

# Ventura Missionary Church

## Student Ministry Director/Pastor

### Job Description

**Job Title:** Student Ministry Director/Pastor

**Reports To:** Family Life Pastor

**Classification:** Full-Time, Exempt Position

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### Job Description

The purpose of the Student Ministry Director/Pastor is to help students live and share the transforming love of Jesus. The Student Ministry Director/Pastor will do this by developing teams of adult leaders to minister to students, championing a thriving small-group ministry, creating weekly environments of teaching and interaction with scripture, and spending time directly with students on campuses and in programs.

The Student Ministry Director/Pastor needs to agree with Ventura Missionary Church's Statement of Faith and agree to employment subject to, and conditioned upon, a lifestyle consistent with that Statement of Faith and the employee handbook. This position must have a philosophy of ministry that is aligned with Scripture, with our Statement of Faith, and with our Core Values and Vision.

### Primary Responsibilities

*This is not a complete list of responsibilities and may be adjusted at any time by the supervisor:*

- The primary responsibility of this position is to effectively develop and lead two weekly high-energy, large group gatherings (one for middle school and one for high school) that emphasizes volunteer-led small groups, and supervising a discipleship process that results in the continued spiritual transformation of our students.
- Hosting and developing high energy outreach events
- Providing on-going leadership and training to paid staff and volunteers
- Partnering with Ventura Missionary School (VMS) to make disciples and reach students and families
- Developing relationships with students on our own VMS campus and other local school campuses

### Relationships

This position will report directly to the Family Life Pastor, work alongside other staff and ministry directors, and will directly supervise the following:

- Student Ministry Assistant (25 hours a week)
- Middle School large group and small group volunteers
- High School large group and small group volunteers

## **Knowledge, Skills and Abilities:**

- Have a personal relationship with Jesus as Lord and Savior, believe that the Bible is God's Word and standard for faith and daily-living, and be a Christian role model in attitude, speech, and actions towards others.
- Strong Bible knowledge
- Strong leadership skills
- Ability to recruit high-quality volunteers
- Heart and gifting for developing thriving small group ministry
- Champion for teenagers and volunteers
- Enthusiastic and engaging personality
- Exceptional verbal and written communication skills
- Ability to understand and relate to students, volunteer leaders, and parents
- Ability to lead and organize adults and students into functional ministry teams
- Lead and coordinate ministry initiatives
- Strong work ethic
- Problem-solving and conflict resolution techniques
- Operate in a team environment, often working cross-functionally with other teams

## **Minimum Job Qualifications**

- Successful completion of fingerprinting process and criminal background clearance
- Minimum three (3) years of experience in leading a youth ministry of 25 students or more
- Completion of a Bachelor's Degree

## **Selection Process**

The Family Life Pastor will supervise the selection process for this position, in collaboration with Lead Pastor, Executive Pastor, and Human Resources Department, with input from a selected team of staff and volunteers.

## **Compensation**

The compensation for this position will be determined based on established salary ranges for a Director/Pastoral staff Level 2 Family Ministry on the compensation chart, taking into consideration experience and education. The starting salary range for this position will be 66,560.00- 72,000 per year and includes medical, dental, vision and 403b benefits.

## **Appraisal and Review**

This position will receive a 90-day review and an annual review from the Family Life Pastor. The reviews will be in written form, using a review document approved by the Family Life Department. Each review will (1) set objectives and goals for coming year, and (2) review performance and ministry objectives from previous year.