



Job Description – Pastor of Student Ministries

Reports to Executive Pastor

Staff Expectations

- Maintain a growing personal relationship with Christ, actively modeling spiritual maturity.
- Pursue life balance through healthy rhythms of work, rest, and family.
- Be fully committed to NPFCC's mission and vision.
- Engage in personal evangelism and work to expand church membership.
- Be involved in a small group at NPFCC.
- Be involved in teaching Bible or training classes at NPFCC.
- Serve as a collaborative team player within the NPFCC staff and leadership.
- Commit to ongoing professional and spiritual development.
- Demonstrate a teachable and humble spirit—willing to give and receive feedback.
- Abide by NPFCC's personnel policies and assigned responsibilities.
- Commit to adhering to the policies and procedures of NPFCC personnel handbook

Primary Responsibilities

1. Spiritual Development and Discipleship

Lead students toward lifelong faith in Christ through intentional teaching, discipleship, and mentorship.

- Teach biblical principles weekly through large group or small group environments.
- Develop age-appropriate discipleship pathways for middle school, high school, and young adults.
- Equip students to study and apply Scripture and practice personal spiritual disciplines.
- Recruit, train, and support small group leaders.

Measurable Goals:

- Launch or maintain discipleship groups by grade and gender with at least 50% of active students participating.
- Recruit and train at least ____ active adult leaders annually.
- Train and support leaders with a goal of asking them to lead discipleship groups.

2. Outreach and Evangelism

Reach unchurched and unreached students within the community and local schools.

- Develop and implement an outreach strategy for campus and community engagement.
- Equip students to share their faith confidently and relationally.
- Coordinate outreach events and mission opportunities (locally and globally).

Measurable Goals:

- Work with local organizations to maintain a presence at school campuses (FCA or other)
- Facilitate one local mission and one global mission opportunity per year.
- Ensure ____% of students participate in outreach or mission activities annually.

3. Parent and Family Partnership

Support and equip parents to be primary spiritual leaders in their homes.

- Communicate consistently with parents about ministry updates, events, and spiritual growth opportunities.
- Provide resources and training that help parents disciple their students.
- Develop annual events that strengthen family connection and engagement.

Measurable Goals:

- Send weekly communication updates (newsletter, email, or digital post) to parents.
- Host two parent-focused events annually (typically Parent Night and Parent Meeting)
- Conduct biannual surveys for parent feedback and engagement tracking.

4. Volunteer Development

Recruit, equip, and shepherd volunteer leaders who serve in student ministry.

- Oversee volunteer onboarding in alignment with NPFCC safety policies.
- Provide leadership development and relational care to volunteers.
- Encourage a culture of teamwork and community among ministry leaders.

Measurable Goals:

- Maintain a leader-to-student ratio of at least 1:6.
- Hold monthly leader meeting/communication and one annual retreat/training.
- Achieve 75% volunteer retention year-over-year.

5. Integration and Communication

Ensure Student Ministries aligns with the broader church mission and communicates effectively across platforms.

- Coordinate ministry programming with the church calendar and vision.
- Collaborate with the communications team to keep website, social media, and publications current.
- Promote visibility of student ministry within church-wide life and events.

Measurable Goals:

- Update *external* communication channels weekly.
 - Website
 - Instagram (scheduled)
 - Parent Update Email
- Maintain appropriate *internal* communication channels
 - Attend weekly staff meeting
 - Participate in monthly meetings with the Executive Pastor to ensure alignment.
 - Monthly Ministry Triangle meeting/communication
- Engage students in at least two church-wide service opportunities annually.

6. Young Adult Ministry Oversight

Provide support in the form of spiritual oversight, mentorship, and alignment for the young adult ministry, ensuring it remains consistent with NPFCC's vision and values. Collaborate with the part-time Young Adult Ministry Leader to foster discipleship, leadership development, and connection between young adults and the broader church body.

- Offer pastoral support and guidance to the part-time Young Adult Ministry Leader.
- Ensure ministry alignment with NPFCC's mission, values, and teaching philosophy.
- Create bridges between student ministry graduates and young adult ministry, helping ensure continuity of spiritual growth and community connection.

Measurable Goals:

- Serve as "staff" side of Young Adult ministry triangle.
- Establish a transition plan for graduating high school seniors to connect with young adult ministry by the end of each school year.