



JOB DESCRIPTION

X Full Time X Exempt
☐ Part Time ☐ Non-Exempt

Date Prepared:
Date Hired:

Job Title: Student Pastor

Department: Student Ministry

I. **Department Mission**

To lead and pastor students by overseeing *theelement*, *Student Groups*, and *Student Events*, helping them Know God, Find Freedom, Discover Purpose, and Make a Difference.

II. **Experience and Knowledge Required**

- A strong personal relationship with Jesus and passion for student ministry.
- Experience leading student events, teams, and creative projects.
- Strong communicator of God's Word.
- Skilled in event logistics, communication systems, and student engagement.
- Experience with social media, content creation, and volunteer team development.
- Strong organizational and interpersonal skills with the ability to lead and delegate effectively.
- Proven ability to develop and implement curriculum for middle and high school students.
- Experience recruiting, training, and leading students and volunteer teams; able to communicate effectively with students and adults.

III. **Key Functions and Responsibilities**

- Lead and oversee *theelement*, *Student Groups*, and *Student Events*, from content planning and creative direction to preaching and execution.
- Partner with parents to support students through key life stages and encourage spiritual growth at home.
- Develop outreach strategies that engage unchurched students through campus connections, invite culture, and seasonal events; build relationships with local schools and organizations to expand ministry impact.
- Recruit and develop leaders who disciple students and build a leadership pipeline that equips students and adults to lead.
- Provide curriculum and coaching for *Student Groups*, including writing discussion guides and developing group leaders and team leads.
- Oversee *Student Groups* across all locations for alignment, health, and growth.
- Track and evaluate goals and metrics to measure Student Ministry impact.

IV.

Lead Responsibility and/or Support to Other Ministries

- Partner with Kids Ministry to help families transition students from elementary to middle school.
- Collaborate with Worship, Production, and Creative Teams for *theelement* and events.
- Partner with the Young Adults Ministry to create a smooth transition for graduating seniors.
- Support broader church discipleship initiatives such as Serve Days and School Ministry.

V.

Personal Attributes:

- Love for God.
- Love for people.
- Pursues excellence that honors God and inspires people.
- Enjoyable to be with, and devoted to the call of God and the Church.
- Displays a high level of hospitality, and a service-oriented attitude.
- Actively participates in the life of the church including community involvement.
- Supports the church through regular tithe and offerings.
- Strong work ethic and commitment to excellence.

VI.

Success Metrics:

- Mission Alignment – All gatherings reflect and reinforce theChapel's vision.
- Engaging Environments – Services and events are consistently high-quality, creative, and memorable for students.
- Positive Attendance Trends – Services and events show proportionate growth with overall church attendance.
- Clear Pathways – Attendees can easily move from first-time guests to full engagement in all Chapel ministries.
- Healthy Groups – Student groups are growing spiritually and numerically, with leaders equipped and encouraged.
- Leader Development – Leaders feel cared for, resourced, and confident to lead well.
- Volunteer Ownership – Creative, production, and event teams are growing in skill, ownership, and unity.