YOUTH AND YOUNG ADULTS PASTOR **(As of 5/11/2021)**

1. **Qualifications**:
   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 church constitution. The pastor shall agree with the doctrinal statement of the church and abide by its constitution and by-laws. 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 fully devoted followers of Jesus together.
   b. **Education**: A 4-year undergraduate ministry degree is required. Seminary level degree 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. Must have a proven ability to work with adult and student volunteers.
2. **Principal function**: Oversee the church's discipleship ministries from 6th grade to 30 years old.
3. **Accountability**:
   a. Responsible to Elder Board through the Lead Pastor, including an annual performance review with him.
   b. Member of and report monthly to the Elder Board.
   c. Provide an annual report to the congregation.
   d. Work a salaried average of 50 hours per week and take at least one full day off per week.

4. **Ministry responsibilities listed in order of priority**:
   (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** (50%, about 25 hours per week)
      i. Develop and carry out a long-range discipleship plan for 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 pastoral support and encouragement to the Kids Ministry Director.
      vii. Provide opportunities for youth and young adults to serve in the church, community, and world.
      viii. Participate in EFCA District and National Youth Conferences.
      ix. Oversee fundraisers, student accounts, and monthly spending reports. Stay within budget and follow all financial procedures. Evaluate and prepare your annual ministry budget.
      x. Hold occasional parent meetings.

   b. **Teaching** (30%, about 15 hours per week)
      i. Teach at a majority of the 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** (10%, about 5 hours per week)
      i. Visit youth and young adults in the hospital, at home, etc. as needed.
      ii. Work with volunteers in counseling individual youth and young adults.
      iii. Intentionally engage with youth and young adults in the community, on campus, etc.

   d. **Additional responsibilities** (10%, about 5 hours per week)
      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.

To apply, send a letter of interest and resume to PastorJerry@efcbemidji.org