee and 60 miles east of Madison, close to two major highways and within a couple hours of Wisconsin Dells, Green Bay, Door County, and Chicago. Residents of the Lake Country area enjoy small-town charm with easy access to large-city amenities.

Our community is blessed to have outstanding schools, vibrant churches, beautiful neighborhoods, excellent medical facilities, picturesque parks, diverse shopping opportunities, and countless restaurants.

The Lake Country area offers an exceptional quality of life with a unique blend of many positive features, including a thriving business community, growing industrial base, safe communities, and abundant recreational opportunities. There are 12 lakes within a five-mile radius, numerous parks and golf courses, and a number of active civic and community organizations.



Church Profile

Oakwood Church began as Kettle Moraine Evangelical Free Church (KMEFC) in 1978, at a Bible study held at a home on the shores of Lake Nagawicka. The Lord placed on the hearts of a handful of families that an evangelical church be planted in the Lake Country. KMEFC incorporated on July 1, 1979, with 17 church members.

In 1989, KMEFC finally had a place to call “home” as it moved into a newly constructed facility. In April 2007, the church moved to its current campus and facility. At the time of the move, the congregation adopted the name Oakwood Church, retaining full association with the Evangelical Free Church of America (EFCA).

In 2022, our senior pastor retired after 18 years of ministry. This naturally led to other staff changes, including the Student Ministry Director. Embarking upon an intentional interim process to find the Lead Pastor God was calling to Oakwood, the immediate replacement of the Student Ministry Director was delayed in order to ensure a healthy, strategic transition. Volunteers have lovingly run programming. Now that the interim process is complete and our Lead Pastor is here, it is the appropriate time to begin searching for the right person to fill this very important role.

We are a church family gifted with hospitality, ready to serve the needs of our congregation and community. With more than 58,000 square feet, Oakwood can host large community events or intimate small gatherings. Guests are welcomed with comfortable amenities and friendly faces. We take advantage of all Wisconsin seasons on our 35 acres of land.

You'll find students sitting around a bonfire in the fall, kids sledding down the hills in the winter, playing baseball on Mission Field in the spring, and outdoor worship in the summer.

We care deeply about following Jesus and caring for others. As part of the EFCA, we believe God designed the church to be a family of brothers and sisters in Christ who are mission focused and gospel centered.

400

Average attendance

100

Weekly online viewers

40

Average youth programming attendance



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Caring for Our Youth Pastor / Student Ministry Director

We understand the time it takes to teach, equip others, build relationships, disciple, and lead well. We provide dedicated time for study, a robust sabbatical policy, and competitive compensation and benefits packages. We recognize and value the health of your personal and family life. Our Youth Pastor/Student Ministry Director is expected to participate in staff meetings and development training, be aware of the varied ministries of Oakwood Church, and willingly use their gifts, talents, passions, and abilities outside of their primary role, if needed. The Youth Pastor / Student Ministry Director reports to the Lead Pastor and can rely on the Lead Pastor and elder team for prayer, advice, encouragement, and support.

To Apply

A Search Team is actively engaged in seeking potential candidates for the next Oakwood Church Youth Pastor / Student Ministry Director through networking and job postings. If after reading the job description, you're interested in the position and feel you meet the qualifications, we invite you to submit the following information:

1. Your resume
2. Written response to the following prompts:
 - a. Describe your faith in Jesus and tell us how you came into a personal relationship with Him.
 - b. Tell us, why do you feel like God has called you into youth ministry? What does this calling look like? Tell us something about your journey into ministry that prepares you for this role.
 - c. How do you stay spiritually refreshed during ministry demands?

Please submit your information to YouthMinistry@oakwoodnow.org.

Prayerfully, the search team will review applications, conduct interviews, and reference checks. Only one candidate at a time will be invited for a candidating weekend and if approved, an offer will be extended to the person God has chosen for Oakwood Church.



Appendix A

Youth Pastor / Student Ministry Director Job Description

Title: Youth Pastor/Student Ministry Director

Reports to: Lead Pastor

Status: Full-time Benefits Eligible

Summary: This role equips a team of volunteers to serve alongside them. The Youth Pastor/Student Ministry Director is committed to partnering with parents to help guide them in the discipleship of their children. They demonstrate experience leading a relationally-driven model of ministry with students.

Responsibilities:

1) The Youth Pastor/Student Ministry Director is primarily responsible for providing training, leadership, and care to students in grades 6-12. They will do so in alignment with the vision and core values of Oakwood Church.

This is accomplished primarily, though not exclusively, through:

- Establishing and maintaining relationships with volunteers, parents and students.
- Creating a discipleship culture with students through student programs, special events, and discipleship opportunities.
- Strategizing, planning, and implementing long-term ministry curriculum.
- Encouraging, equipping, and empowering parents while appropriately partnering with other church staff.
- Recruiting, training, and equipping a team of volunteers (adults and students) to serve alongside them.

2) Ministry through Relationships

- Establish a healthy rhythm for recruiting, training, equipping, and encouraging volunteers.
- Prayerfully and strategically lead volunteer leaders to create opportunities for events, retreats, and mission trips for students.
- Ensure that all students in grades 6-12 establish and maintain positive and encouraging relationships with volunteer leaders.
- Host regular parent meetings to build relationships, encourage them, and gain insight.
- Establish and maintain weekly volunteer huddles for prayer and ministry alignment.
- Use relevant technology for relationship building, inspiration, and information.
- Team with office staff to maximize effective communication and promotion.
- Maintain communication with parents and volunteers and develop an event calendar.

