**Youth Ministry Pastor**

**Opportunity Profile**

May 2021

Hope Church is seeking a motivated person to lead our Youth and College/Young Adult Ministries. We believe that our young people are the next generation of the church. Our focus is on creating a community where students and young adults are growing together and being challenged to live out their faith.

**About Hope Church**

Hope Church started in 1979 in the Eisenhower School gym in Dubuque, IA. Since then, Hope has grown to have a weekend attendance of about 750 people who come from all across the Tri-State area.

Hope Church is about ***Helping People Connect With God***. We are serious about helping people come to faith in Jesus and grow spiritually. Our culture is busy so we want to keep things simple and focused. Everyone takes their own path to God, but we believe a good way to look at this path is through the process we call **BELIEVE, BELONG, BECOME**. There is no formula, but God’s word tells us that we will find Him when we seek Him with all our heart. Our goal for our weekend worship services is to provide engaging worship music and relevant Bible teaching that helps people take that first step to **BELIEVE** and then to *grow in their belief*. Besides attending weekend worship, we believe being in a Life Group is a great way for people find a place to **BELONG** in deeper community around God’s Word. Spiritual growth happens when we face life’s challenges together using the Bible as our guide. Finally, none of us ever arrive – connecting more and more with God is a lifetime journey. We **BECOME** more and more like Christ as we use our gifts and talents to serve the body of Christ. Our staff team is here to equip the congregation to carry out ministry as they serve the body of Christ.

***Helping People Connect With God*** is not just a tag line. We want Hope Church to be a *catalyst* on a person’s journey to **BELIEVE** in Jesus Christ, a *place* to **BELONG** in meaningful community and a *path* to **BECOME** more and more like Christ as lives are transformed.

Hope Church is part of the Evangelical Free Church of America (see efca.org). We would characterize ourselves by the following distinctives:

* We major on the majors and minor on the minors. By that we mean that we hold fast to those things outlined in our Statement of Faith, but we do not take a stand or create division over things outside of our Statement of Faith that we would see as minor doctrines.
* We are Outward Focused and Inward Sensitive. We certainly care about all of the people who already call Hope Church their home and we want them to continue to find connection and grow. At the same time, we believe in the Great Commission so we are focused on reaching more and more people with the good news of the Gospel.
* We are committed to simplicity across the board. Our worship services are focused on helping people engage in music as well as the Word of God – we are focused on relevance. As a team, we want everything we do to help people move along the process of Believe, Belong, Become. We resist activity for activity sake.

**Youth Ministry Goals**

We believe an effective youth ministry needs to engage students who are at different points in their spiritual journey – from not knowing Christ to growing as a follower of Christ to beginning to impact others for Christ. By the time students graduate from high school, our goal is for them to make their faith and Christian walk their own.

Our specific youth ministry goals are:

* For every student to be known and cared for in community.
* For each student to have a meaningful relationship with at least one Christian adult who positively impacts their faith and helps them wrestle with what it looks like to live out their faith in today’s culture.
* That students will be encouraged to use their unique gifts to serve in the church and the community.
* That students will be given opportunities to lead and also have a voice through an active student leadership team.
* That difficult cultural topics will be tackled so that students can talk through, think about and develop a Christian worldview about how to engage culture.
* That the ministry will actively and appropriately engage students through social media and online tools. Going forward, the ministry should continue to evolve and remain flexible to engage students where they are and how they communicate.
* For parents to be equipped to help their students grow in faith and navigate the rapid changes they experience from middle school to high school to college and adulthood.

**College/Young Adult Ministry Goals**

We are looking to create a College/Young Adult ministry where young people can continue to make the transition from school to adulthood – a community where they can continue to grow and engage with each other in meaningful relationships. The Pastor over this ministry will infuse life, energy and vision in order to gain traction and provide a continuum of ministry for those who have come through Hope’s youth ministry as well as those new to town for work or college.

