



## Job Description

**Position:** Pastor/Director of Student Worship Arts and Environments, Naperville Campus – OPEN\*

**Reports to:** Director of Student Ministries, Naperville Campus – Pete Sutton

**Schedule:** Part-time (20 hrs. per week); Hourly, Non-Exempt; evenings and some weekends required.

**Employment Classification:** Other Director (O)

### Role Overview

The Pastor/Director of Student Worship Arts and Environments will join our Director of Student Ministries and the Team Admin to provide worship, media, and programming to create meaningful environments, memorable experiences, fruitful events, helpful resources, and committed teams for the discipleship of students in Junior High & High School. Primary environments include weekly Sunday gatherings for Junior High & High School and bi-annual summer/winter camps.

### Student Ministries Overview

Core Values

- Encountering God – The mission of the church and student ministries is *Helping People Find & Follow God*. Consequently, our student ministry seeks to create environments and opportunities for students to encounter God, not simply have fun, socially connect, or stay busy.
- Encouraging Relationships – We believe discipleship happens in the context of relationships. We want to encourage students to connect relationally in three areas: with God, with other students, and with safe adult leaders.
- Equipping Parents – We believe parents and guardians have been uniquely placed in the lives of students to be the primary disciple-makers of the home. As a church, we want to support and equip parents and guardians to do just that. We want to resource parents and guardians with ongoing content, tools, and encouragement to better help them disciple their students at home.
- Empowering Teams – We believe that a healthy church empowers adults to engage and inspire the next generation to follow their lead as they follow Jesus. Therefore, the CompassStudents staff will develop a multigenerational and diverse team of Compass volunteers to engage and disciple students in a variety of environments and walk with them throughout adolescence.
- Engaging Appropriate Ministry - We believe there's a difference between Junior High and High School students and want to provide excellent age-appropriate ministry. Additionally, we believe that girls and boys have unique pressures, expectations, needs, and experiences that require unique care throughout adolescence. Therefore, we endeavor to provide students with appropriate care and opportunities that will help them grow as young men and women of God.

### **Job Responsibilities:**

- Enthusiastic support – Promote the mission, vision, and priorities of The Compass Church.
- Personal Growth – Student Ministry pastors are expected to continue their education, formally or informally. This person should seek to grow in their knowledge and understanding of Pastoral Development, Biblical and Theological Wisdom, Discipleship, and Leadership Development.
- Christlike Character – Student Ministry Pastors are expected to model Christlike behavior in all areas of their life and consistently demonstrate the Fruit of The Spirit found in Galatians 5:22-23.
- Empowering Teams - Recruit, equip and maintain a core of diverse adult and student leaders through whom the ministry objectives are attained.
- Foster Spiritual Environments - Develop and foster regular environments for spiritual growth through the development of worship experiences (including but not limited to music), and spiritual tools to help students encounter Jesus both corporately and personally.
- Developing Compelling Media – Manage the weekly production of creative teaching videos and social media that will help students remain spiritually focused and connected to the church.
- Effective Communication & Management – Communicate with staff, volunteers, parents, and students in a timely and effective manner and successfully manage all administrative processes regarding the database, budgets, calendars, systems, and expectations.
- Fruitful Camps & Retreats – Provide direction for annual, meaningful, memorable, and fruitful camps and retreats that help students take larger steps of faith and build longer-lasting relationships.
- Student Discipleship – Develop intentional relationships with appropriate students, helping students Find & Follow God and providing an example of relational discipleship for our church family.
- Inter-departmental Coordination - Work as a member of the Campus staff to coordinate student ministry with the other departments and ministries to help achieve the overall mission of the church.

### **Job Qualifications:**

- Education: Bachelor's degree in a relevant field that would provide knowledge and training for spiritual leadership within student ministry.
- Experience: Paid or volunteer experience leading in a youth ministry-related area and/or within a worship arts/tech setting with a reasonable degree of production value.
- Skillsets:
  - Demonstrated effective and engaging, up-front communication skills musically and verbally.
  - Demonstrated understanding of and experience in managing systems and processes such as volunteer teams, project coordination, and communication strategies.
  - Demonstrated excellence in worship leadership and tech arts.
  - Demonstrated creativity in tech and media proficiency for the promotion of ministry & video content through social media and digital mediums.

### **Staff Requirements:**

- Attend weekly Campus/ministry staff meetings and 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).
- A willingness to take on other duties as assigned.