

Associate Pastor – High School

Full Time / Exempt

Purpose of Position:

The Pastor of High School seeks to lead the church to develop and implement a strategy to make disciples of high school students (grades 9-12) in the church and community. To fulfill this objective, the minister must develop a student ministry community of leaders and parents working together to disciple students and the adults who serve them in collaboration with the Family Ministry Team.

Assigned Person: _____

Effective date: 01/01/2024

Reports to: Pastor of Families

Relates Closely with:

Pastor of Families, Family Ministries (Preschool, Children, Middle School, and College).

Responsible for:

- **Developing Leaders:** Building and equipping a leadership team that will relationally invest in the lives of students to support and fulfill the purpose of making disciples of high schoolers.
- **Stewardship:** Exercise stewardship of the financial, physical, and personal resources entrusted to this ministry.
- **Expand Ministry:** Expand the structure and scope of the ministry as necessary.

Specific Responsibilities:

Pastoral Ministry

- Serve the Church at-large as a member of the pastoral team, exercising the gifts and calling of pastoral ministry accordingly.
- Build relationships with and provide pastoral care for high school students and families and be available for counseling as needed in cooperation with the COVE Ministry.
- Coordinate with the Pastor of Families in ministry planning and goal setting to advance the church's commitment to the **Family of God**.
- Serve as the Pastor of High School by demonstrating the faithful sharing of the gospel on an ongoing basis, individually and cooperatively.
- Participate in appropriate weekly staff meetings, seminars, retreats, and other ministry related activities as necessary.

Ministry Leadership

- Lead a comprehensive High School Ministry that is characterized by evangelism and discipleship.
- Help students identify their spiritual gifts, talents, and abilities and create opportunities for students to use them in ministry, missions, and service.
- Coordinate the training and mentoring of high school students who sense a call to ministry vocation.
- Support high school students outside of church programs and events, being present on school campuses and in the community.
- Develop relationships with parents and serve as a resource for those seeking to strengthen relationships and disciple their families at home.

- Select, enlist, train, and evaluate High School Ministry programs and volunteers.
- Advise in the selection and use of materials, equipment, supplies, and space for activities, coordinating resources between other ministries and programs.
- Participate in the development of program needs within the church and community.
- Coordinate a process of outreach and ministry.
- Coordinate and implement annual budget proposals, and administer those budgets as approved by the Stewardship Committee.

Additional Requirements:

- An affirmation of the Baptist Faith and Message 2000.
- A commitment and obedience to biblical Christian principles and teachings both professionally and personally.
- A bachelor's degree with a Master level seminary degree preferred.
- Three to five years of ministry experience desired.
- A passion for discipleship, outreach, and missions.
- Ability to effectively model, speak, and teach/preach God's Word.
- Ability to listen effectively and to communicate clearly, both orally and in written forms.
- Quality leadership skills.
- Exceptional administrative skills.
- Basic ability to use computer software, such as Word, Excel, Access, Outlook, and PowerPoint.
- Requires passing appropriate background, education, and credit checks.

Revision date: December 2023