

## Associate Pastor of Student Ministries

Highland Hills Baptist Church is seeking an Associate Pastor of Student Ministries (7<sup>th</sup>-12<sup>th</sup> grade & College-Aged Students). It is our prayerful desire that he be spiritually mature and committed to reaching people with the gospel of Jesus Christ.

We are seeking a man who can meet the following qualifications:

- A man of God with a strong evangelical faith and personal commitment to Jesus Christ as Savior and Lord. Additionally, we're seeking a candidate who is passionate about reaching and investing in young people
- Is above reproach and meets the character qualifications of I Timothy 3 and Titus 1
- Has a philosophy of ministry that is grounded in servanthood and emphasizes outreach, evangelism, spiritual growth, discipleship, and leadership training
- Proven skills in the areas of teaching, counseling, and communication
- Preferably have a bachelor's degree from a college of like-minded faith
- Has the intention of making a 5 year commitment to Highland Hills Baptist Church
- In agreement with the doctrinal statement contained in the church constitution
- Able to pass a thorough nationwide background check
- If married, has a wife who is supportive of the ministry and is willing to function in the areas of her giftedness
- Readily available to relocate within a reasonable period of time

The following qualifications are not essential but if a candidate meets the above requirements and possesses these traits as well, he would rise in consideration:

- Skills in administration, organization and planning
- Missions experience, both stateside and foreign
- Musical ability – an instrument is a big plus
- Sense of humor
- Graduate degree from a seminary of like-minded faith

### Principle Function

This staff position will plan, administer, supervise and regularly evaluate comprehensive and active 7<sup>th</sup>-12<sup>th</sup> grade and College-Aged ministries. This position reports to the Senior Pastor and is responsible to the Church Board for the performance of ministry tasks, and the Senior Pastor and Elders for spiritual and professional development.

## Specific Responsibilities

- Have oversight of all ministries that serve 7<sup>th</sup>-12<sup>th</sup> grade and College-Aged ministries. This will include recruiting, training, and facilitating leaders for these ministries.
- Have as a priority, direct/personal involvement with 7<sup>th</sup>-12<sup>th</sup> grade students. The majority 75% of his relational and teaching ministry will be focused on this group.
- Provide Bible study for 7<sup>th</sup>-12<sup>th</sup> grade students during the Sunday school hour. Work with College-Aged ministry teachers and leaders to assure high quality and doctrinally sound curriculum for their meetings and classes.
- Provide Wednesday night programming for 7<sup>th</sup>-12<sup>th</sup> grade students. This should involve spiritual growth activities such as singing, sharing, creative games and service opportunities. A solid, Biblical message from the Associate Pastor should be included.
- In addition to Sunday morning and midweek services, provide for small group and/or one-on-one intensive discipling of students toward spiritual maturity.
- Plan and provide activities and outings for students, helping them to develop physically, mentally, socially and spiritually. (Lk. 2:52) This will involve our summer camp ministry, annual retreats, and miscellaneous events.
- Intentionally develop strategies and pursue opportunities for youth evangelism.
- Visit students when they are in the hospital or at other critical/important occasions. Faithfully reach out to new students through home calls and campus contacts.
- Work closely with parents of youth, assisting them in their God-assigned roles toward the spiritual development of their children. Be available to counsel church and nonchurch parents as needs arise. Counseling students should be expected in pursuit of an overall discipleship program.
- Coordinate and support a strong worship component in all areas of ministry oversight.
- Plan, administrate, and lead youth Summer ministry/missions projects, varying the type of ministry and location.
- Work with student ministries leaders and teachers to address philosophical, procedural and scheduling questions. Ensure all programming and events are both coordinated and compatible with the other ministries of the church. Advise in the use of program materials, equipment, supplies and space as these touch on church-wide programs and ministries.
- In consultation with Student Ministries teams, prepare an annual budget for recommendation to the Church Board.
- Cooperate with the Senior Pastor and Church Board in promoting the overall goals and ministry of Highland Hills Baptist Church.
- Perform miscellaneous tasks as directed by the Senior Pastor.
- The Associate Pastor shall be an ex-officio member of the Church Board and Christian Education Committee. Additionally, he shall serve on ad hoc committees as necessary.