

Pastor of Youth and Family
River Ridge Evangelical Free Church

I. Description

The Pastor of Youth and Family will work alongside the senior pastor and have a particular focus on youth ministry, which includes a holistic focus on the family, as it is God's foundational provision for youth discipleship. Their goal is to equip existing and future youth ministries and to act as a supplemental tool for families with the purpose of encouraging spiritual growth, discipleship, and evangelism. Within the context of being Word centered they will provide Biblical teaching, leadership, oversight, and regular involvement with youth and their parents. The aim is to equip the family unit to glorify God, make Christ known, and disciple His people.

II. Qualifications

1. A clear testimony of faith in the Person and work of Jesus Christ.
2. Consistent spiritual and moral character along with a lifestyle of godliness and leadership that meets the qualifications for elder in 1 Timothy 3:1-7, Titus 1:5-9, Ephesians 4:11-16, and 1 Peter 5:1-4.
3. If married, the candidate's wife should support his call to serve this church and actively seek to develop good interpersonal relationships with the church body and the community.
4. Competent in organization, administration, interpersonal relationships, and approachability as a pastoral leader at River Ridge.
5. Competent at teaching and preaching God's Word.
6. Agreement with the doctrinal statement of the Evangelical Free Church of America, the mission statement of River Ridge, and the philosophy of ministry at River Ridge Church. Properly ordained within the EFCA, or willing to pursue licensure and ordination within the EFCA.
7. Have adequate skills and education for the position, including appropriate training in Bible and Theology, in Christian Ministries, and Biblical Studies.

III. Responsibilities

To work in coordination with the senior pastor and elders to equip attenders of River Ridge Church for the purpose of making disciples with a main focus on youth, families, and discipleship. This includes:

1. Sustaining and developing a comprehensive growth strategy that encompasses High School and Junior High Ministries.
2. Planning and executing the weekly youth group fellowship ministry on the designated day (currently Wednesdays).
3. Creating opportunities to equip and build up the nuclear and church-wide family.

a. Pastoral Duties

- i. Foster partnerships with parents/guardians. Be intentional in building relationships with youth and families for the purpose of encouraging spiritual growth. This may include home visits, school events, etc.
- ii. Be aware of current youth culture, social media, etc. for the purpose of training youth and families.
- iii. Prepare and deliver biblical teaching on a weekly basis for the youth, or ensure that event (weekly or special) is covered as needed.
- iv. Provide opportunities throughout the year for families of River Ridge to grow in Christ, get connected to the church, and for training of parents in raising children to love the Lord.
- v. Ensure training and regular involvement of youth in church ministry.
- vi. Preach on a Sunday morning approximately once every 6-8 weeks under the direction of the Senior Pastor and elders, and in coordination with the ministry calendar.
- vii. Provide opportunities for marriage enrichment classes, or conferences for the purpose of encouraging healthy home life at River Ridge in collaborations with the Sr Pastor and elder board.
- viii. Become connected with the EFCA's North Central District.

b. Leadership Duties

- i. Provide leadership of junior and senior high youth and staff for the purpose of growing to fulfill the mission to glorify God, make Christ known, and disciple his people.
- ii. Lead and oversee both weekly and special youth activities in coordination with the youth volunteer team.
- iii. Provide direction and appropriate training to volunteer staff as needed.
- iv. Direct the identification of youth with leadership potential and assure opportunities are given for development.
- v. Be a member of the Christian Education team (YG, Sunday School, AWANA, and VBS Coordinators) work with the team for the purpose of broader impact to families and involvement at River Ridge. Providing guidance as needed under the direction of the Sr Pastor and elder board.
- vi. Evaluate and make recommendations concerning teaching materials and methods used in youth programs and pertaining to family trainings.
- vii. Participate in weekly staff meetings under the leadership of the Senior Pastor.
- viii. Under the leadership of the Senior Pastor, effectively contribute to the overall ministry health and direction of River Ridge Church.

c. Management Duties

- i. Work to accomplish necessary administrative tasks in an organized and timely manner.
- ii. Provide a pastoral report at both elder and annual congregational meetings.
- iii. Attend elder, congregational, and other meetings as assigned.
- iv. Fulfill required work hours with integrity and transparency while remaining in good communication with the Senior Pastor. Office hours will be established by the Sr Pastor and elder board.
- v. Maintain a well-planned, carefully balanced program throughout the year coordinated with the church calendar of events.
- vi. Establish and maintain a philosophy of youth ministry.
- vii. Assign ministry goals and periodically evaluate against those goals, measuring enabling processes and outcomes.
- viii. Ensure responsibilities for all events are delegated and understood by Youth leaders.
- ix. Pre-schedule all activities in their entirety, including post-activity plans. Publish the same to staff, parents, and youth in a timely fashion.

d. Kingdom Duties

- i. Work to become involved in the church and the community in order to represent Christ well.
- ii. Be intentional about opportunities to connect with families in the church and the community.

e. Accountability

- i. The Pastor of Youth and Family is accountable to the senior pastor on a day-to-day basis and will provide pastoral reports to the elder board as required.
- ii. This position description will be reviewed annually by the elder board and the senior pastor.
- iii. The pastor will be encouraged to periodically attend personal and professional development conferences/classes that will promote growth in performing duties.
- iv. A spiritual mentor or peer, for accountability and encouragement is required. After 2 years of employment the ideal mentor or peer would be someone local.