

## Youth and Young Adults Pastor

### Qualifications:

The ideal candidate should possess the following,

- a. **Character/Doctrine:** The pastor shall be a man who exhibits the characteristics in 1 Timothy 3:1-7, Titus 1:5-9, and Article IV, Section 2 of the EFCB Bemidji Constitution (available on request). The pastor shall agree with the EFCB Statement of Faith and abide by its Constitution and By-laws. He should have a ministry credential or be willing to pursue one upon hiring. Every pastor is part of the Pastoral Team and shall support the church's mission of becoming deeply devoted followers of Jesus together.
- b. **Education:** An undergraduate ministry degree (B.A. or B.S.) from an accredited institution is required; a seminary-level degree (M.Div. or similar) is preferred.
- c. **Experience:** The pastor should be passionate and gifted in discipling teens and young adults individually and in groups for their personal and spiritual development. One's call to ministry and administrative experience paid and/or volunteer will be considered. He must have a proven ability to work with adult and student volunteers as well as parents.

### Job Description:

1. **Principal Function:** Oversee EFCB's discipleship ministries from 6<sup>th</sup> grade through early post-high school.

2. **Accountability:** The Youth and Young Adults Pastor will

- a. Be responsible to the Elder Board through the Lead Pastor.
- b. Receive an annual performance review with the Lead Pastor.
- c. Be a member of and report monthly to the Elder Board.
- d. Provide an annual report to the congregation.
- e. Work a salaried average of 50 hours per week (this includes Sunday morning services and Wednesday evening Youth Group activities) and take at least one full day off per week.

3. **Ministry responsibilities** are allocated with an 80% focus on youth and a 20% focus on young adults (averaging approximately 40 hours/week and 10 hours/week respectively).

(Understanding some work may be delegated to others, the ultimate accountability for assuring that the following responsibilities are implemented rests with the Pastor of Youth and Young Adults.)

#### a. Leadership

- i. Develop and carry out a long-range discipleship plan for all youth and young adults.
- ii. Plan, carry out, and evaluate weekly ministry programming.
- iii. Recruit, train and supervise adult and student volunteers to serve alongside you in ministry.
- iv. Strictly adhere to Child Protection system guidelines, keeping all background checks current.
- v. Collaborate with the Kids Ministry Director in overlaps with shared parents and children.
- vi. Provide opportunities for youth and young adults to serve in the church, community, and world.
- vii. Participate in EFCA District and National Youth Conferences.
- viii. Oversee fundraisers, student accounts, and monthly spending reports. Stay within budget and follow all financial procedures. Evaluate and prepare your annual ministry budget.
- ix. Hold occasional parent meetings.

**b. Teaching**

- i. Lead a teaching team for all youth and young adult ministry programs.
- ii. Research, purchase, and improve resources and training for volunteer teachers.
- iii. Provide church-wide visibility and communication regarding youth and young adult ministries.
- iv. Partner with parents, encouraging them how to communicate with and disciple their own children.
- v. Lead a Life Group and coach small group and Life Group leaders for youth and young adults.
- vi. Strategize and carry out a discipleship scope and sequence plan with the Kids Ministry Director.

**c. Pastoral Care**

- i. Visit our youth and young adults in the hospital, at their homes, on campus, in the community, etc.
- ii. Work with volunteers in counseling individual youth and young adults, especially for emergencies.
- iii. Intentionally engage with non-church youth and young adults in the community, on campus, etc.

**d. Additional responsibilities**

- i. Participate in the worship services as requested. Preach at least once a year.
- ii. Perform other pastoral responsibilities as requested by the Lead Pastor.
- iii. Participate in the weekly staff meeting and other boards and committees as needed.
- iv. Follow all personnel policies and guidelines of the church.