

Job Description: Associate/Youth Pastor

Oxboro Evangelical Free Church

Position Overview

Oxboro Evangelical Free Church is seeking a full-time Associate/Youth Pastor who will report to, and collaborate with, the Lead Pastor to shepherd, disciple, and equip the church family. This individual will direct and develop the youth ministries, as well as support discipleship initiatives across the church. They will also assist in pastoral oversight and guidance for church ministries. The ideal candidate will possess strong gifts in Biblical teaching, servant leadership, and building intergenerational relationships.

Responsibilities

1. Youth Ministry Leadership and Discipleship

- Plan, execute, and oversee Wednesday night lessons and other youth related events encouraging students to grow in their relationship with the Lord, the Word, and others
- Ensure that a Biblical worldview is consistently taught within the youth ministry equipping students to navigate and apply Biblical truths in a broken world
- Develop and implement programs to teach and equip students to deepen their understanding of Scripture
- Help integrate youth into the greater church body through discipleship, mentoring, and activities that build up the church family
- Recruit, train, and mentor youth leaders and students, empowering them toward leadership opportunities and discipling others
- Foster an evangelistic focus in the lives of youth through outreach opportunities

2. Pastoral Ministries

- Work closely with the lead pastor and other staff to shepherd church members and integrate the vision of discipleship across all age groups
- Assist with preaching and teaching, filling the pulpit an average of 6-8 times a year
- Support and develop visionary ministry strategies for an intergenerational church
- Oversee outreach initiatives within the community

3. Administrative Duties

- Provide pastoral oversight for Children's ministry, ensuring alignment with the mission and vision of the church
- Handle administrative duties such as, but not limited to, budget management and communication with families and church members
- Engage actively in the life of the church outside of staff responsibilities
- Participate in weekly staff meetings, monthly and quarterly meetings, and perform any additional duties as assigned by the Lead Pastor

Requirements

- A passionate disciple of Jesus Christ, committed to the authority of Scripture, daily prayer, and spiritual growth
- Actively pray for and with church members, creating a culture of spiritual support and intercession
- Align with the theological beliefs and practices of the Evangelical Free Church of America (EFCA)
- Meet the spiritual, personal, and character qualifications outlined in 1 Timothy 3:1-7 and Titus 1:6-9, and demonstrates the Fruit of the Spirit (Galatians 5:22-26)
- Exhibit strong leadership and interpersonal skills with a heart for pastoral care and team collaboration
- Relational and approachable servant leader with a humble, teachable spirit, and a passion for outreach and evangelism
- Willingness to participate in mutual care and accountability with other believers while maintaining appropriate confidentiality
- Hold a Bachelor's degree in Christian Ministries, Theology, or a related field, or equivalent seminary training and/or ministry experience

Preferred Qualifications

- 3 or more years of experience in a ministry leadership capacity is preferred
- Possess strong organizational skills, public and personal communication skills, written and oral
- Proficient in Microsoft Office, Google Workspace, and Planning Center Online

About Oxboro Evangelical Free Church

Oxboro Evangelical Free Church was founded over 75 years ago in Bloomington, Minnesota with an average attendance of 150. We are committed to moving all people closer to Christ through preaching the gospel, making disciples, and serving our community through impactful ministry programs. Our church embraces a blended worship style that integrates both traditional hymns and contemporary worship, creating an environment where people of all ages can connect with God and one another. We are dedicated to being a place where individuals and families can grow in their faith, deepen relationships, and serve together.

More information is available at www.oxboro.org and www.efca.org/sof

Next Steps

To apply, email resume, a cover letter, and references to apply@oxboro.org. Please include answers to the following:

- What role does God's word play in the church?
- What is your understanding of the gospel and the role of Jesus Christ?
- How do we implement and embody discipleship into an intergenerational church?
- What is your pastoral philosophy and vision for the youth?

We look forward to hearing from you and discussing how you can be a part of what God is doing at Oxboro Evangelical Free Church.