

THE VILLAGE CHURCH OF BARRINGTON

Pastor of Student Ministries

February 17, 2026

Job Description

A. General Responsibilities

The Pastor of Students leads the Middle School (grades 6-8) and High School (grades 9-12) ministries of The Village Church of Barrington (VCB). The purpose of this role is to disciple students toward mature faith in Jesus Christ by making the gospel central to their lives, equipping leaders, partnering with parents, and integrating students into the life and mission of the church.

B. Staff Relationships

- Member of the VCB pastoral staff
- Reports to the Associate Senior Pastor
- Required participation in all staff meetings
- Attends church board meetings when requested (non-voting)
- Accountable for alignment with VCB's doctrine, mission, and ministry philosophy

C. Responsibilities

Vision & Leadership

- Develop and implement a clear, gospel-centered discipleship strategy for students.
- Help students grow in biblical understanding, personal faith, and missional living.
- Recruit, train, support, and supervise volunteer leaders and teachers for both middle and high school ministries.
- Provide ongoing coaching, encouragement, and spiritual care for ministry leaders.
- Develop leadership structures that promote consistency, accountability, and growth across student ministry.

Programming & Teaching

- Plan and oversee a comprehensive annual student ministry plan that includes discipleship, outreach, community-building, and service.
- Serve as the primary teacher for weekly student ministry gatherings.
- Ensure teaching and programming are age-appropriate, biblically faithful, and gospel-centered.

Shepherding & Pastoral Care

- Provide pastoral care, guidance, and encouragement to students and families.
- Communicate concerns involving serious student or family issues with pastoral staff.
- Review serious discipline matters with the Associate Senior Pastor.

Planning & Administration

- Create and maintain a unified annual calendar for student ministry.
- Communicate clearly, consistently, and proactively with parents, students, and leaders.
- Plan, coordinate, and lead retreats, camps, conferences (e.g., Challenge Conference), and mission opportunities.
- Coordinate student ministry activities with broader church programs and staff.
- Develop and manage student ministry budgets in coordination with the Associate Senior Pastor.

Church-Wide & Pastoral Contributions

- Participate in broader pastoral ministry as assigned (e.g., preaching, teaching, counseling, baptisms).
- Take on additional responsibilities consistent with gifting, experience, and church needs.

D. Qualifications

- Clear and growing faith in Jesus Christ.
- Meets the biblical qualifications of an elder.
- Strong knowledge of Scripture and ability to teach effectively.
- Demonstrated gifting in areas such as teaching, evangelism, and administration.
- Bachelor's degree required; Master's degree preferred.
- Experience discipling students or young adults in small-group settings.
- Experience developing leaders and training materials preferred.
- Credentialed with, or actively pursuing credentialing through, the Evangelical Free Church of America.
- Enthusiastic agreement with the EFCA Statement of Faith, and essential agreement with the stated position papers of VCB.

E. Additional Considerations

- Full-time position averaging 50 hours per week, including evenings and weekends.
- Filling this position requires a $\frac{3}{4}$ majority vote of the Elders and Deacon Board.
- Compensatory time may be granted for short-term schedule deviations with pastoral approval.
- Office space, equipment, and approved ministry expenses provided.
- Professional development and conferences supported with prior approval.