



## Campbell Youth & Family Minister Candidate Requirements

Following are requirements that the candidate for the position of Youth and Family Minister at the Campbell church must possess to be considered for the position. They are intended to be used in conjunction with the position requirements in interviewing and evaluating individuals for potential hire.

### Spiritual

- **Calling** – The candidate must have a passion and calling by God to work with teens and their families, invigorated by the adolescent culture, and can speak to, train, counsel, and lead.
- **Passion** – The candidate must be immersed in the adolescent culture to the point where they are given the permission to speak to what they are doing. This permission is usually granted when one's passion for teens is displayed. The candidate is one who draws teens around them and is comfortable around teens themselves.
- **Vision** – The candidate must be able to look beyond what has happened, and what is happening, and inspire youth and families to what can happen. Specifically at Campbell, they must be capable of taking the ministry to the next level - a place where children can be assimilated in and parents can truly be incorporated into the discipleship process.
- **Maturity** – The candidate must possess and evidence the fruits of the Spirit, and be firmly grounded in the doctrine of Christ

### Personal

- **Integrity** – The candidate must have demonstrated and continue to demonstrate adherence to the moral and ethical standards established in God's Word for followers of Jesus Christ
- **Discernment** – The candidate must be able to identify and effectively address difficult issues, conflicts, and potentially detrimental situations, and exercise sound judgment to take or recommend appropriate action as required.
- **Discretion** – The candidate must be able to maintain strict confidentiality with regard to personal, private information.
- **Motivation** – The candidate must be motivated to take personal initiative, work hard toward stated objectives and goals.

### Professional

- **Training and experience** – The candidate must have specialized training and experience in youth and family ministry, of bringing others around them as a team, training and equipping teens for ministry, and mentoring them as they grow toward becoming a Christian adult. They must also be teachable as they demonstrate continued personal growth.
- **Teaching skills** – The candidate must give high priority to God's Word, and possess the ability to teach it effectively to teens.

### Relational

- **Interpersonal skills** – The candidate must be able to facilitate the assimilation of teens and parents from diverse social, economic, educational, and cultural environments on a group level, and counsel and mentor teens on a personal level. The candidate must also be capable of working effectively in coordination with other Campbell ministers and staff, associated ministries.
- **Communication skills** – The candidate must be able to communicate effectively on both a personal, individual level and on a group level.
- **Leadership** – The candidate must be able to establish credible ministry leadership that will secure cooperation and support among both youth and parents.

## **Operational**

- **Planning skills**– The candidate must be able to develop plans and coordinate execution of the plans.
- **Administrative skills** – The candidate must be organized and an effective administrator to coordinate the many facets and dynamics of the ministry.
- **Technical skills** – The candidate must be proficient in the use of technology as it relates to increasing ministry effectiveness.