



Youth Pastor Job Description

In seeking to provide comprehensive ministry to the whole spectrum of youth under the direction of the church, the Youth Pastor will have oversight of the middle-school and high-school student ministries (60-70 students), and will be responsible and accountable to the Pastor of Discipleship Ministries and to the Board of Elders and the church.

Church Description:

Ebenezer Bible Fellowship Church (EBFC) is a growing, 100+ year-old church located in Bethlehem in the Lehigh Valley in eastern Pennsylvania. We currently minister to 530+ every Sunday. We are committed to expository preaching. Worship style consists of a contemporary blend of hymns & worship songs that emphasize deep theology, the doctrines of grace, & a God-ward focus.

Our Vision and Philosophy of Youth Ministry

The youth ministry at EBFC operates as an extension of the overall vision and purpose of the local Church. The overall purpose that Jesus gave the Church is to make disciples who **gather** to worship God, **grow** in the Word, & to **go** into the world with the Gospel. The youth ministry here at Ebenezer desires to partner with parents to engage in these very things for the purpose of developing mature disciples of Christ.

Mission Statement: The youth ministry at EBFC exists to equip youth to become functioning members of the Body of Christ, challenging youth to grow in their relationship with Christ, their involvement in their community, and living out their profession of faith.

In order to accomplish this goal, the strategy of the ministry to our young people primarily focuses on three areas: the **heart**, the **head**, & the **hands** of each young person.

The heart: We understand first and foremost that salvation is an issue of the heart. Every person being born with a depraved heart (Eph 2:1-4) needs God's grace to give them a new heart, a heart with new desires to obey & follow God (Ez 36:26). Because discipleship cannot exist without real conversion, our ministry to our young people first realizes that they need to experience the new birth (Jn 3:1-8), which will transform their world view and give them a desire to follow Christ & to worship God in truth and spirit.

The head: Once a believer, every disciple should long to grow in the Word of God (1 Pet 2:2). Only the Word of God is able to equip disciples in wisdom and knowledge. In our youth ministry we focus primarily on expository teaching through books of the Bible, but also engage in theological lessons. Our ministry to our young people is Word driven, with the intent that every lesson is geared to equip the students to be disciples who are grounded in sound teaching so that they can "obey all that Jesus has commanded" (Matt 28:20). Our desire is that this obedience is motivated from a heart that has experienced the depths of Christ's redeeming work.

The hands: Having a new heart & mind, the believer can now "work out their salvation with fear and trembling" (Phil 2:12-13). Our ministry to our young people encourages them to submit fully

to God's Word, to serve God & others with love & faithfulness, & to sacrifice for the glory of God. We strongly encourage our students to love one another. We work hard at equipping them to share their faith. We also strongly encourage them to use their spiritual gifts to regularly serve in Church ministries & also periodically participate in mission trips.

Core Values: The following core values are listed as a way to hold us accountable to "keep the main things the main things."

- **Partnering with Parents:** We believe that the discipleship of young people is primarily through the family. Therefore, we are committed to being a resource that assists parents in the discipleship of their children.
- **Bible Study:** We believe that young people need to hear the Word of God on a regular basis. Therefore, we are committed to weekly Bible teaching with appropriate application to their young lives.
- **Worship:** We believe young people should desire to worship God with their whole lives, because worship is man's greatest end.
- **Small group interaction:** We believe that young people thrive in small group interaction where adult mentors help them maneuver through the difficulty of being a teenager. Therefore, weekly small groups are provided to establish communities of encouragement, accountability & friendship.
- **Fellowship:** We believe young people need to be around their Christian peers for fellowship & healthy friendships. Having fun with other believers provides young people an atmosphere to enjoy life & experience the love of Christ with friends.
- **Gospel Mission:** We believe young people as disciples of Christ need to understand that they are called to Gospel mission wherever they are. Therefore, we provide opportunities for our young people to engage in mission opportunities in our church, community & the world.

Scope

We currently minister to Middle School students (grades 6-8) and High School students (grades 9-12). Both groups meet on Tuesday nights and are together for worship and announcements, but separate for activities, teaching, and small group discussion. Effective ministry should be age-related and involve various purposes within each age group, i.e. teaching, outreach, worship, fellowship, discipleship and ministry.

We also have a volunteer Youth Staff team for the purpose of assisting the Youth Pastor in serving the student ministries.

How We Function

The Youth Pastor will co-labor in conjunction with volunteer Youth Staff. All Youth Staff must have background checks, be faithful in ministry, be good mentors for our students and model a life of discipleship. Staff meetings are held on a regular basis for discipleship, communication, planning of events and prayer.

In addition, a meeting is held at the end of the summer with the parents for the purposes of communication and feedback as well as prayer.

Our Youth Pastor is given a part time paid administrative assistant who will aid in support.

Responsibilities

The Youth Pastor will have the following responsibilities which will typically require 40 hours per week:

- *Uphold and cast the current vision for our student ministry as set forth by the Elders. Adjustments can be made as necessary with approval of the Elders.*
He will provide a unified sense of purpose and direction in terms of focus and curriculum for the ministry. He is responsible for planning and overseeing the Student Ministry budget.
- *Coordination of the ministry*
He will be responsible to recruit and train volunteer Youth Staff and Middle and High School Sunday School teachers. Various responsibilities include: teaching weekly lessons at the student meetings, coordination of teachers for our multi-level Sunday School, and coordinating events and trips, etc. As a pastor, he will also assume various shepherding roles beyond the student ministries such as assisting with Sunday services, funerals, or weddings as needed, preaching as needed, visitation, counseling, and other shepherding responsibilities that may be necessary.
- *Care*
He will shepherd the volunteer Youth Staff, serving as a mentor and friend. He will shepherd the students and their families, when appropriate, with a view towards helping them shepherd their own families in their growing relationship with Christ.
- *Communication*
The Youth Pastor will be responsible for communications regarding the ministry. He will present reports to the Board of Elders and congregation on the progress of the ministry as needed.
He will be considered a valued member of the pastoral staff and participate in the bi-weekly staff meetings.
- *Elder Board*
He will be a voting member of the Elder board.

Qualifications

1. Must have a love for students, a passion for student ministry, and a servant's heart
2. Must fulfill the qualifications of 1 Timothy 3
3. Must have the spiritual gifts of leadership and teaching with proven experience in both areas
4. Must evidence proven interpersonal skills as a team player
5. Must possess enough spiritual maturity to disciple students and the volunteer Youth Staff
6. Must pass a background check and necessary clearances
7. Formal Bible training preferred, or in the process
8. Youth Pastor experience preferred
9. Must be in agreement with the vision and philosophy of Ebenezer Bible Fellowship Church and the [Articles of Faith](#) of the Bible Fellowship Church
10. Must be willing to fulfill all Bible Fellowship denominational requirements for ordination