

**Job Title:** Student Ministry Pastor  
**Hours:** Full-time  
**Salary:** Competitive, commensurate with experience



## **JOB SUMMARY**

---

The Student Ministry Pastor is both an equipper—who loves and champions students in Grades 6-12, their families, and young adults of college age—and a multiplier—who helps them grow God’s Kingdom exponentially. This role exists not only to lead student ministry directly but to equip, empower, and release students and adults as disciple-makers. This leader will ensure that disciple-making happens not only within the church but also shape a culture where students actively make disciples who make disciples among their peers beyond our church walls.

## **EXPECTATIONS & COMMITMENTS**

---

The Student Ministry Champion will support the disciple-making vision, mission and ministries of Oakdale Church; continue to grow professionally, personally and spiritually; and reflect Oakdale’s culture by living and modeling the highest level of moral integrity and faithfully participating in the life of our church family.

As part of our journey together, we expect the Student Ministry Champion to uphold our leadership commitment (shared with candidates at interview stage), as well as the following staff commitments:

- Value the disciple-making vision and mission of the church as a priority.
- Believe the best and speak well of fellow staff, loving one another as Christ loves us.
- Maintain a sense of unity and community within the staff and church family.
- Be intentional about keeping other staff informed about things that affect the entire team.
- Meet regularly with supervisor to set and evaluate goals for professional and personal development and take advantage of training and continuing education opportunities.
- Respect and uphold matters of confidentiality.
- Attend and participate in weekly staff prayer time and meetings.
- Follow policies and procedures as outlined in the Oakdale Church Personnel Policy Manual.

## **ESSENTIAL RESPONSIBILITIES & TASKS**

---

### **Leadership Development & Multiplication**

- Mentor and coach students and adult leaders to become devoted disciples who also disciple others.
- Build and sustain a leadership pipeline that develops apprentice leaders who reproduce themselves.
- Transition ministry from staff-led programs to a leader-mobilized movement.
- Equip leaders to multiply generations of disciple-makers (2 Timothy 2:2 model).

### **Disciple-Making Beyond Gatherings**

- Dedicate significant time (20-25%) to equipping outside of weekend gatherings (e.g., small groups, one-on-one discipleship, mentoring environments).
- Create and provide tools, resources, and reproducible models for leaders and students.
- Shape a culture where disciple-making is normal in families, schools and communities.

### **Catalyze Movement & Outreach**

- Mobilize students and leaders to engage non-disciples in schools, sports teams, and affinity groups
- Champion student-led outreach and peer-to-peer disciple-making.

- Build bridges with local schools and community spaces to be strategically present where students live.

### **Oversight of Gatherings & Events**

- Provide visionary oversight for weekly gatherings, retreats, camps, and special events.
- Ensure gatherings serve as launch pads for disciple-making, not as endpoints.
- Equip volunteers to lead small groups, worship, teaching, and discipleship conversations.
- Ensure safe, welcoming, and engaging environments for all students (including those with special needs).

### **Family & Church Integration**

- Support and partner with parents, equipping them as the primary spiritual leaders of their children.
- Collaborate with Kids Ministry and Adult Discipleship to ensure a seamless pathway of disciple-making across generations.
- Promote and celebrate student ministry "wins" with the larger church family.

### **Administration & Collaboration**

- Manage annual budget, schedules, safety compliance, and administrative systems.
- Partner with staff team to align with church-wide disciple-making vision and Wildly Important Goal.
- Network and collaborate with other student pastors and disciple-making leaders locally and nationally.

## **QUALIFICATIONS & QUALITIES**

---

- Passion for and experience in reproducing disciples—not just teaching and running programs.
- Proven ability to recruit, develop and release emerging leaders.
- Bachelor's or graduate degree in student ministry, theology, or related field.
- Minimum 5 years' experience in student ministry.
- Exceptional self-motivation, creativity and energy.
- Excellent communicator and relational connector with students, parents, and volunteer leaders.
- Strong organizational skills and ability to design reproducible systems.
- Humble learner with a teachable spirit, willing to experiment, evaluate, adapt and collaborate.
- Be accountable for measurable growth in leader development and disciple-making.

## **ADDITIONAL RESPONSIBILITIES**

---

- Flexible schedule: This ministry is not 9-5. Ministry to students and families can occur afternoons and evenings at schools, sporting events, plays, concerts, and at church.
- Desire to build relationships with local schools as a bridge from students' everyday culture to the gospel.
- Be strategically visible on Sunday mornings, and for leadership retreats, conferences and trainings.
- This position requires criminal justice fingerprint clearance, background and criminal record check.
- Work may require some heavy physical activity, including lifting objects of more than 50 pounds.
- Perform other duties as assigned by the Senior Pastor and Governance Board.

## **SUPERVISION**

---

Senior Pastor

## **BENEFITS**

---

In accordance with Oakdale's Personnel Policy Manual (*online*)