



ebenezer youth.

EBENEZER YOUTH LEADER LIFESTYLE
AGREEMENT
REVISED- SEPTEMBER 2025

Introduction

At Ebenezer Youth, we are committed to seeing leaders who are passionate about God to rise up to do the work of ministry. We have a leader lifestyle agreement because we expect you to live and abide by specific ways of Christian living, as the writers of the New Testament call us to live under New Testament call us to live by under the New Covenant law. The New Covenant law is following the way of Jesus, which we follow when we believe in Him.

As someone in youth leadership, this can be considered like the role of a deacon. Deacon is a leadership role translated as a 'servant of the church.' The Apostle Paul writes a crucial passage we find on conduct for servants in the church, it says this:

"In the same way, deacons must be well respected and have integrity. They must not be heavy drinkers or dishonest with money. They must be committed to the mystery of the faith now revealed and must live with a clear conscience. Before they are appointed as deacons, let them be closely examined. If they pass the test, then let them serve as deacons. In the same way, the women deacons must be respected and must not slander others. They must exercise self-control and be faithful in everything they do. A deacon must be faithful to his wife, and he must manage his children and household well. Those who do well as deacons will be rewarded with respect

*from others and will have increased confidence in their faith in Christ Jesus.”
(1 Timothy 3v8-12)*

Your life will influence our youth as they will watch you closely in how you live. Paul says in 1 Corinthians 11v1, *“Imitate me as I imitate Christ.”* As someone in ministry leadership, you are to take this calling seriously.

Because of what Scripture commands us to do, we have conduct that all leaders abide by together at Ebenezer Youth.

When reading this document, please consider your own life and commit to examining yourself.

If you want to serve at Ebenezer Youth in any leadership position, you must commit to abide by the following expectations of leader lifestyle:

Lifestyle conduct

We work with youth who are each forming different worldviews and figuring out how to make decisions on many things. A youth leader’s influence on the life of a youth can be significant. Further,

Scripture lays out clear expectations that leaders are held to high standards.

We expect that all Ebenezer Youth Leaders would value and embody the Christian life in their relationship in God in these ways:

- You must be a committed follower of Jesus, living your life in a way that has evidence of an active relationship with Him.
- You are to engage with spiritual practices that draw you closer to God (prayer, Bible reading, giving, etc.).
- You must be able to abide specifically under the instructions given in 1 Timothy 3v8-12 of the qualifications of a deacon.
- You are to live as a teachable servant of God. We expect leaders to be willing to engage in accountability and conversations about their life and faith.

We expect that Ebenezer Youth leaders would value and embody the Christian life with others in these ways:

- We expect that leaders would seek to be living in the right standing with the law and their community, living trustworthy lives that are honest and just.
- We expect that leaders will live a life above reproach. No one is above correction, no matter what position they serve in.
- We expect that leaders will seek to live in kindness, compassion, and fairness with one another and care for them through thoughts, words, and actions in both in-person and online venues.
- We expect that leaders would seek to live in friendships that model the person of Jesus. We expect that you work towards having these relationships free from gossip and slander and would be marked by inclusion, generosity, and healthy conflict resolution. We ask that beyond healthy friendships in life, you would embody these same characteristics with our youth.

We expect that Ebenezer Youth leaders would value and embody our theological and policy stances in these ways:

- We expect all leaders to align with us as a church family theologically. This means being in agreeance with the Baptist General Conference Statement of Faith, The Baptist General

Conference Marriage Statement, and this statement: The Ebenezer Youth Leader Lifestyle Agreement.

- We will review these three articles yearly to ensure we as leaders are on the same page.
- We ask that you be in line with our policy guide, Because We Care, and you will renew a criminal record check and vulnerable sector check every five years.

Godly expressions of romantic relationships

The Baptist General Conference Marriage Statement expresses an understanding of marriage and sexuality in this way, "marriage is to be a divine gift to society whereby a man and a woman are joined together in a lifelong commitment to faithful companionship, extended family connectedness, and in the sovereignty of God – the blessing of children."

We expect that leaders would seek to live out their expressions of romantic relationships and sexuality in a way that is honouring to God, themselves, and others around them.

This means that any expression of sexuality would be marked by engaging in sex only within holy matrimony between one man and one woman. Anything besides this falls outside of God's will and ideal, which is what God calls sin. We ask that any engagement in a romantic relationship be aligned with God's design and be between one man and one woman.

We expect that any romantic relationships leaders at Ebenezer Youth engage in would be free from abuse, exploitation, objectification, the devaluing of any gender, and other oppressive actions.

Mature and responsible interactions with substances

We expect that leaders would seek to interact with substances such as tobacco and alcohol in ways that are honouring to God, themselves, and others around them. We expect that leaders would interact in ways that are legal, responsible, appropriate for the settings they are in, and most importantly, aligned with Scripture.

Practical leadership expectations during youth nights/ youth events

- Turn on all notifications for WhatsApp to communicate in our leader chats.
- Read all communication before youth nights to understand what is going on and how to prepare and participate.
- Arrive on time for leader meetings and participate until debrief is done unless otherwise discussed with the Jr/Sr Youth Pastor.
- Abide by the Because We Care guidelines set out by our church.
- Help wherever you see a need.
- Participate in all program and relational elements as outlined.

Practical leadership expectations outside of program nights

- We expect Ebenezer Baptist Church to be your church family. This looks like, but is not limited to, engaging with our weekly services held on Sunday, engaging in our Young Adults ministry, or giving back both in finances and time.
- Attend leadership training dates (see dates on youth comprehensive schedule).
- Strive to engage in relational connections, which abide by our Because We Care policy guide with students outside of program nights.
- Work for unity within our team—working out conflicts with humility and maturity.
- Never participate with an Ebenezer Youth minor in any activity that is illegal for a minor (ex. drinking, smoking of any kind, including vaping, giving/receiving tattoos, etc.).
- To that end, it is implicitly understood that you would not personally engage in any illegal activity
- Further, we ask that you would not consume substances to the point where you would become 'drunk', as Scripture does not permit drunkenness as an acceptable practice for followers of Jesus.

What happens if life conduct expectations are not met?

We are all works in progress.

Because we want to be a community that walks with those who need care while still setting an example for our students, we invite you to consider these things:

If you cannot embody these values, please consider serving in a way that does not place you in a prominent place of leadership (ask us what that can look like!).

If you struggle to embody these values and conduct after you have committed to the team, we ask that you would connect with Will (Jr/Sr Youth Pastor) at will@ebenezerbaptist.ca to discuss the situation and discern the next steps.

If these values are not embodied in a situation that is brought to our attention, we will pursue conversations with the parties involved to listen, learn, pray, discern, and support. There may be a period where a leader needs to step away from the ministry while this happens.

If your personal circumstances make it unhealthy or challenging for you to continue to serve, ministry staff will help create a plan for you to transition out of the program and provide support for you as well. We want what is ultimately best for your health and your relationship with God.

What do I do next?

If you are able to oblige by this conduct policy, you will sign off annually at the beginning of each ministry year.

If you disagree or cannot live this out, please contact Will (Jr/Sr Youth Pastor) at will@ebenezerbaptist.ca for further discussion.

Last things!

We are beyond encouraged for the work you will do at Ebenezer Youth! This leader conduct guide will serve us to be on common ground as we serve Jesus and pursue His ways together while leading our youth closer to Him.

Grace and peace,
Ebenezer Youth Team