



## Job Description

**Position:** Pastor/Director of Student Ministries, Naperville Campus  
**Reports to:** Campus Pastor, Naperville Campus  
**Schedule:** Full-time (40+ hrs per week); Salary; Exempt; Weekends required  
**Employment**  
**Classification:** Director/Pastor (D)

### Role Overview

The Pastor or Director of Student Ministries will provide vision and direction toward the faith development and spiritual maturity of our students. The right leader will work alongside a strong cast of leaders to create environments designed to engage students in disciple-making relationships. He or she will be devoted to fruitful ministry to three primary groups: students, their parents, and lay leaders.

### Student Ministries Overview

The Compass Student Ministry will affirm and encourage full participation in the life of The Compass Church by helping students engage in meaningful, intergenerational relationships within a variety of environments in and beyond Compass Students.

- Full Participation – we believe that students are part of the church and should be encouraged to engage as regular attenders, servants, and members when appropriate. This means we strive to include students in what we do and help them develop lifelong habits of church engagement.
- Intergenerational Relationships – we believe that young people need a host of adult influences in their lives to encourage them, inspire them, equip them and invite them to experience all that God has in store for them through the church, the family of God. This means that we strive to enlist volunteers from every age group and ensure that every student is connected to multiple, Godly, adult influences.
- A variety of environments – we believe that student ministry is important for the development of faith and faithfulness in young people, but it is only one environment where students grow. This means that we will strive to provide a variety of inclusive opportunities and add value to other environments and ministries, as well as build bridges so that young people are welcome and adult influences are multiplied.
- Beyond Compass Students – we believe that fruitful ministry means developing lifelong (sticky) faith and faithfulness to spiritual disciplines. This means that we will strive to help young people develop spiritual habits such as Bible reading, prayer, worship attendance, serving, giving, community, accountability and more, that sustain lifelong faith.

## **Responsibilities**

- Recruit, equip and maintain a core of adult and student leaders through whom the ministry objectives are attained.
- Develop a spiritual growth path for students which includes space for peer-to-peer relationships, intergenerational relationships, and pastoral care and encouragement.
- Establish outreach strategies to reach unchurched students balancing training believers to reach their friends and family and event-oriented connection points.
- Further develop the spiritual disciplines such as corporate worship, Scripture reading, prayer, serving, reaching and giving.
- Manage the administrative processes for effective communication, time, database and financial management.
- Develop and oversee meaningful special events such as camps, retreats, outreach events, mission trips and community service.
- Work as a member of the campus staff to coordinate the student ministries with the other ministries to help achieve the overall mission of the church.

### **Additional Requirements:**

- Attend weekly Campus/ministry staff meetings.
- Attend monthly All-Staff meetings.
- Affirm our Statement of Faith and be in theological agreement with The Compass Church and the Evangelical Free Church of America.
- Attend The Compass Church weekend worship services on a regular basis.
- Be a member or become a member of The Compass Church within 12 months of employment. (Spouse included if married.)
- Basic understanding of Microsoft Office.
- A willingness to take on other duties as assigned.