

## **About Mt. Zion**

Mt. Zion Baptist Church, located in Canton, GA, is a growing, multi-generational body of believers. On Sunday mornings, Mt. Zion currently offers two worship services and small groups (Sunday School) for all ages. The Sunday worship service attendance averages around 500, and the attendance for Youth Sunday School classes averages around 40. Wednesday evening student ministry events have approximately 50 student participants each week. Mt. Zion is active in community outreach and global missions, with a variety of vibrant ministries. We are in a rapidly growing community and have a tremendous opportunity to reach families for Christ.

## **Position Overview**

We are seeking a Pastor for Students whose life is firmly grounded in sound theology and authentic godliness. The ideal candidate demonstrates a deep love for the Word of God and a clear commitment to living under the authority of Scripture. They must have strong theological convictions rooted in scripture, able to discern truth with wisdom and clarity while providing faithful biblical instruction that helps others grow in their understanding of God's Word. Their life should consistently reflect growth in godliness marked by humility, integrity, and a servant's heart, modeling spiritual maturity both publicly and privately. This leader should welcome thoughtful dialogue and engage challenging questions with grace and biblical conviction, serving as a truth discerner who holds firmly to sound doctrine while shepherding others toward deeper faith and understanding.

At the same time, the candidate should possess a joyful and engaging personality that draws people into meaningful relationships. We are looking for someone who is fun-loving and relational, a natural relationship builder who enjoys connecting with people of all ages and backgrounds. Their presence should be lively and energetic—bringing enthusiasm, warmth, and authenticity to ministry. This individual must be a strong communicator who can clearly articulate vision, encourage others, and cultivate an environment where people feel welcomed, valued, and inspired to grow in Christ.

The ideal candidate will also demonstrate strong organizational ability and remain steady and dependable during seasons of change or pressure, providing calm and thoughtful leadership in both routine and challenging circumstances. They should be a unity builder, fostering collaboration among staff, volunteers, families, and students while strengthening the overall health of the ministry. A strong desire for outreach and reaching those far from Christ is essential, coupled with a spirit that is inviting, loving, and welcoming to all who enter the church community.

Additionally, the candidate should demonstrate adaptability and flexibility, responding thoughtfully to the evolving needs of ministry while remaining anchored in biblical conviction. Personal maturity, the ability to receive constructive criticism with humility, and a proactive spirit that takes initiative in pursuing ministry opportunities are essential qualities. Above all, we seek a Pastor for Students whose character, conviction, and passion for Christ inspire others to grow in faith and unity as the church advances its mission.



# MT. ZION BAPTIST CHURCH

## JOB DESCRIPTION

Title: Pastor to Students  
Reports to: Pastor of Discipleship and Missions  
Hours: Full-Time

### Summary of Position

The Youth Pastor is responsible for leading the church's middle school and high school ministry by discipling students, equipping leaders, organizing ministry programs and events, and shepherding students and families toward spiritual maturity in Christ. This role focuses on teaching Scripture, cultivating discipleship relationships, mobilizing students on mission, and developing servant leaders who invest in the next generation.

### Qualifications

- A believer by salvation from the Lord Jesus Christ and a firm commitment to His Lordship.
- A calling to the gospel ministry and this type of work within the church.
- An intense desire to bring others to Christ and to see them grow to spiritual maturity.
- A person of strong moral character who is not engaged in activities that would grieve the Holy Spirit or violate the membership covenant of Mt. Zion Baptist Church.
- A commitment to the inerrancy, infallibility, and inspiration of God's Word.
- Affirm the Articles of Faith of Mt. Zion Baptist Church, which are the Baptist Faith and Message (2000).

### Education Requirements

Minimum: Ministry degree from a Bible college or in pursuit of a ministry degree within two years of hire date.

### Specific Responsibilities

- Direct the planning, organizing, conducting, coordinating, and ongoing evaluation of a comprehensive program of Christian education, discipleship, missions opportunities, camps, weekend retreats, and events for students.
- Ensure background checks and training are conducted for all volunteers working with students.
- Recruit and develop leaders for Wednesday gatherings, Sunday School, trips and events and ensure volunteers complete sexual abuse awareness training as a requirement for serving in the ministry.
- Develop the Youth Sunday School organizational structure.

- Prepare and administer the approved annual budget for the student ministry of the church.
- Meet with students and families for counseling, discipleship and pastoral care.
- Direct the vision, goals and planning of Wednesday and fulfill the primary teaching position for the ministry.
- Support students and families in community events and school activities as appropriate and provide encouragement and discipleship to students who've graduated.
- Support parents as the primary disciple makers in the home.

## **Other Responsibilities**

- Abide by Christian Code of Conduct specified in the church Employee Handbook concerning confidentiality, time and attendance, and professional demeanor commensurate with this position.
- Attend, support, and promote church-wide events.
- Partner with ministerial staff in pastoral care (hospital visitation, weddings, funerals, etc.) and support of deacons, committees, subgroups, etc.
- Lead in observance of the ordinances of the church.
- Develop and maintain ministry handbooks for students and missions.
- Keep the Pastor and additional staff informed of emergent situations.
- Perform other duties as assigned by the Senior Pastor and/or Pastor of Discipleship and Missions.