



Elmbrook Church Position Description

Associate Campus Youth Pastor

Job Summary:

The Associate Campus Youth Pastor is responsible for leading and developing the spiritual health of students and families and provide pastoral support at Elmbrook Church's Lake Country campus. As the Campus Youth Pastor, the primary responsibility will be to develop a healthy vibrant youth ministry focused on both discipleship of students and connection with students throughout the community. As Associate Campus pastor, this role assumes responsibilities of pastoral care, accountability for serve teams on campus and support of community outreach engagement through volunteers. This role will report directly to the Campus Pastor and will work closely with Campus Kid's Coordinator and Campus Connections Coordinator to achieve ministry objectives.

Qualifications & Requirements:

- Demonstrate a vibrant and growing relationship with Jesus Christ
- Active participant or member of Elmbrook church who supports and endorses the statement of faith, core values and vision
- Desire to grow, seeking relationships, resources and training to assist in the continuation of personal and professional growth
- Model servant leadership by attitude and practice
- Desire to build healthy, positive and life-giving relationships with other staff
- Strong communication skills, verbal and written, ability to communicate effectively with parents, church leaders and other corresponding ministries at Elmbrook Church.
- Strong leadership, team building, project management and strategic decision making skills
- Desire an ability to build into volunteers and develop people and their gifting
- Possess five years of youth ministry experience, ministerial experience or any equivalent combination of training and experience
- Possess, or is actively pursuing, a bachelors degree or above in a ministry related area.

General Responsibilities:

- **Lake Country Youth Ministry:** Develop a vibrant student ministry program at Lake Country with a focus on outreach to the community and discipleship of student. This will include recruitment of student ministry volunteer teams, development of youth worship services, long range program planning, mission trip and camp experiences. Campus Youth Coordinator will determine the most effective strategy for junior high and senior high specific programming in conjunction with Elmbrook Church's Family Ministry Director. In addition, this role will be responsible for equipping families to bring faith into the home through a variety of avenues including parenting resourcing, classes, and shared family experiences.
- **Lake Country Associate Pastor:** Accountable for creating traction and momentum in serve teams consisting of 256 volunteers involved in campus ministry. Support a lead team of lay members organizing community outreach efforts for the campus. Perform pastoral duties

such as hospital visits, weddings, funerals, short term counseling as needed. Participate as occasional service host and pastoral presence during weekend services.

Employment Information:

This position is full time and classified as salaried and exempt
40 hours/week
Salary – Dependent on experience, skills & education

Benefit Package:

This position is eligible for all benefits associated with full-time employment including medical, dental, vision and life insurance. Refer to the Staff Handbook and information provided by Elmbrook's insurance vendors for specific details.

Paid Time Off (PTO) – Full time employees are eligible to earn PTO. PTO is accrued on a calendar year basis. Refer to the Staff Handbook for specific details.

403b – Employees are eligible to participate in the 403b pension plan if they are scheduled to work 20 or more hours per week. Entry dates for the 403b plan is the first of the month following date of hire. On an employee's first anniversary, Elmbrook will match up to 5%.

Holidays – Full time employees are eligible for holiday pay. There are 10 holidays recognized by Elmbrook Church as paid holidays; refer to the Staff Handbook for specific details.

Additional Pastoral Benefits –

- *Self-Employment*
Elmbrook pastors are self-employed and responsible for filing and paying their federal and state income taxes. Pastors who receive net earnings of at least \$400 from the performance of pastoral duties must file a federal tax return regardless of whether they are exempt from Social Security coverage.
- *Housing Allowance*
A housing allowance is given to our pastors for residence compensation. You will receive a form from our HR Department for pastors to complete in order to assist us in determining the amount of housing allowance you will receive. Pastors are permitted to exclude from their church income (for federal income tax purposes) a housing allowance designated by their employing church, to the extent that this allowance is used to pay housing expenses.
- *SECA*
The Self Employment Contributions Act refers to the rate that self-employed people pay for Social Security. Self-employed persons pay the full SECA rate which is currently 15.3%. Housing allowances are taxable for SECA tax calculations. Elmbrook Church will pay each pastor approximately one half of pastors SECA pay. Through an established calculation, payments are disbursed during the last payroll of both June and December.

The Community:

The Lake Country region of Wisconsin (west of Milwaukee) is one of Wisconsin's best kept secrets. Those who live there relish the summer because, as its name suggest; it's lake country. Abundant waterfront property, lakeside restaurants, boating activities, and endless summer days characterize this southeastern corner of the Midwestern state. The Lake Country region is an affluent yet friendly community west of the big city. But although it offers some of the best outdoor recreational opportunities in the state, that's not the only thing it's known for. It's also a region highly close knit, with a strong emphasis on family values and education. The schools in the Lake Country region are some of

the best in the Milwaukee area, even the entire state. Moving to the area bring charming houses on tree lined streets and idyllic views from the backyard into focus. Lake Country is an affluent and sophisticated neighborhood, but one that tis also incredibly warm and welcoming as visitors discover what those who live there love so much about it.

The Campus:

At Elmbrook Lake Country, we are a community of people who are committed to helping every person who walks through our doors know they are known and loved. A hallmark of this campus is the connection that people feel with one another and the relational warmth that is experienced both after services and ministry throughout the week. Over the past year, the campus has grown under the leadership of the new campus pastor, and many new young families are calling the Lake Country Campus home. Along with an excellent growing staff, the campus benefits from a high level of volunteerism that allows ministry to flourish. Like the community in which it is located, the campus has a “come as you are” feel with most members and attendees dressing rather casually.

Reports to:

Lake Country Campus Pastor – Andrew Johnston

Elmbrook Church
777 S. Barker Road
Brookfield, WI 53045
262.786.7051
www.elmbrook.org