



Job Objective: to work in conjunction with the lead pastor, elders, and staff to develop and cultivate discipleship in the age/stage of youth (grades 6-12).

Youth Minister

Team Member Name: [Candidate Name]

Leadership Level: Ministry Staff

Effective Date: April 1, 2018

Workload: Half time

Priority Responsibilities:

- **Youth Discipleship Program:**

Develop and oversee all youth discipleship programs, perhaps including, but not limited to: weekly programs, small groups, events, retreats, & mission trips.

- **Contact Work:**

Oversee a system of contact work where every student has a regular contact point with at least one adult leader.

- **Leadership Development:**

Develop a volunteer leader team, overseeing and caring for said leaders.

Additional Tasks:

- Assimilation: follow-up with all new families with students in youth demographic.
- Budget: oversee youth ministry budget & participate in annual budgeting process.
- Communication: create and use a system of communication with students, parents, and church-wide.

Expectations and Compensation:

- Education: a four-year degree encouraged (or 2+ years of ministry experience)
- Agreement with the doctrinal distinctives of Acts 29
- Fulfill the duties of a Fathom Church member as outlined in the Membership Covenant
- Salary: \$20,000-24,000 annually (based on experience).
- Half-time: Approximately 20 hours/week. Sunday, Tuesday, plus one other day in office, & occasional weekend responsibilities.
- Vacation: 4 weeks total (4 Sundays maximum)
- Paid Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after, Christmas Eve, Christmas Day
- This position will have a 90 day review, followed by quarterly reviews with the Lead Pastor and an annual review with the Elders.

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| _____ | _____ |
| [Lead Pastor] | Date |
| _____ | _____ |
| [Candidate Name] | Date |