



STUDENT PASTOR

POSITION DESCRIPTION

The *Student Pastor/Director* is a full-time (40 hrs./week) staff position. The central function of this role is to assist in implementing Capshaw Baptist Church's vision: *Treasuring Jesus, Becoming Like Him Together, and Sharing His Gospel*. The Student Ministry is an extension and integral part of the larger ministry at Capshaw. The Student Pastor will faithfully develop and lead the systems and structures of this ministry to support multi-generational discipleship in the church and community.

RESPONSIBILITIES

- Responsible for the primary oversight of 7th – 12th grade and college/young adults ministry (Three Strands).
- Builds, models, and maintains quality relationships with students, leaders, and parents through ministry and community involvement, weekly communication, encouragement, responsiveness, and support.
- Serves as the primary Bible teacher, trainer, and lead communicator, in various worship gatherings and training and equipping events for parents and leaders.
- Create and implement a ministry plan which promotes a healthy, authentic, and thriving ministry for middle school, high school, and college students to belong and invite their friends.
- Recruits, trains, evaluates and cultivates teams of adult and student volunteer leaders. Ensures volunteers are effectively onboarded through the completion of volunteer screening, interviewing, and training. This process will also include compliance with child protection policies.
- Plans, develops, and executes events such as camps, retreats, local service projects, mission trips, etc.
- Provide pastoral counseling and support to youth group members, addressing their spiritual needs and personal challenges with empathy and care.
- Create and effectively manage the student ministry budget.
- Other duties and responsibilities as assigned.

ACCOUNTABILITY

The Student Pastor/Director will report directly to the Senior Pastor and work with and in mutual submission to the Elder Board.

QUALIFICATIONS

- Must demonstrate a clear calling and passion for student and family ministries.
- Be a man of character and meet the qualifications of a pastor described in 1 Timothy 3:1-7 and Titus 1:5-9.
- Clear alignment with Capshaw Baptist Church's theological and philosophical distinctions is essential (Statement of Theological Principles for Leaders).
- Embrace the vision, mission, and core values of Capshaw Baptist Church.
- High competence in recruiting, training, and mobilizing leaders and volunteers.
- Theological education from an accredited seminary or college is preferred.

PERSONAL & MINISTRY VALUES- The following are personal values that this staff member should seek to demonstrate:

- God and the Gospel - Seek at all times to honor God and glorify Him alone. Regardless of the task, ministry, or effort, honoring God and living in line with the Gospel come first.
- Scripture - Biblical principles are to be valued more than "current events" or practices for "the successful Christian life."
- Conflict – Exercises the ability to resolve conflict Biblically.
- Faithfulness - Being faithful is more valued than being "successful" - Although "results" are important in our ministries, success should be a by-product of our faithfulness, and quantitative results are only one way to evaluate outcomes. Relationships are more important to future success than results in the short term.
- Personal Holiness – One's private life is valued more than the public life or ministry - True spiritual life starts in private, extends to the family, and will be exhibited in the public.
- Wisdom in Waiting - Patience rather than pressure to demonstrate results. Strive to allow God to work in each person's life on His timetable, not ours.
- Meekness - Being open is more important than maintaining an image. Leaders must be able to accept criticism and deal patiently with misunderstanding.
- Teamwork - A team is more highly valued than an individual. We are all part of Christ's body for service and can function best only when we work together.
- Mission - God's mission for this world gives the church its mission. This person will be committed to this not only in theory but in personal practice.