

Pastor of Student Ministries— Ministry Description

Position Summary: The focus of this position is to lead Central's ministry to students and their families. This person should already be in pursuit of a passion to see students grow in their relationship with Christ. He should also demonstrate a clear call to church ministry and be willing to operate within a team capacity.

Qualifications: Each candidate should prayerfully consider these descriptions as a tool to discern whether God has equipped him accordingly.

Faith: First and foremost he must have placed his faith in the Lord Jesus Christ and be able to demonstrate a close personal relationship with Jesus. Evidence of a clear conviction and passion for students and family ministry must be demonstrated. He should be able to whole-heartedly embrace CBC's statement of faith and theology.

Experience: Multiple varieties of relevant experiences are expected, as is a balance of biblical knowledge. Current or past involvement in student ministry, and volunteering in churches or para-church organizations are strengths toward consideration.

Maturity: This person should be able to relate well with both students and parents. He should demonstrate wisdom in his actions and instructions. He should have a hunger to grow spiritually, relationally, and mentally.

Team Player: Ministry is not a solo experience. Recruiting, integrating, and developing leaders is essential. He should be able to demonstrate team leadership qualities and express a philosophy of ministry with a strong emphasis on working as a team.

Teaching: This person should possess the spiritual gift of teaching and have a heart for personal and evident growth. One of his primary goals should be discipling the students who are already in the church while representing Christ's message in such a way that it is tangible and attractive to those who aren't saved—whether inside or outside Central.

Commitment: This person should be convinced of God's calling on his life to minister to students and families. Too often student ministry is seen as a "stepping stone" or path to "real" ministry. Only candidates with a long-term view of student ministry will be considered.

Education: A college degree in a relevant field is preferred. The church will encourage continuing education.

Relationships: He should pursue the building of intentional relationships as inroads to authentic ministry. He should be a good listener and communicator and be able to speak God's voice into the lives of others.

Communication: He should relate well to the entire congregation. He should be a good listener and communicator with both students and adults and be able to recognize the difference. He should communicate well on paper: programs, letters, goals, etc. He should be organized with his documentation and communication.

If Married: His spouse should be supportive and of equal mind and passion. His wife should share her husband's call to ministry, but she is not expected to be treated as a "two-for-one" hire.

The following is a snapshot of fluid requirements. Certain components may evolve depending on unforeseen needs and further clarification of God's leading.

1. STUDENT MINISTRY (Junior High, Senior High, College/Career) TOTAL (60%)

Teaching: He oversees a program whereby appropriate Sunday School classes and Bible Studies are provided that are relevant to the needs of junior high, senior high, and college students (and young adults). In the planning, selection and preparation of teaching materials, he exhibits 1) an understanding of student's context and needs, 2) a grasp of the content and meaning of scripture passages and topics, 3) the use of illustrations that enhance understanding, 4) the use of practical and relevant applications, and 5) the ability to train others to teach.

Discipleship: He provides students with the opportunity to be involved in a small group where relevant material is discussed and needs may be shared and prayed for. He equips the leadership to effectively identify and minister to specific needs.

Outreach: This person should be able to clearly articulate God's plan of salvation and be able to verbally describe how a person gives his or her life to Christ. This should be a fundamental value he embraces and should overflow into his relationships with Central's students in such a way that sharing Christ to those outside of Central is a core value of this ministry. Along with local outreach, he should be passionate for leading students and families in pursuit of global missions.

Fellowship: He implements a program whereby objective-oriented activities and programs are carried out that provide opportunities for 1) relationship building, 2) fun, 3) meeting the needs of others, and 4) evangelism. Events could include camping, retreats, etc.

Staff: He will recruit, nurture, and train new and existing teams of staff and volunteers in a way that 1) helps them grow spiritually, 2) enables them to grasp the content and meaning of scripture passages and topics and apply them to each student's life, 3) supports their calling to minister, 4) and encourages appropriate boundaries and balance in life.

Communication: He implements methods whereby intentional communication with parents is carried out through written and personal interactions. This should be done regularly and consistently as a tool for parent involvement, recruitment, maintaining healthy relationships, and to inform of calendar events, needs, and prayer opportunities.

Counseling: He should be equipped to provide Godly wisdom as needed for students and families.

2. TRANSITIONAL MINISTRY TOTAL (20%)

Helping young people transition into and out of the student ministry is essential. This candidate should be willing to dedicate a portion of his time to utilize the “lead-in” and “follow-up” opportunities present in our elementary and college/post-college students.

Partnerships should be pursued with existing ministries at Central to foster a healthy and effective transition into the student ministry. Likewise, efforts should be made to stay in contact with college students and (when available) utilize them for effective ministry at Central.

3. ADMINISTRATION TOTAL (10%)

Organization: He should have weekly office hours that are clearly communicated and kept. A student ministry calendar should be managed and communicated to relevant individuals including parents and the main office.

Staff Relationships: He will report directly to the Senior Pastor. He is responsible to participate in weekly staff meetings and staff events. He should relate in a positive and supportive way to the church staff and function as a "team player" as a part of the overall goals and ministries of CBC.

Financial: He should prepare, propose and manage the student ministry budget in a way that is honoring to God and consistent with sound business principles (timely processing of receipts, etc). Budget proposals should be submitted annually to the Finance Team.

Planning: Working in coordination with his staff, volunteers, and other church staff, he should prayerfully and effectively chart the course for the future of this ministry and organize practical and measurable ways to attain these goals.

4. PERSONAL AND TEAM DEVELOPMENT TOTAL (10%)

PERSONAL: Personal, emotional, and spiritual health are essential toward longevity in any ministry. Boundaries in ministry are important for honoring one's family and life. This person is expected to practice a weekly Sabbath and guard his schedule to facilitate an effective ministry while maintaining a healthy family. His activities and avocational ministries should result in adult relationships that are effective and meaningful to him personally.

His reading, study, and activities should provide him with insights so that he is aware of the trends, direction and needs in our world in order to help set the broad outline of our church's student ministries direction. Outside involvement should bring about freshness, breadth of understanding, and stretch his intellect in a way that is reflected in his teaching.

TEAM: Recruiting new volunteers while also developing his existing teams is a valuable part of a ministry that multiplies. This person is expected to invest meaningful time mentoring his volunteers and any staff people he oversees. We believe mentoring is building intentional relationships for the development of others-both personally and professionally. This person should value team-based ministry and equip others to succeed in their pursuit of Christ and His calling in their life.

Hours worked per week: 40

Salary: is commensurate with relevant experience and education.

Accountability: Reports to: Senior Pastor. Monthly written reports will be submitted to the Senior Pastor.

Interested candidates should send their résumé and application to Dr. Roger Haber, preferably via email to doctoroger@cbcmiddleboro.org or to his attention at: Central Baptist Church, 3 Nickerson Avenue, Middleborough MA 02346.

Further information about Central Baptist Church can be found by visiting our web site at www.cbcmiddleboro.org.