

**Student Pastor, Coats Baptist Church**  
Job Description effective 11/08/2020

**SALARY RANGE:**

- Salary \$47,500; plus \$6953 in benefits; plus \$7500 allocated for pastoral expenses; for total of \$61,953. Individual health insurance calculated separately as part of group rate.

**PRIMARY FUNCTIONS:**

- Provide leadership, oversight, and pastoral care for the student ministry (middle school, high school, and college students, with emphasis on youth) of Coats Baptist Church (CBC).
- Serve as the lead disciple making Pastor and teacher for students.
- Plan, coordinate, and oversee discipleship efforts for the student ministry.
- Minister to the students of Coats Baptist and the surrounding community.

**SUPERVISION RECEIVED:**

- Reports directly to Associate Pastor.

**DIRECTION EXERCISED:**

- No direct supervision exercised.
- Although not direct supervision, must be influential with parents and all associated program volunteers including, but not limited to, the Youth Leadership Team.

**REQUIRED FOR CONSIDERATION:**

- Must be a man called by God in accordance with Biblical guidelines for Pastors given in 1 Timothy 3:1-7, Titus 1:6-9, 1 Peter 5:1-3. Must be specifically called to disciple students.
- Must exemplify a Christian lifestyle and leadership such as described in Ephesians 4.
- Must subscribe to the Coats Baptist Church statements of faith including the Baptist Faith and Message 2000, Chicago Statement on Biblical Inerrancy (1978), Danvers Statement on Biblical Manhood and Womanhood (1988), and Nashville Statement on Biblical Sexuality (2017).
- Master's Degree preferred, Bachelor's Required; preferably in Theology, Biblical Studies, Student Ministry, Christian Education, or related fields.
- At least five (5) years' experience preferred in Christian Ministry, preferably in Student Ministry.
- Skilled in verbal, written, and digital communication to include the gift of teaching.
- Interpersonal skills, relating well to students and adults (talking, listening, writing, etc.) to include understanding their particular needs and challenges.
- Strong administrative skills to include research, record-keeping, etc.
- Passionate, motivated self-starter with the ability to lead oneself and others.

**ESSENTIAL FUNCTIONS OF STUDENT MINISTRY:**

*Leadership:*

1. Coordinate ministry opportunities for students and, as appropriate, their parents.
2. Build relationships with students to evangelize and make disciples. This will likely include involvement in events and activities outside normal business hours.
3. Work with the pastors, staff, and other ministry teams to coordinate long-term discipleship efforts.
4. In conjunction with the Pastoral and Student Leadership Teams, provide training and equipping opportunities for parents, families, and teachers (Bible study leaders, SS, VBS, etc.) to ensure theologically and methodologically sound instruction.
5. Foster relationships with parents/guardians and assist them in being the primary disciple makers of their students.

*Oversight:*

6. Ensure safety and security of all students at all Church related functions. This includes ensuring proper background checks on all volunteers (teachers, chaperones, bus drivers, etc.).
7. Plan and coordinate discipleship efforts including on and off-site Bible studies and special events in accordance with student ministry objectives.
8. Recruit and assimilate adult volunteers for the student ministry coordinating, as needed, with the Nominating Committee.
9. Select, or if necessary, create appropriate curriculum for student ministry in line with the Church's statement(s) of faith and ministry goals.
10. Propose an annual spending plan for consideration and adoption into the Church's overall spending plan. Oversee use of allocated funds.
11. Determine operational needs, including supplies, of the student program and procure as appropriate.
12. Oversee utilization of student facilities.
13. Represent and speak on behalf of the student ministry. Attend staff, business, and other meetings as needed.
14. Keep abreast of student ministry trends and resources.

*Pastoral Care:*

15. Serve as a quasi-missionary from Coats Baptist to the students at Campbell University.
16. Participate in pastoral visitation and outreach to include schools, homes, hospitals, and nursing homes with emphasis, but not exclusivity, on students and their families.
17. Participate in the planning and execution of worship services, including preaching, as requested.
18. Perform other duties as assigned.