



Job Title: Student Pastor

Job Status: Full-time

Department: NextGen

Reports to: Campus Pastor-South Campus → Dotted- Line to NextGen Campus Services Director

Positions Supervising: None

FLSA Status: Exempt

Summary of Position:

The Student Pastor will serve as the primary leader and communication of Gateway's student ministry at their Campus. While all the ministries at Gateway Church function within a common framework to move people from lost to leading, this position will creatively implement a vision that is relevant and effective within the Student Ministry.

Essential Functions:

- Provide a high-quality student environment
- Ensure Gateway defined policies and procedures for the Student Ministry are carefully followed to ensure the highest possible standards for safety, security.
- Create a quality environment at their campus that are fun, attractive and relational where students are known personally.
- Oversee teaching in Student Ministry to ensure it is taught with integrity and are relevant and accessible to students from varied backgrounds.
- Ensure parents experience excellent service, communication and are provided with opportunities to be involved in the spiritual development of their student.
- Manage ministry budget well to maintain a surplus to account for growth and unexpected expenses.
- Ensure assigned regional student ministries are connected and involved in student programming/activities and equipped and resourced to lead effective student small groups for their campus.

Lead Volunteers

- Fully staff the Student Ministry at their campus with volunteers that are effective and engaging
- Identify, assimilate and develop new volunteers to allow for growth and expansion
- Ensure student volunteers experience a high level of care and community with other volunteers
- Ensure volunteers receive coaching and training that equips them to excel in their ministry role

Help Students Connect

- Create an environment in which students are encouraged and equipped to invite their friends to student environments/activities at Gateway Church.
- Create a place in which new students are welcomed, connected to a caring volunteer, and followed up with in a timely manner.
- Create opportunities for the students to build meaningful friendships with peers at church through ongoing programs and special events/activities.
- Encourage and develop students to participate in various ministry teams at Gateway Church.
- Ensure Gateway communication outlets are provided with engaging content and stories that promote and encourage families to involve their kids in the Student Ministry on a consistent basis.

Develop Leaders

- Develop volunteers with high leadership potential to expand the mission of Gateway Church in the Student Ministry and beyond.
- Raise up and equip volunteer leaders to care for and develop other volunteers at your campus.
- Create and maintain an active leadership team of volunteers who meet regularly with the Student Pastor and work to evaluate and improve the Student Ministry at their campus.

Team Responsibilities

- Work with Student and Campus Services leaders from across campuses to plan ministry programming, events and initiatives for all Students at Gateway Church.
- Communicate mission, vision and values for Student Ministry in alignment with those of Gateway Church.
- Other duties and pastoral responsibilities as assigned by their Campus Pastor.

Desired Qualifications/Skills/Strengths:

- Experience leading a student ministry with a proven record of growth and leadership development in previous roles
- Will be a highly gifted communicator and possess an energetic disposition
- Will have a proven track record of creative thinking and problem solving
- Experience managing teams and building leaders

Spiritual Criteria:

- Must have an intimate and growing relationship with Christ
- Must become a commissioned leader at Gateway Church (or be willing to if not currently commissioned)
- Model standards and expectations of commissioned leaders at Gateway Church

Working Conditions and other information:

- Sunday through Thursday schedule with added responsibilities for holidays and special events as assigned
- Required Tuesday morning attendance (alternating Life Group/All Staff meetings for all full-time regular employees (part-time employees if required by their manager)
- Easter- all hands-on deck for Saturday/Sunday services and events for all part time & full time regular employees who normally average 20+ hours per week
- Christmas- all hands-on deck for our Christmas services for all part time & full time regular employees who normally work 20+ hours per week *
 - * Note: Christmas and Easter services on Staff: All full-time and part-time regular employees working 20+ hours per week are required to work their first three Easters and Christmases. After their third year, an employee may request Easter and/or Christmas off once every three years. (see Holiday Policy in the employee handbook for more information)
- Annual All Staff Retreat – all full-time employees are required to attend our two day All Staff Retreat. Dates are subject to change but typically fall on a Monday/Tuesday mid-May
- Superbull- all hands-on deck for Saturday/Sunday services during Superbull for all part time and full time regular employees who normally work 20+ hours per week
- Monthly Leadership Community Meeting - each campus will be holding a leadership community meeting once per month. All staff is required to attend the leadership community meeting at the campus they attend. (Campus Services employees should attend at the campus in which they currently lead. If they aren't currently leading, they should check with their manager or Executive Pastor, Campus Services)

Equal Employment Opportunity has been, and will continue to be, a fundamental principle at Gateway Church, where employment is based upon personal capabilities and qualifications without discrimination because of race, color, sex, age, national origin, disability, pregnancy or any other protected characteristic as established by law.

As a religious institution, it is important that all employees of Gateway Church practice the same beliefs of the church. We therefore reserve the right to exercise this bona fide occupational qualification (BFOQ) in determining which applicants are best suited for positions at our church.

This policy of Equal Employment Opportunity and the related BFOQ applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions.