

College Pastor

Position Title: College Pastor

Department: Next Gen / Discipleship

Reports To: Discipleship & Equipping Pastor (or Executive Pastor)

Status: Full-Time (or Part-Time, as needed)

Position Summary

The College Pastor leads a Christ-centered ministry to college-aged adults (typically 18–25) by evangelizing, discipling, developing leaders, and integrating students into the life and mission of the church. This role focuses on building a healthy, relational, and missional community that helps students follow Jesus in a pivotal season of life.

Key Responsibilities

1. Vision, Strategy, and Leadership

- Develop and implement a compelling vision and annual ministry plan aligned with the church's mission and values.
- Build a ministry culture centered on gospel clarity, authentic community, spiritual formation, and mission.
- Provide leadership to ministry teams, interns, and key volunteer leaders; set goals and evaluate progress.

2. Discipleship and Spiritual Formation

- Create clear disciple-making pathways (gather → group → grow → go) for students at every maturity level.
- Lead or oversee small groups, Bible studies, mentoring, and leadership development cohorts.
- Teach regularly in college gatherings and equip students to read Scripture, pray, share their faith, and practice spiritual disciplines.

3. Evangelism and Campus Engagement

- Establish a consistent presence on campus (as appropriate) through relationships, events, and partnerships.
- Equip students to share the gospel with friends and invite others into community.
- Collaborate with campus ministries and student organizations when aligned with church beliefs and strategy.

4. Community, Pastoral Care, and Assimilation

- Provide pastoral care, encouragement, and crisis response for students; refer to professional counseling when needed.
- Help students connect into the wider church (worship, serving teams, groups, membership/assimilation process).
- Engage parents/guardians appropriately and maintain healthy boundaries and best practices.

5. Volunteer Development and Team Building

- Recruit, train, and shepherd volunteer leaders (small-group leaders, mentors, hospitality, worship/production support).
- Create leader pipelines, onboarding, coaching rhythms, and clear role expectations.
- Foster a healthy team culture with accountability, communication, and encouragement.

6. Administration, Communication, and Budget

- Plan and manage calendars, events, retreats, and mission opportunities with excellence and safety.
- Coordinate communications (email, social, announcements) to keep students and leaders informed and engaged.
- Develop and steward the college ministry budget in alignment with church policies; track attendance and outcomes.

Qualifications

Character and Calling

- Evidence of a growing relationship with Jesus Christ and a clear calling to disciple college-aged adults.
- Demonstrates maturity, humility, integrity, emotional health, and relational wisdom.

Theology and Ministry Fit

- Agreement with the church's statement of faith, mission, and values.
- Commitment to teamwork, healthy leadership practices, and a disciple-making approach.

Experience and Skills

- Proven experience leading or serving in college, young adult, or student ministry (church or parachurch).
- Strong communicator and teacher; able to connect with students and train leaders.
- Organized, dependable, and able to lead teams, manage projects, and follow through.

Education (preferred)

- Ministry/theology training or equivalent experience (degree helpful but not required).

Time Commitment

- Requires a flexible schedule including nights and weekends (prime student availability).
- Regular campus presence and relational time with students and leaders.
- Occasional travel for retreats, conferences, or mission experiences.

Spiritual Expectations

- Models spiritual disciplines (prayer, Scripture, worship, confession, and Sabbath rhythms).
- Pursues personal holiness and accountability; maintains healthy boundaries and appropriate conduct.
- Leads with a shepherd's heart, prioritizing gospel-centered discipleship and mission.