



Student Pastor Job Description

JOB PURPOSE:

The primary task of this position is to provide spiritual leadership, vision, and pastoral care for middle and high school students, leading a healthy disciple-making ministry that partners with families and integrates students into the life of the church.

GENERAL EXPECTATIONS:

- Engages in personal spiritual disciplines seeking to be an authentic follower of Jesus Christ.
- Models healthy work, family, and spiritual rhythms.
- Demonstrates humility, teachability, and initiative within a team-oriented staff culture.
- Attends worship services on a regular basis.
- Attends and participates in church staff meetings.
- Assists the Lead Pastor and the church staff in accomplishing the church's overall vision and objectives.
- Adheres to church policies and procedures.
- Fulfills other duties as assigned by the Executive Pastor.

RESPONSIBILITIES:

- Provide **vision and direction** for student ministry that is rooted in the gospel of Jesus Christ, focused on making disciples, and aligned with the church's mission and values.
- Develop and refine a **discipleship pathway** that moves students toward spiritual maturity and connection to adult church life.
- Regularly evaluate and adapt ministry strategies based on student engagement, outcomes, and church direction.
- Develop and oversee student ministry **budgets and any fundraising activities**.
- Lead and execute **weekly student gatherings and key seasonal events**, ensuring environments are welcoming, engaging, and spiritually meaningful.
- Teach Scripture in a way that is **biblically grounded, relatable, and compelling** for students.
- Provide pastoral care, counsel, and spiritual guidance to students as needs arise.

- Proactively partner with parents to support the **spiritual formation of students**.
- Communicate regularly with families about ministry direction, events, and discipleship goals.
- Collaborate with the NextGen team to support **smooth transitions** from kids ministry into student ministry and from student ministry into young adults ministry.
- Recruit, train, and develop adult volunteers with the goal of building a **sustainable, healthy leadership team**.
- Coach and care for volunteers while providing **clear roles, expectations, and pathways for growth**.
- Maintain a safe environment for students by communicating and following protection policies and procedures.
- Provides direct supervision and leadership for assigned staff positions.
- Foster a ministry culture marked by **spiritual depth, relational warmth, and emotional health**.
- Build systems and rhythms that support **long-term ministry sustainability**, not burnout. OR
- Establish healthy ministry rhythms that promote **long-term sustainability** and guard against an unsustainable pace for staff and volunteers.
- Bring **energy, intentionality, and excellence** to all student ministry environments.

DESIRED OUTCOMES:

- Students demonstrate **growing ownership of their faith**.
- Volunteers are trained, supported, and **retained over time**.
- The student ministry serves as a **healthy on-ramp into adult discipleship and leadership**.

POTENTIAL EXPANDED RESPONSIBILITIES:

Expanded responsibilities to be determined based on skill and experience and would include additional compensation.

- Leadership and oversight of **Young Adults Ministry**.
- Leadership and strategic oversight of **NextGen Ministries**, including Kids, Students, and Young Adults.

Supervisor: Executive Pastor

Employment Classification: Full-Time, Exempt (Ministerial Position)