Our specific College/Young Adult Ministry goals are:

* To balance the social aspect with a healthy environment to challenge and support one another to continue growing in Christ.
* To have a Life Groups element where young people can be vulnerable and transparent in an environment where accountability and encouragement are common.
* To raise up and equip leaders from within the ministry so that there is a strong element of self-leadership within the ministry.

**The Opportunity**

Hope Church desires to add a full-time Youth Ministries Pastor to our staff team of 7 other Pastors/Directors who lead the church along with about 10 part-time staff.

The Youth Ministries Pastor is also expected to participate and contribute on the staff Leadership Team who creates vision and strategies for the church in conjunction with the Elder Board. There are some special projects and seasonal initiatives of the church where staff members work in taskforces together to benefit the whole church.

In addition, the Youth Pastor will be part of a new social media team recently formed to advance our overall church and individual ministry social media presence and effectiveness.

**The Candidate**

The Youth Pastor needs to be someone who is comfortable overseeing this broad ministry. They need to be able to both oversee ministry and step in and do ministry when it is required. They should be gifted in areas of leadership, planning/organization, delegation, building a team of volunteers and connecting with families. Having a love for students with an ability to relate to them as well as their parents is also a must.

A candidate who has had prior experience working in a youth ministry environment would be preferred. The candidate should have a minimum of a Bachelor’s degree from an accredited college or university. A degree from an accredited Bible college with a major in biblical studies or a related field is preferred.

As a Pastor, it would be highly preferable for the candidate to be licensed or ordained or be willing to obtain licensure with the EFCA within 12-18 months of hire.

The ability to work most weekends and some evenings is a requirement of this position.

Strong candidates should have:

* A strong faith in Jesus Christ and a lifestyle honoring to God; a good understanding and belief in the articles of our Statement of Faith and our Policy on Marriage & Sexuality (ehope.org/articles-bylaws); good overall Bible literacy to ensure curriculum and volunteer teaching does not stray from core doctrine.
* High emotional intelligence along with an ability to handle sensitive and difficult situations with families. It’s our desire to be as inclusive as possible to welcome as many students as possible from different family and socio-economic backgrounds.
* A strong ability to see the big picture, but also plan and organize the details while delegating execution to volunteers.
* An ability to recruit, train, build into and coach a large team of volunteers. This takes continual investment of relational time and energy in order to have a strong team.
* Experience and comfort utilizing different social media platforms to communicate and engage students while effectively communicating the community and care aspects of the ministry.
* An ability and desire to continuously learn and gain new skills as the ministry landscape changes. Also, flexibility to adjust and change ministry methods to reach students and young adults in the most effective ways (a focus on results and mission over methods).
* Strategic, high-level thinking skills to be able to help create and cast vision as part of the Leadership Team. We want someone who not only represents the Youth and College/Young Adult Ministry areas, but also sees what’s best for the church as a whole.

**Inquiry Process**

If you have interest in the position and you feel you meet the qualifications, please submit the following information to our HR Administrator, Janet Kraai at Janet@ehope.org:

* Your resume or CV.
* References, including: one or two supervisors, two or three past co-workers (preferably, at least one being someone you have supervised) and one or two personal references.
* Written responses to the following:
1. Please provide a brief statement of how you came to faith in Jesus Christ. Please describe your current spiritual disciplines as well.
2. Please outline your views on what the Bible says about marriage and divorce.
3. Describe your leadership style.
4. Tell us about your experience building volunteer teams.
5. What have you done for self-improvement in the last 5 years?
6. What are the most important aspects of an effective staff leadership team?
7. What kinds of job duties should your employer not give you, those you don’t enjoy or areas at which you don’t excel?
8. Describe a time when you had to address a difficult situation with parents of a student. How did you handle it and how did it turn out?
9. Describe a big project you’ve led. What was your role organizationally? What was your role in leading people and a team?
10. Talk about 3 significant relationships in your life besides God and your spouse (if you are married).
11. What, in your opinion, are the key elements in regards to reaching students for Christ – what should a Youth Ministry approach look like? Also, how do you know you are “winning” in Youth Ministry?
12. What skills & gifts has God given you that make you well-qualified to do Youth Ministry?