3) Discipleship through Relationships

- Ensure that biblical programs are offered to support discipleship.
- Create a safe, inclusive environment where programs, groups, and events show students they are valued.
- Establish a culture of mutual learning and encouragement inside and outside of programming.
- Ensure all teaching agrees with [Oakwood's Statement of Faith](#).
- Provide opportunities for students to regularly worship together (Ex: prayer, singing, etc.)
- Equip and provide opportunities for students to use their gifts, talents, and passions.
- Create and maintain a list of resources that can be helpful for discipleship.
- Partner with the Kids Ministry Director for successful transition between 5th and 6th grade.

4) Evangelism through Relationships

- Evangelize by starting with prayer (teach it, model it and practice it).
- Train, equip, and empower students and leaders to evangelize through building relationships with people and sharing the Good News.
- Help students to know and be able to express their testimony with others.
- Regularly provide opportunities for students to pray for, love, serve, and learn from our community and beyond.

5) General Pastoral and/or Directorial Expectations

- Participate in staff meetings.
- Attend/participate in continuous learning, networking, training, and district events hosted by the EFCA-Forest Lakes District, as well as other organizations.
- Actively participate in staff development activities.
- Willingly use their gifts, talents, passions, and abilities outside of their primary role, if needed, for church-wide unity, health, and development opportunities.
- Provide updates to elders.
- Support church wide events, holiday services, hospital visitations, etc.
- A Youth Pastor would be expected to support funerals, weddings, and deliver pastoral messages, as needed.

Qualifications:

- Follows Jesus as their Lord and Savior.
- High School diploma and 7 years related experience, or an associate degree and 5 years of related experience, or a Bachelor's Degree in Christian Education Ministry, or related field, and 2 years related experience.
- Candidate is ordained, or has a Certificate of Christian Ministry, or has obtained licensing through the EFCA. Candidates without credentialing would be required, at minimum, to obtain licensing within 18 months of hire.
- Must be or become an Oakwood Church member within 6 months of hire.

Knowledge, Abilities and Traits:

- A genuine, authentic love for God and a persevering love for God's people.
- An active participant in ministry and community at Oakwood Church.
- In full agreement with our Statement of Faith, mission, vision, and values.
- A working agreement with our policies and statements regarding social and cultural issues.
- A person that exhibits integrity, discipline, humility, and compassion in their prior community and at home.
- One who is committed to biblical peacemaking; initiates reconciliation when others have wronged them and are quick to repent when they have wronged others.

Appendix B

Statement of Faith

STATEMENT OF FAITH

Our statement of faith binds us together as a church family and affirms what we believe is rooted in the Word of God.

God

We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah-was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

Appendix C

Vision, Mission and Values

Our Vision

A community that loves Jesus and lives to make his love known.

Our Mission

Discipling people to reach the Lake Country and world for Christ.

Our Values

Centered on God's Word to Know and Love Him

We proclaim the Bible is the inerrant word of God, always ensuring our ministries adhere to His teachings in a manner that is theologically sound, understandable, relevant, and practical. We study God's word to understand what it means to love the Lord our God and to love our neighbors as ourselves so that we may be transformed into the likeness of Christ.

Matthew 22:37-39; 2 Timothy 3:16-17

Connecting with God through Prayer and Worship

We commit to prayer and worship as ever increasing practices of our congregation. Our leadership immerses their lives and their decision making in conversational prayer with the Living God. We endeavor to live a life of prayer that reflects a deep dependence upon God, knowing and experiencing Him, loving Him, and obeying Him. Our desire is that our worship would be authentic in Spirit and Truth, always honoring Jesus. Daily living affords us the constant opportunity to offer up our lives as an expression of worship.

John 4:24; John 10:27; Romans 12:1; Colossians 4:2

Making Disciples of Jesus Locally and Globally

We are committed to equip both new and established believers to grow in spiritual maturity through discipleship. We exist to glorify God by making disciples and sharing the gospel through evangelism, local outreach, and global missions. We seek to fulfill the great commission by leading people to Christ, nurturing them in their faith, equipping them for ministry, and deploying them in service for Christ and His world. We exist to reach unreached people so they can have access to the gospel, Christian community, and ultimately help them become more like Christ.

Matthew 28:18-20; Acts 1:8; Ephesians 4:11-13; 2 Timothy 2:2

Unity with Diversity in Belief and Practice

As part of the EFCA, we focus on the essential truth of the Gospel of Jesus Christ, as articulated in our Statement of Faith, while allowing differing views and understandings on secondary matters. From the foundation of the essentials, we will engage in robust dialogue without dividing.

Acts 2:42-47; Acts 17:11-12; Acts 19:10; Galatians 5:13-18

Life in Community Empowered by the Holy Spirit

We treasure the commands of Jesus, therefore, we make it our goal to please Him together as disciples empowered by the Holy Spirit. We believe all the gifts of the Holy Spirit are available to the Church today. As a result, we commit to helping all believers identify their spiritual gifts and to equip every family to live on mission, using our gifts to build up the Body and disciple others.

Luke 10:1-2; Acts 1:8; Romans 12:1-13; 1 Corinthians 12-13; 2 Corinthians 5:5; Ephesians 4:7-16; 1 Peter 4:7-11