



## Christ Community Church Job Description

**Job Title:** Student Ministry Pastor

**FLSA Status:** Full-Time, Exempt

**Work Days/Hours:** Minimum 40 hours per week

**Weekend Responsibilities:** Pastoral Staff's normal work week is Sunday through Saturday with a day off during the week. However, this position is expected to attend all church-wide activities and be available to the congregation as needed. Will serve in an on-call capacity as scheduled by the Executive Pastor.

**Reports To:** Executive Pastor

**MINISTRY PURPOSE:** This position is responsible for casting vision, leading, and directing the Student Ministry (SM) in making disciples, empowering leaders, and partnering with parents in discipling their children/students to love God more and love others better. Dutifully charged in keeping with Christ Community Church's mission of "Growing a Community Passionate for God and His Purposes."

### MINISTRY QUALIFICATIONS:

#### Character:

- Spiritually vibrant and mature follower of Jesus Christ who demonstrates a personal spiritual discipline and lives a life consistent with the teaching of Jesus Christ.
- Consistently meets and strives to maintain the leadership character qualifications as outlined in 1 Timothy 3 "...above reproach, sober minded, self-controlled, respectable, hospitable, able to teach...filled with gentleness."
- Understand and embrace CCC's Mission, Vision, and Purposes for ministry in accordance with the Evangelical Free Church of America (EFCA) Statement of Faith.
- Inspirational leader of leaders with an engaging personality that attracts and builds connections with students, parents, and volunteers.
- Advance CCC's culture of grace seeking unity in the essentials, charity in the nonessentials, and exalting Christ in all things.
- Self-aware and servant-minded individual who thoroughly understands and accepts

their personality strengths and weaknesses while also being mindful of how other people perceive and respond to them.

- Life-long learner who aspires to continue to grow personally, professionally, and spiritually with a willingness to pursue licensure with the EFCA.

### **Competency – Skills:**

- Demonstrate a clear desire and obvious passion for Pastoral Ministry and Counseling specifically to students and their families.
- Exceptional degree of discernment, judgement, critical thinking, and problem solving as well as the ability to maintain the highest degree of confidentiality.
- Proven and effective experience in recruiting, empowering, administering, and leading ministry teams.
- Take initiative in tasks and building relationships in order to develop and deploy ministry leaders into ministry opportunities.
- Navigate professionally and compassionately between the goals of SM and the concerns of staff, volunteers, and individual parents.
- Relational multiplier who advances the attractational and missional purposes of Student Ministry within the context of building relationships.
- Gifted Bible teacher with a thorough, working knowledge of the Bible and a developed ability to clearly communicate the Word of God with creativity and accuracy to students and adults.
- Proficient leader who demonstrates key skills (i.e.: administration, budgeting, communication, time management, etc.) and critical discernment (i.e.: problem solving, judgment, conflict resolution, and confidentiality, etc.).

### **Chemistry – Relational Abilities:**

- Appreciate the God-given personalities and spiritual giftedness of others exercising both a spirit of discernment and deference.
- Possess an engaging, energetic, and enthusiastic personality that attracts and builds connections with children, students, parents, volunteers, and co-laborers.
- Understand the unique discipleship and logistical needs of a growing church community.

- Demonstrate an adventurous spirit that is more afraid of missing opportunities than making mistakes while pursuing excellence as worthy of the Lord.
- Resolve relational and professional conflicts biblically while seeking unity in the essentials, charity in the non-essentials, and exalting Christ in all things.
- Confidence in making difficult decisions while realizing that people are more important than programs.
- Willingness to take calculated and faithful risks for Kingdom advancement, learn from experience, and apply this information into action.
- Technologically proficient and highly skilled communicator with exceptional written, verbal, and interpersonal skills.

**Job Responsibilities:**

1. Servant Leader who passionately promotes and sustains a growing community of children, students, and leaders:
  - a. Consistently imprints and maintains the 5 CCC purposes (Transformational Worship, Intentional Discipleship, Compassionate Outreach, Authentic Community & Empowered Leadership) within SM.
  - b. Encourage and ensure teachers and small group leaders are presenting lessons that are in keeping with and are advancing the CCC mission statement, values, vision, and Statement of Faith.
  - c. Regularly review and evaluate curriculum and lessons to ensure the material presented is in keeping with the CCC mission statement, values, vision, and Statement of Faith.
  - d. Seek to strategically integrate SM into the church's overall mission and vision.
  - e. Intentionally pursue children and students in their environments, schools, and activities.
  - f. Create experiences that advance the Great Commission in ways that capture the children's and student's God given desire for adventure.
  - g. Participate in the planning, programming, and implementation of church-wide initiatives.
  
