

CARMEL BAPTIST CHURCH

Position Description

Student Pastor

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| Ministry Area: | Generations Ministry | |
| Reports To: | Generations Pastor | |
| Supervises: | Student Ministry Associate(s) Student Ministry Assistant Student Ministry Intern(s) | FMLA: Exempt |

SUMMARY OF THE BASIC FUNCTION

The Student Pastor is responsible for the development and implementation of Carmel Baptist Church's strategies and programs that facilitate spiritual growth in student families under Carmel's mission of Making Disciples of those Nearest, Neighbors, and the Nations. This involves the oversight, administration, leadership, and implementation of all programs and ministries to middle and high school students (grades 7-12). The Student Ministry should align with the other generational ministries of the church, and balance worship, ministry, evangelism, fellowship, and discipleship. It is understood that the broad scope of the ministry impacts the family by linking church and home.

GENERAL QUALIFICATIONS

Knowledge: A bachelor's degree is required. A minimum of a Master's degree in education from a Southern Baptist or like-minded Seminary is desired. Must have a working knowledge of Christian education and student discipleship strategies. Must understand how students learn and grow spiritually. Should be exposed to the current trends and developments in student ministry and have an intimate knowledge of the Scripture and its application.

Experience: A minimum of five years of student pastor experience in the area of Student Ministry is desirable. Must have experience in leading a staff team. Must have a proven track record in developing and maintaining ministry programs with excellence.

Skills:

- Develops relationships easily
- Shepherd
- Leads leaders
- Team player
- Builds consensus
- Able to cast vision
- Understands budget processes
- Good communicator
- Creative
- Can bring balance to worship, ministry, fellowship, evangelism, and discipleship

Physical Demands/Work Environment: Vision, hearing, and speech are essential to effectively preach and teach. Must be able to sit at a desk at least 50% of the time. Must be able to lift 25 pounds. Must be able to ambulate from one end of the campus to the other, including up and down stairs leading to the worship platform and into the baptistry.

Mental Requirements: Attention to detail and mental concentration are necessary for performing tasks, meeting deadlines and tolerating frequent disruptions. Relies on extensive experience and judgment to plan and accomplish goals. The ability to deal with stressful situations is necessary.

SCOPE OF AUTHORITY

Is responsible for overall Student Ministry (grades 7-12). Supervises and coordinates ministry with other student ministry staff. Establish educational direction, curriculum choices, and space needs for the Student Ministry in coordination with the Generations Pastor.

ESSENTIAL FUNCTIONS

Student Discipleship Communities (25%)

- Provides for the organization, operation, and oversight of student discipleship communities
- Recruits new leaders and provide leadership training
- Works with the Generations Pastor to develop short and long term DC plans and curriculum in support of church mission
- Works with the Missional Outreach Pastor to facilitate missional activity in student DC's.
- Works with the Assimilation Ministry to effectively implement a follow-up plan to track guests and newcomers

Ongoing Programming (20%)

- Evaluates ongoing programming for effectiveness and balance
- Provides for the organization, operation, and oversight of Wednesday/Sunday programming (currently FUEL)
- Recruits new leaders and provide leadership training
- Develops a strategy that complements and balances Sunday morning.

Leadership (30%)

- Partners with the Generations Pastor to lead the charge to equip parents to be the primary faith trainers of their children through the Nearest strategy of Milestones
- Develops students to lead within the ministry
- Develops adults to lead within the ministry
- Manages, trains, supervises, and evaluates any paid Student Ministry staff members.
- Plans and implements a budget for the Student Ministry. Works annually with the Generations Pastor and Finance Committee to establish an acceptable budget.
- Develops and oversees discipleship strategies to middle and high school students and parents/families. Works with the Generations Pastor to develop a curriculum and schedule for various ministries. Oversees appropriate support groups/small groups for students and parents.
- Provides ongoing training opportunities for volunteers and parents
- Develops a detailed follow-up plan to track guests and newcomers
- Attends appropriate staff meetings. Meets regularly with the Generations ministry staff for planning, coordination, goals setting, etc. under the direction of the Generations Pastor.

Fellowships/Events (10%)

- Establishes and coordinates various missions' ministries involving the students. Works with ministry team leaders to provide training and other resources necessary for the operation of these ministries.
- Plans and implements various retreats, camps, outings and activities for students to promote fellowship, discipleship and/or evangelism.

Teaching, Preparation, Prayer (15%)

- Prepares for leadership training classes and other teaching opportunities
- Prays for and makes pastoral contacts with church, members, ministry leaders, etc.
- Participates in pastoral care visits to shut-ins or hospitalized.
- Assists the Senior Pastor with pastoral responsibilities including preaching, hospital visitation, weddings, funerals, counseling, and guest contacts as needed.
- Performs other duties as assigned.