

# YOUTH PASTOR

## Exhibit “A” Duties of Employee

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**JOB PURPOSE:** This role is responsible for introducing young people to Christ, disciple them in spiritual growth, and training them to serve Christ with their life. The Youth Pastor is also responsible to assist parents or guardians in raising their youth into mature Christians. This role will ensure the planning and conducting of youth services, activities, events, and trips.

### TOP ROLES:

- LMA
- Weekly Youth Gatherings
- Special Events
- Outreach
- Curriculum

### ESSENTIAL DUTIES & RESPONSIBILITIES:

- Form healthy and collaborative relationships with students, parents, and families. Conduct weekly services and gatherings for students. Be involved and present" in the lives of the youth and the things that are important to them, and develop and maintain relationships with them that lead them closer to God. Provide pastoral care for students. Create and lead attractive worship environments for the youth.
- Conduct regular leadership meetings for student ministry leaders.
- Plan and promote monthly or bi-monthly local events and activities for each group (depending on the group and time of year) to engage young people and build community among them. Plan and promote special events for each group. Special events should include at least one trip each year (Camps, Rock the Universe, etc.). All trips must be planned with the Victory Policy and Procedure manual. Attend all youth ministry events. Create, submit, and manage the youth budget.
- Continuously seek ways to reach lost students. Plan service and evangelistic outreaches for youth to participate in.
- Pursue all opportunities to speak to young people at school events (First Priority, Be the One, etc.) Attend all church services except where youth services or activities conflict.
- This role will sometimes require participation in special church-wide projects and should work with cross-functional teams as a support to help complete projects and initiatives.
- This person may be asked to attend multiple services and/or events to aid other ministry leaders. As a Pastor of Victory church, this person may be asked to speak or preach in services or at events as the Lead Pastor requests. Assist with Pastoral Care for Victory Church as needed. Conduct Pre-Marital counseling and wedding ceremonies as needed. Perform memorial services as needed.

### QUALIFICATIONS:

- Ministry Experience leading in Kids or Youth
- Proficiency in using Slack, Google Suite (Gmail, Calendar, Drive, Docs, etc.)
- High organization and time management skills.
- Excellent verbal and written communication skills.
- Creativity, independence, and motivation for tasks and systems.
- Flexible and able to multitask; able to work in a fast paced environment with a level head.
- Possess personal qualities of integrity, credibility, good judgment, teamwork, and commitment to the overall mission of the church.
- Team minded with enthusiasm for the position. Willingness to take direction and constructive guidance from supervisor and pastoral leadership.
- Agreeing to follow the vision, mission, and core values of Victory Church, as well as the Staff and Team core values set forth.

**PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is occasionally required to stand; walk; sit; reach with hands and arms; climb or balance; stoop, kneel, crouch, talk or hear.

**QUALIFICATIONS SUMMARY:**

Highly organized, Anticipating critical needs and being proactive, Self-Confidence, People Minded, Time Management Skills, Attention to Detail, Motivated to work efficiently, with excellence and quality for all tasks whether it is work done individually or with the team. Teamwork and enthusiasm for the job. Driven mentality. Able to be a self starter and recognize problems before they arise. Maintain high visibility during weekend services with a friendly, outgoing, and personal presence.

**Exhibit “B”**  
**Compensation and Benefits**

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**Status:** Full Time; Salaried

**Company benefits:** Unlimited Approved PTO

**Working Days:** Sunday through Thursday, with some additional requirements for events and services

**Hours Per Day:** Estimated 7-8 hours with the goal of a 40-hour workweek

**Reports to:** Executive Pastor of Ministry's

**Compensation:** - Annually, paid out in a bi-weekly payroll format.

**Start Date:**

**By signing and dating this contract, I, \_\_\_\_\_, accept this agreement with Victory Christian Center of South Florida Inc. DBA Victory Church.**

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_