2. Advances a Culture of Service and Relationships within SM and growing Volunteers and Volunteer Teams:
  - a. Celebrate and advocate for SM throughout all CCC venues to include participating in Community Moments/Announcements.
  - b. Recruit, train, and empower volunteers as a leader of leaders while building a spirit of community within teams.
  - c. Ensure volunteers are resourced and scheduled for small groups and regularly

- participate, teach, and lead in student services/events.
  - d. Encourage and challenge volunteers to engage children, students, and parents outside of regular SM meeting times.
  - e. Follow-up with new children, students, and families through the building of children/student led Welcoming Teams.
3. Champions Discipleship Initiatives and Dependence on Prayer within SM:
- a. Ensure that the Word of God is presented accurately, creatively, and clearly.
  - b. Champion and support parents in their God given responsibility to disciple their own children.
  - c. Welcome, encourage, and maintain nurturing relationships and communications between parents, staff, and volunteers.
  - d. Host bi-annual parent meetings to resource parents and ensure open lines of communication.
  - e. Troubleshoot problems for leaders and parents maintaining a shepherd's heart.
  - f. Create and celebrate grade-based leadership and discipleship adventure goals for students.
  - g. Plan and facilitate summer student mission adventures.
  - h. Ensure that worship is scripturally saturated, Christ-centered, and engaging for students.
  - i. Place an emphasis on growing deeper into a relationship with God through prayer.
  - j. Model to students how to cultivate an intimate relationship with God through prayer.
  - k. Encourage and model intercessory prayer for the needs of others.
4. Ensure excellent, creative, and attractational venues, spaces, events and experiences:
- a. Create an atmosphere in SM where spaces are fun, inviting, clean, safe, resourced, and thematically decorated.
  - b. Incorporate games, icebreakers, food, and fun into events and experiences.
  - c. Coordinate with the Facilities Manager for the integrity and repair of furniture, equipment, and fixtures.
  - d. Empower SM leaders to design and execute high energy, impactful experiences for fellow students.
5. Direct SM Administration:
- a. Establish an annual budget with visionary expectations and financial responsibility.
  - b. Perform due diligence to ensure cost efficient purchasing of curriculum, equipment, and adventure experiences.
  - c. Monitor budget expenditures to ensure fiscal integrity and validate the need for over-runs, if necessary.
  - d. Manage the overall accuracy and effectiveness of the data base, rosters, and communications in SM.

- e. Supervise, lead, equip, empower, encourage, and mentor the Student Ministry Coordinator.
6. Perform other related duties as assigned by the Executive Pastor to include but not limited to: assisting, advising, and counseling individuals and groups for weddings, funerals, and other ministries.

**Minimum Qualifications:**

**Education:** Bachelor's Degree in related discipline from an accredited institution of higher education. Master's Degree in Biblical Studies, Student Ministry, or Pastoral Counseling is preferred. Licensed by the EFCA or willingness to obtain EFCA licensure within a specified and agreed upon timeframe.

**Experience:** Three years of related experience serving in a leadership capacity. Extensive ministry-related experience engaging students, recruiting, equipping, empowering, and managing effective ministry volunteers and teams. Student Ministry experience is strongly preferred. Dynamic and proven leader with a solid work ethic, a passion for teaching children and youth about Christ, and the commitment to walk alongside families as they disciple their children. Creative ability to develop and implement intentional SM programming, discipleship initiatives, adventurous activities, and special events.

**Skills:** Life-long learner who continues to seek innovative ways to reach children and students by strategically discipling them. Familiarity with youth ministry and culture, current SM practices and trends, issues of importance to children and teens, and the ability to bridge gaps. Excellent public speaking, communication, and technology skills. Ability to maintain the highest degree of judgment, discernment, and confidentiality at all times.

**Physical Requirements:** Periods of time spent sitting, standing, walking, kneeling, bending and stooping. Mobility to move from one office area to another within the Church campus and to off-Campus locations. Moderate lifting up to 30 lbs. and moderate carrying up to 30 lbs. Ability to reach above shoulders, to extend arms, and reach. Ability to climb a ladder. Manual dexterity sufficient to type, operate general office equipment and to file. Specific visual acuities include close vision, distance vision, color vision, depth perception and the ability to adjust focus.

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