

Hope Community Church Role Description

We are a family that loves God, follows Jesus & shares hope.

Job Title: Student Ministry Pastor

Direct Supervisor: Campus Pastor

Central Ministry Area: Family Ministry

Direct Reports:

Role Summary: The Student Ministry Pastor is a passionate leader dedicated to transforming students' lives. This role creates vibrant spaces where young people experience Jesus' love, deepen their faith, and build lasting relationships. You'll empower parents as spiritual leaders, equipping them to grow in Christ and equip small group leaders to nurture a community where faith and family thrive.

Foundational Responsibilities:

- Connect people to the family of God, helping them find belonging and purpose.
- Equip and empower others to grow spiritually and develop a life of ministry.
- Shepherd others by ensuring they are cared for, supported, and encouraged.

Role Specific Duties:

- **Connect:**
 - Live out your faith authentically and create spaces where spiritual growth thrives.
 - Engage with the community personally, fostering connections and building relationships.
 - Seek to meet one new family each week and create space for personal follow-up.
 - Organize events and activities to welcome new students and build community.
- **Equip:**
 - Lead and equip small group leaders to disciple students weekly.
 - Helping students take their next step toward following Jesus, beginning a relationship, celebrating baptism, and initiating spiritual practices personally.
 - Help volunteers and students identify and develop their spiritual gifts through assessments and practical opportunities.
 - Partner with leaders to mentor through groups and support students in their spiritual journey.
 - Facilitate parent engagement through initiatives. Examples include book clubs, small groups, and parent-equipping experiences.
- **Shepherd:**
 - Build a culture of encouragement and discipleship within the team to ensure every member and family feels known, cared for, and supported.
 - Model leadership that ensures all students and leaders are known, cared for, and supported.
 - Regularly meet 1:1 with small group leaders and facilitate huddles and training sessions.
 - Maintain a system of care for leaders, including words of affirmation, gifts, and acts of service.
 - Monitor small groups' spiritual and relational health through consistent communication, evaluation, and development planning with leaders.
 - Develop relationships with students and leaders, celebrating milestones and encouraging sabbath, prayer, and spiritual growth among team members and families by modeling it yourself.

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Collaborative Responsibilities:

- Work closely with campus staff and team members to build relationships with families and support their spiritual growth.
- Meet regularly with ministry counterparts in other campuses and the larger family ministry team for development, process improvement, and team building.
- Share ownership for new family orientation, team onboarding, and training processes.
- Partners with teachers, coaches, student pastors outside of Hope, and community leaders to help families thrive

Core Competencies

- Relational and genuine interactions with students, parents, and team members.
- Strong organizational and administrative skills.
- Talent for connecting gifts with opportunities and appreciating team members.
- Competence in creating and documenting processes for smooth ministry operations.
- Ability to model and teach spiritual disciplines.
- Working proficiency in Microsoft Office 365 suite (Teams, Outlook, Word, Excel, etc.), Canva, ProPresenter, and church management systems

Qualifications and Requirements

- A strong personal faith and dedication to the church's identity, beliefs, and values.
- Affirm and support the statement of faith of Hope Community Church
- Experience in student ministry or a related field.
- Proven leadership and team-building skills.
- Ability to connect with students and build meaningful relationships.
- Excellent communication skills, both written and verbal.
- Ability to collaborate with a team and engage with parents and the broader church community.
- A four-year degree or equivalent work experience is preferred.

Expectations:

- Regular attendance, engagement, and support of the weekend gathering.
- Commitment to growing spiritually and intentional effort to disciple others.
- Model missional living and actively engage others to build missional community.

Work Environment:

- Flexible schedule, including evenings and weekends between 40-45 hours weekly (FT)
- Active participation in All-Staff, campus, and ministry team meetings
- Regular interaction with team members, families, and church staff.
- Abide by and support HR policies and abide by all budget allocations.
- Able to lift 30 pounds.
- Other duties as assigned

Employee Signature

Date

Supervisor Signature

Date