

## **Student Ministries Pastor (Middle School & High School)**

**Ministry Area:** Student Ministries

**Reports to:** Senior Associate Pastor

**Position Type:** Full-Time (40 hours/week)

**Salary Range:** To be determined based on experience and scope

**Benefits:** Eligible per church policy

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### **Vision Alignment**

The Student Ministries Pastor exists to equip, encourage, and inspire middle school and high school students to become passionate followers of Jesus Christ—growing in worship, rooted in God’s Word, and actively living out their faith. This role emphasizes relational discipleship, team-based ministry, and strong partnership with families, recognizing that spiritual formation is best nurtured in community and reinforced in the home.

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### **Role Summary**

The Student Ministries Pastor provides spiritual leadership and strategic oversight for grades 6–12 by developing a unified yet developmentally appropriate student ministry. This role focuses on building and sustaining healthy teams, multiplying pastoral care through trained leaders, clear and consistent communication, and intentional discipleship pathways that guide students through critical developmental and spiritual transitions.

At a larger church context, this role functions primarily as a team developer and guide, equipping volunteers and student leaders to care for more students effectively while maintaining a clear ministry vision and structure.

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### **Core Responsibilities**

#### **Team Development & Volunteer Leadership**

Recruit, train, equip, and sustain a strong team of adult volunteers and student leaders. Provide clear expectations, ongoing coaching, encouragement, and spiritual support for leaders. Develop leadership pipelines that identify, train, and empower volunteers to share ownership of ministry and pastoral care.

#### **Pastoral Care & Relational Discipleship**

Provide pastoral care, mentoring, and spiritual support to students and families. Ensure students are known, cared for, and followed up with—especially guests, absent students, and those facing challenges. Equip and train leaders to participate in relational care so that pastoral responsibility is shared across the ministry. Build relationships with students and families beyond weekly programs including presence at weekend services and church wide events.

#### **Teaching & Discipleship Strategy**

Teach Scripture in a way that is biblically faithful, developmentally appropriate, and spiritually formative. Design and oversee a thoughtful scope and sequence of teaching for middle school and high school that reflects adolescent development and spiritual maturity. Develop as an effective communicator while coaching and equipping other leaders to teach and facilitate. Lead students toward professions of faith, baptism, and ongoing discipleship.

## **Developmental Transitions & Discipleship Pathways**

Strategically guide students and families through key transition points (i.e. preteen to middle school, middle school to high school, and high school to young adults) and collaborate with kids and young adult ministries to ensure continuity of care and discipleship.

## **Family Partnership & Communication**

Partner with parents as the primary spiritual influencers in their students' lives. Equip families with encouragement and resources to disciple their students. Maintain clear, consistent, and proactive communication with students and families through appropriate channels in a timely and accurate way that builds trust.

## **Programming, Events & Administration**

Plan and oversee weekly gatherings and small groups. Intentionally design and plan events, retreats, camps, and mission experiences to reach new students and to challenge students toward deeper spiritual growth. Develop and manage the student ministries budget and maintain accurate systems and records. Collaborate with church staff to align student ministry with the broader mission and vision of Spring Hills.

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## **Qualifications**

Bachelor's degree required (ministry-related field preferred). Experience working with middle and high school students. Demonstrated ability to recruit, train, and lead volunteer teams. Strong teaching, communication, organizational, and relational skills.

## **Spiritual & Personal Qualifications**

A growing, Christ-centered faith marked by humility, integrity, and spiritual maturity.  
A clear calling to student ministry and a heart for guiding and caring for adolescents and families.  
Ability to work collaboratively, adapt to change, and lead with wisdom and grace.

## **Spiritual Gifts Helpful for This Role:**

Shepherding, Teaching, Leadership, Administration, Mercy

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## **Application Process**

Interested candidates are invited to submit a resume and brief statement of ministry philosophy outlining their approach to student discipleship, team development, and family partnership. *Spring Hills Church is committed to providing a Christ-centered, supportive environment for staff and volunteers. Temporary modifications to provide reasonable accommodations do not waive any essential functions of the job requirements.*