



First Lynnhaven Baptist Church
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FIRST LYNNHAVEN BAPTIST CHURCH IS SEEKING TO HIRE A YOUTH MINISTER!

ABOUT OUR CHURCH

First Lynnhaven Baptist Church is a 149 year old traditional, African-American Baptist Congregation in the City of Virginia Beach. First Lynnhaven Baptist Church's (FLBC) Mission Statement is, "*Becoming Christ Centered and Kingdom Focused Congregation by Serving in a United Vision of Transformation, Ministry, and Missions.*" To this end, our core faith areas are Worship, Evangelism, Discipleship, Missions, Service, and Fellowship. Our goal is to model the love of Christ daily by living in unity, walking in vision, engaging in transformation, serving in ministry, and supporting missions.

As a body, we are currently engaged in transforming our ministry context to one that more closely resembles our local context: multi-ethnic, multi-cultural, and multi-generational. To facilitate this transformation, we want to hire a Youth Minister who will create 'gateways of faith' which allow us to reach youth ages 11-17, and to share the transformational Gospel of Jesus Christ.

WHAT QUALITIES ARE WE LOOKING FOR IN A YOUTH MINISTER?

Quite simply, we are looking for a Spirit-filled candidate who genuinely demonstrates the following qualities:

- 1) **CALLED BY GOD** – the successful candidate will possess evidence of his or her call to Christian Ministry by testimony and verifiable documentation from his or her Pastor/Licensing congregation.
- 2) **CHRIST-CENTERED** – the successful candidate will demonstrate a Biblical-lifestyle of Christian discipleship through the regular practice of spiritual disciplines - study, worship, prayer, fellowship, submission, and sacrifice, et.al.
- 3) **BIBLICALLY-LITERATE** – the successful candidate will possess a proficient understanding and knowledge of the Holy Scriptures, evidenced by a testimony of faith and documented Bible training (Bible college, seminary, etc.)
- 4) **SPIRITUALLY-MATURE** – the successful candidate will model the Fruit of the Spirit (Galatians 5:22-26) in his/her demeanor and conduct.
- 5) **CREATIVELY VISIONARY** - the successful candidate will be able to think 'outside the box'; should have experience in moving a ministry project from vision to design to implementation.
- 6) **CONTAGIOUSLY ENTHUSIASTIC** – the successful candidate will possess an outgoing, engaging personality, and be equally at ease in both small groups and large settings.
- 7) **SINCERELY PASSIONATE** – the successful candidate will be motivated by an intrinsic, incessant zeal to evangelize youth and disciple them for Kingdom service.
- 8) **LINGUISTICALLY PROFICIENT**- Excellent written and verbal skills; computer literate; proficient in social media tools; responsive to others in a timely fashion; Spanish proficiency would be a major plus.



First Lynnhaven Baptist Church

Youth Minister Job Description

OVERVIEW

First Lynnhaven Baptist Church in Virginia Beach, VA is seeking a part-time Youth Minister. Within a schedule of 20-25 hours per week on site, the individual will provide leadership for a comprehensive program of Christian discipleship for youth ages 11-17, as well as budget, plan, staff, and execute the events, programs, and activities of the youth ministry. Salary range is \$16,000 - \$18,000 / year.

DUTIES AND RESPONSIBILITIES

The duties and responsibilities for this position *will include, but not be limited to:*

- 1) Planning and managing the annual youth ministry budget
- 2) Leading youth Sunday School / Youth Church and attending Sunday worship services
- 3) Planning and leading weekly Bible Study with both middle and high school youth, ages 11-17
- 4) Recruiting for, organizing and supervising weekly academic tutoring for students, ages 11-17
- 5) Planning youth fellowships to draw the church's youth together and connect to unchurched youth in the extended community
- 6) Planning, organizing and chaperoning youth and adult chaperones at the Lott Carey Youth Ministry Retreat in the summer, as well as other youth weekend activities throughout the year as directed by the Senior Pastor
- 7) Recruiting, organizing and supervising parents / volunteers to assist in youth related activities
- 8) Publicizing all events and activities via the church's communication channels (print, announcements, social media)
- 9) Involving youth in community outreach as representatives of both Jesus Christ and the church
- 10) Providing counsel and guidance to youth as needed
- 11) Working with the senior pastor, leaders, and congregation to provide a holistic program of Christian development focused on worship, evangelism, discipleship, missions, service, and fellowship.

QUALIFICATIONS

This person must be a passionate, dynamic, and mature leader with a vital, growing, and demonstrated relationship with Jesus Christ and the ability to share God's love and bring God's teachings to our youth.

The ideal candidate will hold a bachelor's degree from an accredited college or university; be a licensed or denominationally-endorsed minister of the Gospel with three letters of recommendation, one of which shall be from his or her current senior pastor; be enrolled in (or graduated from) an accredited Christian Education or Ministry program of study (seminary or Bible college); and possess prior youth ministry staff experience. Computer and social media experience are a plus.

Additionally, this person must undergo a background check, and submit a DMV record for review and insurance purposes. The individual will obtain a CPR/First Aid certification within 3 months of hire.

Other Responsibilities:

- Promote the church’s mission and vision.
- Communicate, collaborate, and cooperate with other groups, committees, staff and ministry leaders within the church and beyond the church, e.g. sister churches, the local Association (TPBA), State Conventions (VBSC), and National Baptist affiliations (Lott Carey).
- Establish and maintain a database of youth in the church.
- Coordinate and communicate regularly with other staff and leaders to manage all documentation (Virginia State Police background checks, Parental Consent and Authorization Forms, correspondence, programs, and agendas).

Compensation and Benefits:

- i. This is a Part-time position
- ii. Annual PT salary range: \$16,000-\$18,000. Starting salary will be based on qualifications, education and experience.
- iii. The church will be responsible for the youth minister’s registration and event costs when chaperoning youth members of First Lynnhaven.
- iv. After 1st year, one (1) week paid vacation.

Accountability:

- i. Be accountable to and receive direction from the Pastor;
- ii. Meet at least annually to evaluate performance, set goals and refine objectives to grow the Youth Ministry. Unless circumstances dictate otherwise, this evaluation shall be conducted in accordance with this job description and the requisites outlined herein.
- iii. Support the mission and doctrinal standards of First Lynnhaven Baptist Church, and comply with its moral values and social principles, as stated in the current edition of the Church By-Laws as well as all subsequent Provisions duly adopted by the Church body.

NOTE: If a Provision is adopted subsequent to employment, the employee agrees that continued employment will be in accordance with the adopted Provision(s).

