



Job Description

Position: Pastor/Director of Student Ministries, Bolingbrook Campus

Reports to: Campus Pastor, Bolingbrook Campus

Schedule: Full-time (40+ hours per week); Salary, Exempt (weekends required)

Employment

Classification: Director/Pastor (D)

Position Summary:

The Pastor/Director of Student Ministries will provide vision, leadership and direction for the faith development and spiritual maturity of students. This individual will work collaboratively with a strong team of leaders to create environments that foster disciple-making relationships. Because the Bolingbrook Campus serves a bilingual community, fluency in both English and Spanish is required to effectively teach, communicate and build relationships with students, parents and leaders. The right candidate will be passionate about ministering to three primary groups: students, their parents, and lay leaders.

Student Ministries Overview:

The Compass Student Ministry encourages full participation in the life of The Compass Church by helping students engage in meaningful, intergenerational relationships across a variety of environments – both within and beyond Compass Students.

- Full Participation – We believe students are an integral part of the church. They should be encouraged to engage as regular attenders, volunteers and members. We strive to help students develop lifelong habits of church involvement
- Intergenerational Relationships – We believe that young people thrive when surrounded by a network of caring adults who model faith and invite them into deeper spiritual growth. We seek volunteers of all ages to ensure every student is connected to multiple Godly influences.
- Variety of Environments – We believe faith grows through multiple contexts – student ministry, family, and church-wide experiences. We aim to provide diverse opportunities for growth while building bridges between ministries.
- Beyond Compass Students – We believe lasting (“sticky”) faith is cultivated through lifelong spiritual habits such as Bible reading, prayer, worship, serving, giving, community and accountability. We help students develop these rhythms for enduring faithfulness.

Responsibilities:

- Recruit, equip and care for a core team of adult and student leaders to fulfill ministry goals.
- Develop a spiritual growth path for students that includes peer relationships, intergenerational connection and pastoral care.
- Establish outreach strategies to engage unchurched students, balancing relational evangelism and event-based opportunities.
- Encourage spiritual disciplines including worship, Scripture engagement, prayer, serving, outreach and generosity.
- Manage ministry administration effectively, including communication, scheduling, data and budget oversight.
- Oversee leadership development within Student Ministries, fostering growth through The Compass Leadership Pipeline.
- Plan and lead key ministry events such as camps, retreats, outreach events, mission trips and service opportunities.
- Collaborate with the campus staff team to align Student Ministries with the overall mission and vision of The Compass Church.

Additional Requirements:

- Attend weekly Campus/ministry staff meetings and monthly All-Staff meetings.
- Affirm and align with The Compass Church's Statement of Faith and the Evangelical Free Church of America's theology.
- Fluency in both English and Spanish is required.
- Regular attendance at weekend worship services.
- Become a member of The Compass Church within 12 months of employment (spouse included, if married).
- Basic proficiency in Microsoft Office.
- Willingness to take on other duties as assigned.