



## **Youth Counselor: Work Specialist**

### **Job Description**

#### **Summary Description:**

Our Youth Counselor position is a hybrid position with three distinct responsibilities: student discipleship, work program leader, and facilities maintenance assistant.

The Youth Counselor (YC) has the primary task of helping teen students learn, embrace, and live out a biblical worldview. Helping students “see” the God of the Gospel and learn to “love Him with all their hearts and love their neighbor” must be a passion that the YC brings with him and continues to grow as he serves out God’s call on his life at Victory Academy.

The YC lives out life with the students as he leads them during two or three respite days each week. Those days involve waking them up, providing leadership for chores and breakfast, leading devotions, and walking them to school. In the evening he leads dinner, evening activities, chapel, and bedtime routine. Responsibilities include influencing, training, and discipline of the students.

The YC is a leader of the work program, which includes the students’ work assignments and the WORCS program (our experiential learning program – Work, Outdoor Recreation, Career Skills). Responsibilities increase with skill and experience. Sample tasks include chainsaw work and firewood processing, light carpentry, and light maintenance.

The YC works on light facilities maintenance tasks at his experience and skill level. Tasks can include construction, plumbing, electrical, HVAC, vehicles, and program equipment repairs.

To be successful as a Youth Counselor, he should excel at organization, detail, and work ethic. He should be able to enjoy blue collar kind of work. He should possess a strong biblical worldview that translates into a teachable, humble life pursuit of Christlikeness. He should serve those he leads, pursuing Christ’s biblical servant leadership model. A successful YC will possess the ability to provide stability and structure in an environment that requires flexibility and personal sacrifice. As a dedicated Christian, he should have a pursuit of living out a biblical worldview and thus support, attendance, and service in a local, doctrinally fundamental, church of like faith and practice is required.

The Youth Counselor reports to and fulfills his responsibilities through the leadership of the Executive director and operates in collaboration with program staff team.

## Responsibilities:

### ✔ Respite Leader

- Provide daily life program respite coverage for the normal two days a week for the houseparent as well as for some personal and sick days.

### ✔ Facilities Assistant

- Complete assigned facilities tasks and projects (construction, repairs, and maintenance).
- Help develop and maintain a ministry facilities and equipment task list.
- Help coordinate volunteers' work on the facilities.

### ✔ Work Program Leader

- Plan, organize, prep, and lead the student work program. This includes firewood processing and facilities maintenance student work times.
- Plan, organize, prep, and lead the students in the community service work program, including the Adopt-a-highway and widow and elderly service programs.

## Work Schedule:

- ✔ School Year Schedule: 5-day work week (includes two days off, with one of those rotating a half day on each month, usually that is a Sunday afternoon). General expectation of 50-55 hours per week. Sunday and Monday are your normal days off.
- ✔ Summer Schedule: June-August, 4-day, 32-hour work week. Some additional time on retreat or work-team weekends. Days and schedules are adjusted on those weekends or for specific ministry needs.
- ✔ Holidays: Being a 24/7 ministry for the school year, traditional holiday days off are usually adjusted to fit the schedule of care for the students. Paid holidays are listed under Compensation. Particularly, Thanksgiving and Labor Day are intense ministry days at our startup and Parent visit times and as such, are not days off for the staff. Normal paid holidays that are worked are compensated with the 10-day paid Christmas break.
- ✔ As a ministry and not just a job per se, there is an expectation for interaction, staff activities and gatherings and some meetings that are unpaid and a part of the culture of our ministry. As a ministry philosophy, we would expect that a person that is called by God to this ministry would consider the hours listed as our plan and goals, always to be adjusted by God to whatever is needed to do His work. It is in this sense that we are not on or off work, but on a life dedicated to serving God. We are blessed with planned time to get personally refreshed, take care of business, and do the other things that are God-given responsibilities and opportunities, and that time is considered biblically mandated and vital to vibrant and productive ministry, personal, and family life.

## Requirements:

- ✔ Association of Certified Biblical Counselors certification (or willingness to start certification upon hiring),
- ✔ Preferred BA in the arena of biblical studies, human services, or biblical counseling
- ✔ Good health with the ability to work alongside students in the work program and activities.

## Compensation:

- ✓ Base Salary commensurate with experience.
- ✓ Total compensation range is \$42,000-\$56,400
- ✓ Cash Salary range is \$2,000-\$3,200/month
- ✓ Bonus for trips and retreats that are 5 days or more.
- ✓ Housing—on-campus three bedroom, two bath home provided at a tax-free value of \$1,500/mo.
- ✓ Medical: Most qualify for reasonable premiums through Healthcare Marketplace of Wisconsin.
- ✓ Holiday Pay, 10-day block for Christmas break. July 4th 2-day block.
- ✓ Vacation Pay, 1 week after one year, 2 weeks after two years.
- ✓ Wedding anniversary flex day
- ✓ 5-Personal Days
- ✓ 5-Sick Days
- ✓ 403 Retirement program
- ✓ Perks and Bonuses

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## Contact:

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