



ebenezer youth.

EBENEZER YOUTH – LEADERSHIP PIPELINE
PHILOSOPHY

The Ebenezer Youth Leadership Pipeline

From Grade 7 to Young Adult Leadership.

Why We Have a Leadership Pipeline

At Ebenezer Youth, we do not believe leadership suddenly starts when someone becomes an adult. We believe leadership is formed over time through discipleship, responsibility, and intentional investment.

Our leadership pipeline exists to help young people follow Jesus for life and step into leadership in healthy, sustainable, Jesus-shaped ways.

Rather than disconnected programs, we have built a clear pathway that starts in junior high and moves intentionally toward young adult leadership. Each stage builds on the last.

This is how we raise leaders, *not just participants*.

The Big Picture

Our leadership pipeline moves through four main stages:

1. JR LIT
2. SR LIT
3. Youth Apprenticeship
4. Young Adult Leadership

Each stage has a clear purpose, appropriate responsibility, and increasing trust. Leadership grows as age development grows.

Stage One

JR LIT (Grades 7–8)

JR LIT is the starting point of leadership at Ebenezer Youth.

This stage is about helping students discover that leadership starts with following Jesus and serving others. At this age, leadership is not about platforms or titles. It is about faithfulness, humility, and learning how to show up.

JR LITs are invited into leadership early, but never pressured to perform.

What We Focus On

- Relationship with God
- Humility
- Servanthood

These three values shape everything we do in JR LIT and stay consistent all the way through the pipeline.

What JR LIT Looks Like

JR LITs meet weekly on Tuesday evenings before youth programming. We spend time in Scripture, leadership conversations, and community together.

This is a space where students learn what leadership actually is, not what culture tells them it is.

The main content piece and frame we work through is ***The Leader After God's Own Heart***, a resource developed over years of the LIT program running. Each

LIT will be supplied with one (printing cost is \$3 per devotional). Here is the devotional, too:

https://www.amazon.ca/Leader-After-His-Own-Heart/dp/B0FNGGGLIL/ref=sr_1_1?crid=2EPQUP9MVLXCK&dib=eyJ2IjoiaMSJ9.jz2JRI7ZNAtnxKU2vF3_2AiH8lpuMzB5A77YrzDSwAdsweTsvlgNARXwHfSI7VyJIWYuGXlgrZAR_tWD8of9yQ814UKV9gvUoocinnmCguBIGBNDgIXWLFi_3jq0QsSTcFLSsQk6xrtgmGgEa4I3igBA9awVpicc8uzlIO2CUzBFnfNtLKnC3zC2uQ0jGX9P.X2XdiEmZ3pV_SDFdpkffAf96_jt_ZYx-kKaiQVBofE&dib_tag=se&keywords=the+leader+after+his+own+heart&qid=1765991991&sprefix=thr+leader+a%2Caps%2C136&sr=8-1

What JR LITs Learn

- How to follow Jesus in everyday life
- How to serve joyfully and consistently
- How to be part of a team
- How to take responsibility in small but meaningful ways

How JR LITs Serve

JR LITs primarily serve by helping in areas like:

- Children's ministry
- Sunday morning roles
- Support roles within youth ministry
- Intermediates at Ebenezer Youth (our Grade 5-6 program)

JR LIT is about planting the foundation. Growth matters more than output.

Stage Two

SR LIT (Grades 9-12)

SR LIT is where leadership becomes more active and more responsibility based.

Students move from helping to leading, while still being deeply supported and pastored. This stage prepares students either for adult volunteer leadership or for deeper ministry discernment in young adulthood.

Again, the main content piece and frame we work through is ***The Leader After God's Own Heart***, a resource developed over years of the LIT program running. Each LIT will be supplied with one (printing cost is \$3 per devotional). Here is the devotional, too:

https://www.amazon.ca/Leader-After-His-Own-Heart/dp/B0FNGGGL1L/ref=sr_1_1?crid=2EPQUP9MVLXCK&dib=eyJ2ljojMSJ9.jZ2JR17ZNAtnxKU2vF3_2AiH8lpuMzB5A77YrzDSwAdsweTsvlgNARXwHfSI7VyJIWYuGXlgrZAR_tWD8of9yQ814UKV9gvUoocinnmCguB1GBNDglXWLF1_3jq0QsSTcFLSsQk6xrtgmGgEa413igBA9awVpicc8uzlO2CUzBFnfNtLKnC3zC2uQ0jGX9P.X2XdiEmZ3pV_SDFdpkffAf96_jJt_ZYx-kKaiQVBofE&dib_tag=se&keywords=the+leader+after+his+own+heart&qid=1765991991&srefix=thr+leader+a%2Caps%2C136&sr=8-1

What We Focus On

- Relationship with God
- Humility
- Servanthood

The values do not change. The expectations do.

How SR LIT Is Structured

SR LIT runs on Tuesday nights alongside youth programming and includes two levels.

Level One focuses on learning leadership rhythms and serving in multiple areas.

Level Two focuses on ownership, especially in JR Youth leadership contexts as a life group leader once a student hits grade 11-12.

What SR LITs Learn

- How to lead younger students
- How to prepare and share devotionals and testimonies
- How to think critically about ministry
- How to receive feedback and grow
- How to balance leadership with personal faith

How SR LITs Serve

SR LITs regularly lead in areas like:

- JR Youth programming
- Welcome and hospitality
- Prayer and announcements
- Devotionals and testimonies
- JR Youth leadership

By the end of SR LIT, students are not just learning leadership. They are practicing it.

Stage Three

Youth Apprenticeship (Young Adults)

Youth Apprenticeship is the transition from student leadership into young adult ministry leadership.

This stage is for those who are discerning ministry seriously and want a real look at what leadership and ministry actually involve.

This is not a helper role or 'doormat intern', it is an apprenticeship.

What We Focus On

- Character formation
- Theological formation
- Ministry formation

These three areas shape the entire apprenticeship experience.

The main content piece we focus

What Apprenticeship Looks Like

Apprentices commit to an intentional ministry rhythm, typically over eight months from September to May.

This includes:

- Regular mentorship with the Youth Pastor(s)
- Intentional discipleship and formation
- Active leadership in JR and SR Youth
- Teaching, planning, and ministry administration
- Relational investment in students

What Apprentices Gain

- A realistic understanding of ministry
- Hands on leadership experience
- Theological depth applied to real life
- Clarity around calling and gifting
- Confidence to step into future leadership roles

This stage helps answer the question: Is this a calling or just an interest?

Stage Four

Young Adult Leadership

The final stage of the pipeline is about launching leaders into long-term service.

Not everyone is called to vocational ministry, and that is a good thing. This stage honours both volunteer leadership and vocational pathways.

Where Leaders Go From Here

Graduates of the pipeline may step into:

- Ongoing youth leadership roles
- Church-wide volunteer leadership
- Paid internships or coordinator roles
- Bible college or seminary
- Leadership in other ministries or churches

Our goal is not to hold leaders tightly, but to form them well and send them faithfully.

Why This Matters

This leadership pipeline creates consistency, clarity, and sustainability.

- It forms leaders instead of consumers.
- It gives young people ownership early.
- It builds the future of the church from within.
- It keeps Jesus at the center of leadership.

Leadership is not something we arrive at, but rather something we are shaped into.

Final Word

The Ebenezer Youth Leadership Pipeline is about playing the long game.

From a Grade 7 student learning how to serve, to a young adult leading with confidence and humility, this pathway exists to form leaders who **will follow Jesus for life.**