

Student Pastor

Position Title: Student Pastor

Supervisor: Executive Pastor

Position Type: Full-Time, Salary, Exempt, Ministerial

Position Location: PaulAnn Church Campus

General Summary

PaulAnn Church is seeking a Student Pastor who will bring strong leadership, biblical teaching, and a heart for discipling students to our staff team. This executive-level role provides direction, vision, and hands-on support to ministries spanning Middle School through High School. The Student Pastor will help create engaging worship environments, cultivate genuine relationships, and prioritize teaching and discipleship opportunities that help the next generation grow in their walk with Jesus. We're looking for someone who leads with humility and a deep love for God and people, is committed to reaching the lost with the good news of Jesus, can unite teams around the church's mission, shepherd young people with care, and communicate with families with grace and clarity.

If you are a strong leader, have a heart to reach the next generation with the gospel, and are skilled at equipping students to be fully devoted followers of Christ, this may be an incredible opportunity for you. Come help us reach the next generation in San Angelo, TX!

Our Ideal Leader Is:

- At your best when you are leading and working with a team.
- Able to teach the Word of God with accuracy and relevancy.
- Knowledgeable in student ministries
- Experienced in developing and motivating adults and students to become leaders.
- Excellent at communicating and relating to others, especially young people and their parents.
- Understands the importance of equipping and working alongside parents.
- Able to identify, train, and inspire adult volunteers and student leaders.
- Able to plan and oversee weekly student worship experiences that include many technical components and a live band.

Qualifications:

Education and/or Experience (must have one or more of the following)

- High School Diploma or GED
- Bachelor's Degree (B.A. or B.S.) preferred
- 5 years related experience and/or training preferred
- Equivalent combination of education and experience

Knowledge & Skills

- Strong teaching and preaching ability.

- Excellent communication and follow-through skills, able to clearly communicate with teams, parents, and leaders to ensure alignment and clarity.
- Proven ability to build teams, develop leaders, and cultivate a healthy volunteer culture.
- Good pastoral and relational skills, with the ability to connect with and disciple students and young adults.
- Demonstrated ability to cast vision, build culture, and implement ministry strategy.

Personal Characteristics

- A passionate Christ-follower who is spiritually mature, trustworthy, humble, and teachable.
- Meets the qualifications of a church leader as set forth in God's Word (1 Timothy 3:1–7, Titus 1:5–9, 1 Peter 5:1–4).
- A dynamic and engaging presence—energetic, approachable, and able to connect naturally with the next generation.
- A collaborative team player who thinks strategically for the whole church, across ministries and generations and contributes positively to a healthy staff culture.
- Action-oriented, responsible, organized, and thorough.
- Demonstrates integrity, discretion, and accountability as a member of the staff team.
- Full agreement with and commitment to the theology, mission, values, and worship culture of PaulAnn Church.

Benefits We Offer:

- Paid parental leave, including maternity, paternity, and adoption leave.
- Generous employer-paid leave for the use of vacation, sick time, and other qualifying reasons.
- Innovative and comprehensive Medical, Dental, and Vision insurance that provides team members with useful resources and savings to navigate their holistic health.
- \$50,000 life insurance policy provided for all staff members at no cost. Additional life insurance coverage is available to purchase.
- Short-Term and Long-Term disability is covered at 100% for full-time qualified staff members.
- Generous 403(b) retirement plan allowing a team member to have up to 10.5% (includes employee contribution and employer match) contributed into their account. It doesn't stop there—the more years on staff, the greater the investment!
- Casual dress and work environment.

Our Culture:

Located in San Angelo, Texas, PaulAnn Church is deeply committed to reaching the next generation with the good news of Jesus. Our church gathers over 2,000 people each weekend and regularly engages 300+ students in worship and discipleship on Wednesday nights. We're a church family that loves being together in God's presence, values authentic community, and is devoted to sharing God's Word in ways that help people understand and follow Jesus.