

## **Associate Pastor of Student & Family Ministry Job Description**

**Position Title:** Associate Pastor of Student & Family Ministry

**Reports To:** Senior Pastor & Personnel Committee

**Date Prepared/Revised:** June 17th, 2026

### **Purpose of the Position**

The Associate Pastor of Student & Family Ministry is responsible for leading a comprehensive ministry that helps students (grades 6–12) become fully devoted followers of Jesus Christ. This pastor will provide spiritual leadership, discipleship, teaching, outreach, volunteer development, and family support while assisting the Senior Pastor in the overall ministry and mission of the church.

### **PRIMARY RESPONSIBILITIES**

#### **Student Ministry Leadership**

- Develop and implement a biblically grounded vision for student ministry that aligns with the church's mission and values.
- Lead student worship gatherings, Bible studies, discipleship groups, and special events.
- Create an environment where students can encounter Christ, grow in their faith, and develop a biblical worldview.
- Build meaningful relationships with students and their families.
- Maintain regular communication with parents regarding ministry activities and discipleship opportunities.
- Oversee student ministry curriculum and teaching plans.

#### **Discipleship and Pastoral Care**

- Disciple students through personal mentoring, counseling, and spiritual guidance.
- Create an environment for discipleship in the church.
- Equip students to share their faith and serve within the church and community.
- Provide pastoral care to students and families during times of crisis, illness, or significant life events.
- Encourage student participation in worship, missions, and church-wide ministries.

#### **Volunteer Development**

- Recruit, train, equip, and shepherd adult volunteers and student leaders.
- Conduct regular leadership meetings and training opportunities.
- Ensure all volunteers comply with church safety policies and background check requirements.
- Foster a healthy team culture among ministry leaders.

#### **Outreach and Missions**

- Develop evangelistic strategies to reach students in local schools and the community.
- Plan and lead mission trips, camps, retreats, conferences, and outreach events.
- Encourage students to engage in local and global missions.

## **Administrative Responsibilities**

- Manage the student ministry budget responsibly.
- Plan and coordinate ministry calendars and events.
- Help maintain attendance records and follow-up systems.
- Ensure all ministry activities comply with church policies and procedures.
- Communicate regularly through church communication platforms and social media.

## **Associate Pastor Responsibilities**

- Support the Senior Pastor and church leadership in fulfilling the church's overall vision.
- Participate in staff meetings, leadership meetings, and church-wide planning.
- Assist in worship services, ordinances, pastoral care, and other ministry needs as assigned.
- Preach and teach in corporate worship settings when requested and available.
- Serve as a member of the pastoral staff team and contribute to the overall health of the church.

## **QUALIFICATIONS**

### **Spiritual Qualifications**

- Demonstrates a growing and vibrant relationship with Jesus Christ.
- Meets the biblical qualifications for a pastor as outlined in 1 Timothy 3:1–7 and Titus 1:5–9.
- Affirms and supports the church's statement of faith and ministry philosophy.
- Exhibits spiritual maturity, integrity, humility, and a servant's heart.

### **Ministry Qualifications**

- A clear calling to student ministry and pastoral leadership.
- Experience leading and discipling students in a church setting.
- Strong communication and teaching skills.
- Ability to recruit, equip, and lead volunteer teams.
- Demonstrates relational and organizational effectiveness.

### **Experience**

- Ordained and Licensed Pastor by a Southern Baptist Church
- Previous student ministry experience.

### **Key Expectations**

The Associate Pastor of Student Ministry will:

- Love God deeply and model Christlike character.
- Build authentic relationships with students and families.
- Prioritize discipleship over entertainment.
- Work collaboratively with church staff and volunteers.
- Support the overall mission and vision of the church.
- Maintain a faithful, teachable, and servant-hearted attitude.

### **Evaluation Criteria**

Performance will be evaluated based on:

- Faithfulness to biblical ministry.
- Spiritual growth and discipleship effectiveness among students.
- Volunteer recruitment and development.
- Outreach and evangelistic impact.
- Teamwork and staff relationships.
- Organizational stewardship and ministry leadership.