



Youth Pastor Candidate Profile

Introduction:

Although any candidate might be capable of merely performing the duties of the youth pastor position at Graham Emmanuel Baptist Church (GEBBC), we believe God intends a certain kind of candidate to fulfill this position, one who possesses a specific set of spiritual traits, attitudes, and qualifications. While man looks at the outside, God looks at the inside (1 Samuel 16:7; Luke 22:24-27).

We ask that every interested candidate read this profile with their spouse and reflect, pray, and examine whether they fit the description of the ideal candidate. While all of us fall short of the glory of God (Rom. 3:23) and fail to perfectly keep the requirements listed below, we desire consistency in these areas and will search for it in candidate interviews, reference calls, and on the candidate's social media.

I. Spiritual Requirements

The youth pastor shall:

1. Be a mature believer, displaying wisdom in both thought and action, having walked faithfully with the Lord for a consistent period of time with a clear testimony of salvation (1 Tim. 3:6; Eph. 4:11-16; 1 Pet. 2:2; Heb. 5:14).
2. Display an attitude—first and foremost—as a member of the local Body of Christ, one who leads his family as a godly husband and father (if having children), and who worships, grows, serves, and disciples alongside his brothers and sisters in Christ in the church family (Rom. 12:4-5; Heb. 10:25; Eph. 2:19-22; 1 Pet. 2:5; Col. 3:19; 1 Pet. 3:7; Ps. 103:13; Eph. 6:4).
3. Fulfill the spiritual qualifications for an elder as described in 1 Timothy 3:1-7 and Titus 1:6-9, including currently being married to one wife.
4. Consistently display the fruit of the Holy Spirit in both private and public conduct—including social media (Gal. 5:22; 1 Pet. 3:16; Prov. 10:9; Phil. 4:8).
5. Display a servant's heart, seeing his position as an opportunity to serve both God and His flock, not as a platform to elevate himself (Luke 22:24-27; 1 Peter 1:5)

6. Reflect the character of Christ in the following ways: 1) in humility in one's interactions with leadership and congregants, 2) in a desire for unity that seeks reconciliation in all circumstances, 3) in a sincere love for others, 4) in a desire to glorify God the Father in all he does (Phil. 2:5-7; 1 Peter 2:21-25; 1 Cor. 10:31; Eph. 5:2; Heb. 13: 1; 1 John 4:7).

II. Vocational Requirements

The youth pastor shall:

1. Have the desire to serve in church ministry as one's life calling (1 Tim. 3:1; 1 Pet. 5:2).
2. Agree and affirm the doctrine of GEBC as outlined in its doctrinal statement (Tit. 1:9, 2:1; 2 Tim. 4:2-4).
3. Be qualified to serve as an elder of the church, physical age not being a factor, and thus functioning as a *de facto* co-leader of the entire congregation, not just sole leader of the youth ministry (Acts 20:28; 1 Pet. 5:1-5).
4. Have a proven ability to teach and disciple God's flock with biblical truth as a faithful shepherd—especially of teenagers, but also of adults, particularly young adults and parents (2 Tim. 2:2, 3:2, 16; Tit. 2:2).
5. Display a team mentality that leads alongside the elders and submits to the elder staff, specifically the senior pastor, seeing his ministry as a part of the larger ministry of Graham Emmanuel Baptist Church (Heb. 13:17; 1 Cor. 1:10; Rom. 12:16).
6. Demonstrate proficiency in biblical knowledge with an ability to effectively communicate it to different age groups in various settings (Ezra 7:10; 2 Tim. 2:15).
7. Possess a degree, preferably from an accredited Bible program at a like-minded institution, but not required. A willingness to continue education is preferred (Prov. 4:7; Col. 2:8; 1 John 4:1; Prov. 4:5-7; Jas. 3:13).
8. Show competence in administration, especially in areas of organization, communication, and proactiveness, and humbly be willing to grow in this area under the guidance of the senior pastor (Tit. 1:5; 1 Cor. 12:28; 1 Cor. 14:40).
9. Possess a track record for attending and serving in the local church and a history of pastoral ministry experience—paid or unpaid—especially with teens, that involves teaching, organizing, and discipling (Job 12:12; 2 Tim. 2:15; Heb. 10:25; Ps. 122:1; Acts 2:42).