



Join Our Team: College Minister

Position Overview:

The College Minister serves as the primary shepherd and vision leader of VLC's college ministry. Working in close partnership with the Next Gen Minister, Teaching Pastor, and Elders, this person is responsible for building a movement, not just a ministry, among college students in Lubbock and beyond.

This role calls for someone who is deeply rooted in Jesus, passionate about the next generation, and convinced that God's call on a student's life is bigger than any plan they could dream up on their own. The College Minister helps students discover that their campuses are mission fields, their ordinary lives are acts of worship, and that following Jesus is not just the right choice. It's the abundant one.

Through weekly worship gatherings, adult-led community groups, student-led community groups, mission opportunities, and consistent on-campus presence, the College Minister creates an environment where students are reached, grown, and sent.

Key Responsibilities:

The College Minister is primarily responsible for the following:

- **Cast Vision** — Set and communicate a compelling vision for the college ministry aligned with VLC's mission.
- **Lead Exchange** — Oversee the weekly college gathering where students worship, encounter the Word, and build community.
- **Oversee College Hour** — Lead adult-led gatherings built around wisdom, learning, and real-life application of Scripture.
- **Develop Challenge Groups** — Cultivate student-led community groups where leaders are grown and faith is lived out in the everyday.
- **Disciple and Coach Students** — Walk alongside students through a leadership pipeline built for life change.
- **Invest on Campus** — Maintain a consistent weekly presence on campus building genuine relationships.
- **Recruit and Equip Volunteers** — Build and train volunteer teams who minister to students with excellence.
- **Lead and Empower Interns** — Organize, oversee, and invest in College Ministry Interns as emerging ministry leaders.
- **Send Students on Mission** — Develop mission trip opportunities and connect students to B4T and global sending pathways.

Qualifications:

Experience & Education

BA or BS undergraduate degree preferred. A seminary degree is a plus but not required. Prior ministry experience in leading, teaching, and developing others is expected. The depth and context of that experience matters more than the years, and will be evaluated as part of the discernment process.

Core Competencies:

Competency	What it Means	Key Behaviors/Evidence
Spiritual Maturity & Character	Gospel-centered, prayerful, emotionally grounded, & faithful in private life.	Speaks naturally about Jesus; consistent integrity; exhibits humility and emotional balance.
Leadership & Vision	Able to build teams, disciple others, & cast a clear ministry vision.	Describes how they've discipled people; empowers others to lead; communicates vision that inspires participation.
Relational Connection	Magnetic, genuine, and approachable; connects well with people.	Stories of building trust quickly; maintaining healthy relationships; unites diverse groups.
Communicating & Teaching	Engages Scripture faithfully and communicates truth with clarity and relevance.	Can teach beyond surface inspiration; invites discussion and real application.
Collaboration & Feedback Orientation	Welcomes feedback, partners with elders, students, adults, and communicates openly.	Describes positive experiences receiving correction; collaborates without defensiveness.
Cultural Awareness & Initiative	Understands campus and young adult culture, current challenges, and how to bring the gospel into them.	Demonstrates curiosity; researches issues students & adults face; shows adaptability.

How to Apply:

Turn in a resume and a cover letter introducing yourself, or, in lieu of a cover letter, a short, unedited video, by email to stephanie.thames@victorylife.net

ABOUT OUR CHURCH

Denomination

We are a Southern Baptist, Elder-led, and congregationally governed church. We believe this allows for Elders to lead by the persuasion of their service and teaching, so long as it is aimed at caring for the souls of the Church (Hebrews 13:17).

Average Attendance

We average about 600 total each Sunday across two worship services.

Our Story

For more than twenty years, Victory Life Church has been a place where families gather to worship, grow, and serve. Over those years, we've seen lives changed through worship, discipleship, sports outreach, and missions—both locally and around the world.

As Lubbock continues to grow, our worship center is full on Sundays, and our children's building is overflowing with young families. God has blessed us with additional land, and we believe He is inviting us to prepare for the next chapter by expanding our facilities for future ministry and greater outreach.

Mission & Vision

We believe God is calling our church to be a launching ground for worship, discipleship, mission, and transformation. Here is what we see:

- **A Worshipping People:** We see a congregation gathered in worship—hands lifted, voices raised—not in fear, but in joyful defiance of the rulers and powers that stand against our God. We worship the Father through His Son Jesus Christ, who saved us by His grace in the power of the Spirit. “For God has not given us a spirit of fear, but of power, love, and self-control.” 2 Timothy 1:7
- **A Relational Discipleship Community:** We see a community marked by relational discipleship, where biblical fellowship thrives and multiplies—anchored in Scripture, faith, confession, obedience, humility, and love. This is a church where no one walks alone, and everyone is challenged to grow in Christ. “Let the word of Christ dwell in you richly... with thankfulness in your hearts to God.” Colossians 3:16
- **A Kingdom Marketplace:** We see a vibrant marketplace on this property that honors Christ seven days a week—a place where work, worship, and mission intersect. Our chief export is not products, but people: disciples of every vocation sent to all the nations, and especially to Lubbock. “Whatever you do, in word or deed, do everything in the name of the Lord Jesus...” Colossians 3:17
- **A Sending Church:** We see a sending church—where men and women are set apart by God and launched into places near and far where Christ has not yet been preached. We imagine His light shining so brightly here that the next generation is compelled to step into the darkness with

boldness and faith. "Share in suffering for the gospel... who saved us and called us to a holy calling." 2 Timothy 1:8–9

Location

Lubbock, Texas, is the home of Buddy Holly and the Texas Tech Red Raiders. VLC is located in the center of South Lubbock, in one of the city's fastest-growing areas, thanks to good schools and a new Highway currently under construction immediately south of our campus.

OUR CULTURE

Staff Values & Team DNA

We value the grace of Jesus, the power of the Holy Spirit, and the beauty and authority of God's Word. Our staff is hard-working and driven—we move fast, collaborate closely, and pursue excellence because we believe the mission deserves our best.

We also laugh. A lot. Joy and humor are part of our team DNA. Most of us love coffee, our unofficial corporate spiritual gift is sarcasm, and there's usually someone cracking a joke in the hallway. We take the mission seriously, but we don't take *ourselves* too seriously.

We're committed to honesty, courage, and celebration. We have the hard conversations when needed, and we cheer loudly when someone wins.

What It's Like to Serve on Our Team

We work Monday–Thursday, 8:30–5:00, with Thursday night ministry during the school year and a half-day commitment on Sundays.

We function as a "team of teams"—leaning on one another's gifts, collaborating freely, laughing often, owning mistakes, extending forgiveness, and genuinely enjoying ministry together.

Spiritual & Lifestyle Expectations

We expect every staff member to live as a testimony of Jesus in our community—to know their neighbors, invite friends to worship, build relationships with unbelievers, and live out the gospel with joy and integrity.

We also want our staff to enjoy life and family. We offer generous time off and 10 paid holidays because rest is holy, laughter is medicine, and joy is part of following Jesus.

Rejoice always!