



**PASTOR XAVIER JONES**  
**SENIOR LEADER**

## **Children's & Youth Pastor | Transformation Church Miami**

**Status:** Full-time

**Reports to:** Pastor of Discipleship

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### **Mission, Vision, Strategy, and Values of Transformation Church Miami**

**Transformation Church Miami** exists to "reach people far from God and raise them into a new life in Jesus Christ."

Our mission: **"Transformed people, transforming people."**

**Our strategy:**

**Reach-** People far from God

**Raise-** Raise disciples of Jesus Christ

**Release-** Deploy to do the work of ministry

As we worship, pray, and share the Gospel of Jesus Christ, we seek the glory of God. For His glory, we serve and care for one another, our community, our nation, and our world.

Our team values guide how we operate and function:

- **Honor**
  - **Hope**
  - **Humility**
  - **Honesty**
  - **Diversity**
  - **Excellence**
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## About This Role

The **Children's & Youth Pastor** oversees the discipleship, care, and spiritual development of children and youth from birth through high school. This role is essential in raising the next generation to know, love, and follow Jesus through age-appropriate, safe, and engaging ministry environments.

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## Primary Responsibilities and Tasks of the Children's & Youth Pastor

### Leadership and Discipleship

- Develop and implement vision and curriculum for children's and youth ministries
- Teach and disciple children and students through biblical instruction and relationship
- Organize small groups, outreach, and service opportunities for youth

### Volunteer Development

- Recruit, train, schedule, and care for volunteer leaders and teams
- Ensure a safe and welcoming environment by enforcing child protection policies
- Equip volunteers for both in-classroom teaching and relational leadership

### Program Oversight

- Lead Sunday and midweek children and youth programming
- Plan and execute camps, retreats, and seasonal events
- Monitor attendance, growth, and spiritual development milestones



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### **Family Engagement**

- Communicate regularly with parents to equip and encourage home discipleship
- Provide pastoral care and support for youth and their families
- Coordinate parent gatherings or informational sessions throughout the year
  - Implement a leadership development strategy to build capacity across all ministries.
  - Ensure volunteers feel valued and equipped to serve effectively.

### **Communication and Collaboration**

- Facilitate clear communication across all departments to ensure alignment and execution of ministry goals.
- Serve as the point of contact for key stakeholders, resolving issues and providing solutions promptly.
- Represent Transformation Church Miami in community events and partnerships as needed.

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### **Key Performance Indicators**

- Consistent weekly engagement from 75% of registered children and youth
- Volunteer retention rate of 85% or higher
- Launch of 2 or more new youth or family discipleship initiatives per year
- Positive parent feedback from quarterly surveys
- Completion of all safety training and documentation for volunteer leaders

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### **Strengths & Skillset**

- Passionate about raising up the next generation of Christ-followers
  - Effective communicator with students, families, and leaders
  - Strong organizational skills and ability to manage multiple age groups
  - Compassionate, approachable, and firm in biblical leadership
  - Experience in ministry or education with children/youth
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## **Your Team**

This role reports directly to the **Pastor of Discipleship** and works closely with volunteers, families, and the worship and creative teams for collaborative programming.

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## **Personal Responsibilities**

While not specifically related to the job, here are some personal responsibilities of everyone on staff at Transformation Church Miami:

- Maintain God-ordained priorities in your life by putting Jesus Christ first, your spouse second, your children third, and the ministry fourth.
- Give at least 10% of your income toward the mission and vision of Transformation Church Miami.
- Be loyal to the vision and staff of Transformation Church Miami and always protect the unity of the church.
- Demonstrate a Christ-like attitude through all interactions with congregation, staff, and volunteers.
- Invest and invite the lost to know Jesus and come to Transformation Church Miami.

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## **Your Schedule**

This is a position requiring approximately 40 hours per week. Occasional travel for conferences and training events is required.