

**Ebenezer Baptist Church**

**Job Description**Associate Pastor for Children and Youth

**Summary/Objective**The Associate Pastor for Children and Youth supports the mission of the church and provides programmatic oversight for the areas of Children’s and Youth Ministries. The Associate Pastor is expected to exercise an innovative, energetic, and engaging approach to ministry. He/She will also have a deep desire to accompany children and youth as they discover their God-given gifts and learn how to use them for God’s purposes in our church and world.

**Reports to**Executive Pastor

**Essential Functions**

1. Oversee and lead Ebenezer’s Children’s Ministry. He/She will:
   * Plan and implement programs and activities to inspire and equip children and their families for daily Christian living.
   * Manage the planning and implementation of the the First Steps Nursery, A.D. Williams King Chapel for Children (elementary) and L.I.N.K.S. Ministry (middle school).
   * Coordinate the delivery of the weekly chapel sermonette during Sunday Children’s Church.
   * Plan and coordinate Vacation Bible School
   * Oversee Ebenezer’s Scouting ministries (Cub, Girl, and Boy Scouts)
   * Select and supervise ministry coordinators, volunteers, and leaders which includes;
     1. Ensuring that church policies and guidelines are followed, such as background checks.
     2. Meeting regularly to develop and review program goals and objectives.
   * Encourage individual and spiritual growth for Ebenezer’s children through a relationship with God.
   * Implement a strategy for reaching and assimilating new children and families.
   * Seek opportunities to collaborate with other children’s ministries and/or programs to effectively utilize resources and increase impact.
   * Assist ministry leaders with the review and selection of a Bible based curriculum that encourages spiritual growth and ignites a desire to know God.
   * Equip families with resources to introduce children to God and help children grow in their relationship to God and Christ, along with their responsibilities in the church.
   * Serve as the lead staff person to the Parents Committee
   * Support the equipping of parents/grandparents/guardians for parenthood.
2. Oversee and lead the Youth Ministry. He/She will:
   * Plan and implement programs and activities to inspire and equip youth for daily Christian living.
   * Develop and implement youth ministry programming including weekly Sunday School and other church-engagement strategies.
   * Collaborate with ministry leaders in the review and selection of a Bible based curriculum that encourages spiritual growth and ignites a desire to know God.
   * Select and supervise ministry coordinators, volunteers, and leaders which includes;
     1. Ensuring that church policies and guidelines are followed, such as background checks.
     2. Meeting regularly to develop and review program goals and objectives.
   * To encourage individual and spiritual growth for Ebenezer’s youth through a relationship with God.
   * Implement a strategy for reaching and assimilating new youth and families.
   * Seek opportunities to collaborate with other youth ministries and/or programs to effectively utilize resources and increase impact.
   * Equip families with resources to introduce youth to God and help them grow in their relationship to God and Christ, along with responsibilities in the church.
3. Serve as the lead staff person to the Ebenezer Scholarship Committee. He/She will continue to:
   * Oversee the scholarship application dissemination and collection.
   * Coordinate the decision-making, allocation, and monitoring process.
   * Streamline all churchwide scholarship processes.
   * Provide assistance to Ebenezer Youth in college discernment, admission, and financial aid applications.
   * In partnership with the Associate Pastor for College and Young Adults, provide follow-up pastoral support to Ebenezer’s college students.
4. Oversee the planning and implementation for ministries and programming in the newly renovated Heritage Education Building (to be completed in 2025). He/She will support the development of:
   * Weekday, after school including possible collaboration with Hope-Hill Elementary School and/or the Boys and Girls Clubs
   * Summer programming for children and youth such as vacation Bible and/or Freedom School
   * Weekday infant, nursery, and/or childcare programming
5. Additional duties include to:
   * Create annual budget and provide fiscal management for these areas of ministry.
   * Prepare narratives for the annual report.
   * Prayerfully plan and execute special ministry Sundays.
   * Communicate consistently with parishioners via newsletters, flyers, mailings, website, etc.

**Competencies**

* Sound in the Christian faith
* Possess a genuine love and commitment to helping children and youth grow spiritually.
* Collaborative attitude with parents, children, youth, church staff and congregation at large
* Highly developed interpersonal communication and writing skills.
* Is a demonstrated team player
* Strong organizational skills
* Experience in administration, developing budgets, and controlling expenditures.

**Required Education and Experience**

* 3-5 years of experience leading a children or youth organization or managing a children’s or youth ministries
* Bachelor’s degree and Master of Divinity
* Background in education as a teacher or administrator is helpful.

**Work Authorization/Security Clearance**Clear Background Screen

**Other Duties**Other duties as assigned by the Senior pastor or Executive Pastor. Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

**Email a Cover Letter and Resume to: Careers@ebenezeratl.org**