



Job Title: DIRECTOR OF HIGH SCHOOL MINISTRY (full-time / Exempt)

Job Summary: The DIRECTOR OF HIGH SCHOOL MINISTRY is a full-time, exempt position, responsible for developing, implementing, and participating in faith-based experiences for ninth through twelfth grade students and their families. The Director also builds relationships with high school school parents and other lay leaders and volunteers to achieve ministry goals. The Director works closely with the Directors of Middle School, Children, Early Childhood, Camp and Special Needs Ministries (Family Ministry Team "FMT").

The Director will invite students into a relationship with Jesus through weekly programming, special events, and mission experiences. As a teacher, minister and friend, this faith leader will build a relational ministry that encourages, inspires, and nurtures young people and their families in Christian faith and equips them to live out their faith in daily life.

Supervisory Responsibilities: No direct supervisory accountability. This role is expected to work closely with the Resource Coordinator for The Family Ministry Team and other Resource Team members as needed.

Core Responsibilities:

Ministry Development

- Create fun and engaging experiences for High Schoolers that align with the broader mission of WCC and integrate with the FMT programs.
- Establish annual goals for the High School Ministry in alignment with WCC organization wide goals.
- Create and implement Sunday morning fellowship opportunities.
- Create and implement Wednesday evening programming including Confirmation.
- Develop, plan, and implement regular Mission and Outreach opportunities for high school students and adult leaders/volunteers.
- Participate and engage in high school sessions of WCC's Summer Camp, summer mission trip experiences and other off-site activities during the school year and summer.
- Engage in pastoral care and serve as a conduit to professional services to support students and families in time of need.
- Establish and maintain ongoing meaningful relationships with our high school students inside and outside of the church.

- Create a welcoming environment that encourages reaching out to non-WCC high school students and engage in outreach efforts to attract non-WCC high school students into the program.
- Build and foster relationships with high school parents.
- Continue to learn and grow as a ministry leader through trainings, conferences and by connection with other area ministry leaders.

Communication

- Oversee and provide timely and informative communication and support to parents of high school students, WCC staff and the wider church regarding high school programs and offerings.
- Maintain ongoing communication vehicles for high school students, parents, and volunteers, including using digital tools and social media and WCC's publications.
- Direct and manage the annual High School Ministry budget.
- Direct all aspects of communication with our student population providing ongoing leadership that ensures an accessible and expansive presence on a variety of social media platforms.
- Coordinate and direct appropriate communication with volunteer adult leaders and High School Ministry Board to ensure students and families are engaged and connected to all aspects of WCC's High School Ministry.

Equipping

- Recruit, train, and mentor volunteer leaders.
- Create and lead ongoing leadership development for volunteer adult leaders focusing on both relational ministry concepts and faith formation.
- Cultivate and develop student leadership opportunities and training.
- Establish and implement, in conjunction with members of the Family Ministry Team and the Co-Lead Minister, offerings to expand and enlarge adult engagement with high school students in all aspects of faith development.
- Participate in and provide leadership to the High School Ministry Board.

Organizational Relationships

- Reports to Co-Lead Minister
- Member of the Family Ministry Team
- Attends Family Ministry Team Meetings
- Staff Liaison, High School Ministry Board
- Attends WCC Full Staff meetings

Education, Skills, and Experience:

Required:

- A faith anchored life and willingness to embrace and support the relational ministry model of Wayzata Community Church.
- Commitment to life-long discipleship in self and in the lives of others
- Comfort with WCC's mission of inclusion and celebration of its diversity of faith philosophies
- Bachelor of Arts or Science degree
- 2 or more years' experience or a post-graduate degree in youth ministry or related fields such as education or counseling
- Strong verbal and written communication skills
- Proven expertise with technology and social media
- Ability to stand, stoop, kneel, crouch, walk, reach, use hands/fingers (dexterity) and lift to 40 pounds to reach high school students where they are.
- Excellent interpersonal, negotiation, and conflict resolution skills.
- Ability to influence without direct authority.
- Excellent organizational skills and attention to detail.
- Excellent time management skills with a proven ability to meet deadlines.
- Ability to act with integrity, professionalism, and confidentiality.
- Successful completion of background verification process

Preferred:

- Youth Ministry degree and/or Masters of Divinity
- Camp Ministry experience