

Tomball Bible Church: Student Pastor/Director Job Description

OVERVIEW

The purpose of Tomball Bible Church is to glorify Christ by making mature disciples to reach the nations. This role leads this mission in the context of our ministry to junior high and senior high students and their parents, and involves overseeing the weekly rhythm of teaching, worship, and small-group discipleship, while also guiding the ministry's special events, retreats, and mission trips.

THE THREE PRIMARY ROLES

To fulfill this mission, the Student Pastor/Director carries three primary responsibilities:

- **Make Disciples:** As a disciple-maker, you are committed to the Church's mission. You are expected to provide spiritual care, biblical teaching, and leadership development to those entrusted to you.
- **Provide Oversight and Leadership to the Student Ministry:** You are responsible for the effective leadership of all activities and volunteer teams. This includes recruiting, training, and inspiring a committed team of volunteer leaders to ensure students are effectively disciplined.
- **Provide Resources and Coaching to Parents:** You serve as a cultural interpreter for families, providing the insight and resources necessary to equip parents to effectively lead their students through the complexities of modern youth culture.

WHAT YOU'LL DO

- **Ministry Leadership:** Provide vision, direction, and execution for the weekly Student Ministry schedule, including large group teaching, worship experiences, and small group gatherings.
- **Volunteer Development:** Actively recruit, train, and encourage volunteer leaders. Build and inspire a ministry team that reflects the heart and mission of TBC.
- **Parent Partnership:** Equip parents through consistent communication, coaching, and resources, helping them navigate the challenges of raising teenagers in today's culture.
- **Administration:** Oversee ministry operations, including budgets, special events, retreats, and mission trips, maintaining excellence in a fluid, multi-project environment.
- **Supervision:** Provide leadership and oversight to the Student Ministry staff and volunteers, including the Student Ministry Administrative Assistant.

WHAT WE'RE LOOKING FOR

- **A Proven Disciple-Maker:** You have a documented history of personal discipleship and building into the lives of others, helping them grow in faithfulness to Jesus.
- **A Gifted Leader:** You have a track record of building and developing teams. You are an effective recruiter who knows how to inspire volunteers.
- **An Effective Communicator:** You can communicate the Bible in clear, compelling ways to students and interact professionally with parents and leaders regarding ministry direction.
- **Administrative Skills:** You are a self-starter who can manage multiple moving parts, events, and budgets simultaneously without losing focus on the mission.
- **A Relational Leader:** You have a love and passion for students and a "there you are!" mindset; actively noticing and pursuing students.
- **Experience & Education:** 3–5 years of ministry staff experience is preferred. A seminary or Bible College degree is preferred, but not required.

REPORTING RELATIONSHIPS

The Student Pastor/Director reports directly to the Senior Pastor and is accountable to the Elders. This role involves coordinating with other church staff and supervising volunteer leaders as well as the Student Ministry Administrative Assistant.

POSITION TITLE DISTINCTIONS

Student Pastor - Candidates who have completed a seminary degree (or equivalent theological training), demonstrate an elder-qualified life, and possess several years of fruitful vocational ministry experience may be appointed as Student Pastor. In addition to leading the Student Ministry, the Student Pastor shares in the broader pastoral ministry of the church.

Student Director - Candidates who do not yet meet the qualifications for the office of pastor will serve as Student Director. The Director carries full responsibility for leading the Student Ministry while being encouraged and developed toward pastoral qualification as appropriate and as desired.