

Student Minister/Pastor Job Description

Position Title: Full-Time, Student Minister/Pastor
Reports To: Senior Pastor & Personnel Committee
Date Prepared/Revised: September 15th, 2026

PURPOSE

The Student Minister/Pastor will provide spiritual leadership for students in grades 6–12 and their families. The goal of the ministry is to help students know Christ, grow in their faith, develop a biblical worldview, serve the church, and live on mission.

Student ministry will be the primary responsibility of this position.

PRIMARY RESPONSIBILITIES

Student Ministry

- Lead weekly student worship, Bible studies, discipleship groups, and ministry activities.
- Develop and implement a biblical vision for student ministry that supports the mission of Oak Grove Baptist Church.
- Teach Scripture clearly and effectively.
- Build meaningful relationships with students and their families.
- Oversee curriculum, teaching plans, camps, mission opportunities, and outreach events.
- Create opportunities for students to serve and participate in the life of the church.

Discipleship & Ministry Care

- Create an environment for discipleship and spiritual growth.
- Mentor and disciple students personally while developing others to do the same.
- Provide appropriate care and spiritual guidance to students and families.
- Equip students to develop habits of Bible study, prayer, worship, service, and evangelism.

Parents & Volunteers

- Partner with parents in the spiritual development of their students.
- Maintain regular communication with parents.
- Recruit, train, equip, and lead adult volunteers.
- Develop a healthy team culture and ensure compliance with church safety policies.

Administration

- Manage the student ministry budget and calendar.
- Maintain appropriate attendance and follow-up systems.
- Communicate through church platforms and social media.
- Ensure ministry activities follow church policies and procedures.

STAFF RESPONSIBILITIES

The Student Minister/Pastor will also serve as part of the staff by:

- Supporting the overall mission of the church.
- Participating in staff meetings and church-wide planning.
- Assisting with worship services, member care, and other reasonable responsibilities as needed.
- Preaching or teaching in corporate worship when requested and available.
- Working collaboratively with church staff, volunteers, and leadership.

REQUIRED QUALIFICATIONS

The Student Minister/Pastor should:

- Demonstrate a growing relationship with Jesus Christ.
- Meet the biblical qualifications for leadership found in 1 Timothy 3:1–7 and Titus 1:5–9.
- Affirm and support the mission and vision of Oak Grove Baptist Church.
- Demonstrate a clear sense of calling to ministry and a desire to disciple students.
- Exhibit spiritual maturity, integrity, humility, teachability, and a servant's heart.
- Communicate and teach biblical truth effectively.
- Build healthy relationships with students, parents, volunteers, and church members.
- Have meaningful experience serving, discipling, or leading students.
- Demonstrate the ability or potential to recruit and lead volunteers.
- Possess basic organizational, communication, and leadership skills.

**Relevant experience may include full-time or part-time ministry, internships, or significant volunteer leadership.

PREFERRED QUALIFICATIONS

The following are preferred but not required:

- Previous student ministry leadership experience.
- Ordination or licensure through a Southern Baptist church.
- Experience leading volunteers, camps, retreats, mission opportunities, and ministry events.
- Experience managing budgets, calendars, and ministry systems.

KEY EXPECTATIONS

The Student Minister/Pastor will:

- Love God and model Christlike character.
- Love students and families well.
- Prioritize discipleship over entertainment.
- Teach and model biblical truth.
- Develop volunteers and student leaders.
- Partner with parents.
- Reach students who are disconnected from Christ and the church.
- Work collaboratively with church leadership and staff.
- Maintain a humble, teachable, and servant-hearted attitude.

EVALUATION

The Student Minister/Pastor will be evaluated based on:

- Faithfulness to biblical ministry.
- Spiritual growth and discipleship among students.
- Volunteer development.
- Healthy relationships with students and parents.
- Outreach and evangelism.
- Teamwork and staff relationships.
- Responsible stewardship and organization.
- Continued personal and ministry growth.