

Position: FS Student Pastor

Reports to: Teaching Pastor

Hours: Full Time / Salary Exempt

Job Description

This position provides vision, leadership, and pastoral oversight for student ministry environments, cultivating authentic, biblical community in alignment with the mission and values of Five Stones Church. This role oversees the design, direction, and execution of student ministry programming, curriculum, environments, camps, and events, while intentionally communicating the importance of a personal relationship with the Lord and ownership in living out one's faith.

Responsibilities

- Build intentional relationships with students through presence, mentoring, and consistent follow up.
- Develop and implement sound biblical scope and sequence programming content that is relevant and effectively engages ages 6th-12th grade.
- Lead and maintain a discipleship pathway that includes small groups and milestone celebrations.
- Teach students how to study Scripture, pray, serve, and share their faith.
- Lead weekly student gatherings that are biblically grounded, engaging, and aligned with the vision of the ministry.
- Cultivate a welcoming culture where students feel known, valued, and encouraged to grow in their faith.
- Recruit, train, and shepherd adult and student servant leaders
- Partner with families to support spiritual development at home by providing resources, training, and encouragement to equip parents to intentionally disciple their students.
- Launch new initiatives that engage students and build momentum in ministry.
- Oversight of student experience from arrival to departure of all student ministry opportunities.
- Plan and execute retreats, mission trips, outreach events, camps, seasonal activities, etc.
- Celebrate spiritual milestones and personal growth in students' lives.
- Build and maintain a close working relationship with schools in the community to form relationships with staff and students.
- Regularly evaluate the health of student groups through participation trends, leader development, multiplication, and relational engagement.
- Collaborate with church staff to align student ministry with overall church vision and rhythms.
- Provide supervision and leadership for the FS Students Team, equipping, developing, and supporting staff and volunteer leaders in student ministry.
- Provide pastoral care as needed, including spiritual guidance, crisis care, hospital visits, weddings, funerals, and related pastoral responsibilities.
- Serve as a contributing member of the teaching team.
- Manage ministry budgets responsibly within established financial parameters.
- Collaborate with necessary staff to ensure all related communication, production, events, purchasing, etc. are completed according to established procedures.
- Assist with other tasks as assigned.

Qualifications and Skills

- A qualified man of God who has a growing and vibrant relationship with Jesus Christ, with life and ministry aligned to the mission and values of Five Stones Church.
- A partner of Five Stones Church or willing to become a partner.
- A clear calling to pastoral ministry with demonstrated experience in student ministry leadership, including teaching, discipling students, and leading relational ministry environments.
- A person of integrity, humility, and emotional maturity with a shepherd's heart and a commitment to serving students, families, and volunteers.
- Proven ability to lead, develop, and empower volunteer teams through relational investment, spiritual guidance, and consistent leadership.
- Strong communicator with the ability to connect effectively with students, parents, volunteers, and staff while balancing clarity and care.
- Ability to combine vision with execution, demonstrating initiative, organization, and sound judgment while stewarding multiple responsibilities in a ministry setting.
- Demonstrates wisdom, discretion, and faithfulness in handling sensitive pastoral situations.
- Comfortable using or learning multiple platforms including Google Workspace, Apple, and Pro-Presenter to support communication, organization, and ministry coordination.
- Ability to meet the physical and practical requirements of the role, including adequate vision, hearing, and speech; ability to lift up to 45 pounds; and a valid driver's license.
- The ability to lead worship is preferred, but not required.

Experience

- Bachelor's Degree (or equivalent experience).
- Experience developing and coaching volunteer leaders through relational, gospel-centered leadership.
- Formal theological training or ministry education (Bible college, seminary, or equivalent experience) is preferred, but not required.

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of employees. Five Stones Church reserves the right to revise the position, its job functions, minimum qualifications, and other aspects of the position in any way at any time.