



## **JOB DESCRIPTION**

### ***Student Pastor – East Campus***

East Campus Team

Campuses and Generations Department

Reports To: Campus Pastor – East Campus  
Category of Employment: Pastor, **Full-time**  
Payroll Status: Salaried, **Exempt**  
Office Hours: **Average of 50 hours per week,**  
with the exception of heavy ministry season.

***The mission of Compassion Christian Church is to lead people to a life-changing relationship with Jesus Christ.***

### **Job Summary**

To further the mission of the Church by overseeing and developing programs, ministry strategies, and service opportunities for a dynamic East Campus Student Ministry.

### **Skill Set of the Position:**

- ***Communicator:*** Strong, Engaging and Effective from the Platform
- ***Leader:*** Generate Vision, Engagement and Drive for the Student Ministries of East Campus
- ***Coach and Equipper:*** Recruit, Empower and Lead Volunteer Leaders and Volunteers of the Student Ministries of East Campus.
- ***Pastor:*** Skills to Counsel, Disciple, and Comfort

### **Minimum Qualifications**

1. **Experience:** Minimum of 3 years leading and/or serving in Student Ministries.
2. **Education:** Minimum of a Bachelors Degree from an accredited college or university. A degree from an accredited bible college with a major in youth ministry, biblical studies, or a related field is preferred. Consideration will be given to candidates having experience and demonstrated proficiency in field.

3. **Knowledge, skills, and gifts:** The preferred candidate would possess the gifts and skills of teaching, leading, and discipling. Candidate must exhibit excellent computer knowledge, experience and proficiency with Microsoft Office applications including Word, Outlook, Excel, Publisher and PowerPoint. Candidate must exhibit excellent leadership, organizational and interpersonal relational skills. Candidate must be tried and proven in ministry and have a passion to share Jesus. Candidate must demonstrate a Christ-like attitude in words and actions, being able to work with a wide variety of people. Candidate must be able to problem solve, maintain and protect confidentiality, and have excellent written and verbal skills. Must be a motivated and effective recruiter and manager of volunteers.

4. **Physical Demands:**

- a. Activities with youth, including sports and games of a physical nature.
- b. Lifting, pulling, bending, carrying, and pushing as needed to set up activities and events.
- c. Operation of church vehicles.

**Expectations**

1. Exhibits a meaningful and growing personal relationship with Jesus Christ.
2. Engages in a regular and ongoing (meeting at least monthly) accountability relationship with a staff partner or other approved person.
3. Recognizes that our work is important and deserves our very best.

**Conditions of Employment**

1. Models the Biblical standard of personal conduct and lifestyle.
2. Supports and adheres to the Mission, Vision, Values, and Philosophy of Ministry of CCC, including the CCC Statement of Faith.
3. Supports and adheres to the CCC Policies and Procedures Handbook.
4. Pastoral Staff must be active, participating members of Compassion Christian Church or be willing to become a member at the beginning of employment.

**Duties and Responsibilities (Essentials)**

1. General staff responsibilities:
  - Engage in pastoral responsibilities, as assigned, to include teaching, preaching, performing weddings and funerals, pastoral counseling, assisting in worship services, communion, baptisms, child dedications and hospital visits.
  - Lead, teach, preach, cast vision, oversee, and direct all facets of the East Campus Student Ministry.
  - Assist in establishing ministry goals and objectives, and individual tactics that support the mission and vision of the Church.
  - Provide visionary leadership and organizational structure for the East Campus Student Ministry.
  - Recruit, train, schedule, equip and supervise volunteers for the ministry.
  - Train, schedule, equip and evaluate staff of the East Campus Student Ministry.
  - Propose and administer annual budgets.
  - Participation in monthly "Leader's Breakfasts" and "All-Staff Meetings", as well as called departmental meetings, and other required staff events.

2. Specific ministry duties and responsibilities:

### Student Ministry

- Recruit, lead, evaluate and appreciate volunteers for all aspects of student ministry.
- Oversee and execute special events for student ministry.
- Promote and publicize ministry activities and events.
- Maintain a safe and healthy environment in student ministry.
- Lead evangelism efforts for student ministry, including community engagement.
- Cast vision for student ministry at the East Campus in coordination with the Central Student Pastor.
- Implement centrally provided curriculum for student programming.

3. This job description is not meant to be an all-inclusive statement of every duty and responsibility that will be required of an employee in this position. Therefore, additional duties may be assigned.

### Performance and Evaluation

Success in the position will be measured according to the performance assessment tool approved by the Lead Executive Pastor. Performance will be evaluated in relevant areas, including but not limited to: completion of ministry goals and individual tactics, communication, teamwork, leadership, creativity, responsibility, self motivation, attitude, and potential for growth.

### Employee Acknowledgement

My signature will acknowledge that I have read and understand the above Job Description. Further, I understand that this Job Description provides position essentials and the general duties, responsibilities, and specifications of the position; that it may be changed at any time to meet the needs of CCC; and, that it in no way constitutes an employment contract or otherwise alters my "employment at will" relationship with Compassion Christian Church.

Printed Name of Staff Member:

\_\_\_\_\_  
**Signature of Staff Member**

Job Description Approved:

CDB (HR Initials)

*Revised 12/02/2020*

\_\_\_\_\_  
**Date**

\_\_\_\_\_ (DH Initials)