



Job Description

Position:	Pastor/Director of Student Ministries, South Naperville Campus
Reports to:	Campus Pastor
Schedule:	Full-time (40+ hours/week); Salaried, Exempt
Employment Classification:	Director/Pastor (D)

Position Summary

The Pastor or Director of Student Ministries will provide vision and direction toward the faith development and spiritual growth of students. They will work alongside a strong team of leaders to create environments designed to engage students in disciple-making relationships, focusing on three primary groups: students, their parents and lay leaders.

Key Responsibilities

Student Ministries Leadership

- Oversee the growth and health of Junior High (6th-8th Grade) and High School (9th-12th Grade) ministries.
- Recruit, onboard, equip and lead lay leaders (adults and students).
- Oversee Junior High ministry gatherings on Sunday mornings and Thursday evenings.
- Oversee High School ministry gatherings on Sunday evenings and Wednesday evenings.
- Plan and implement strategies to help students engage in The Compass Church's four priorities.
 - Pursue Him Daily
 - Connect In Groups
 - Serve In Teams
 - Reach Your Neighbor
- Encourage students to be baptized and share their faith journey.
- Plan and implement student ministry events, including conferences, mission trips and short-term initiatives.
- Maintain accurate records of participants and ministry leaders in the church database.
- Collaborate across Campuses to share ideas and build strong church-wide partnerships.
- Oversee the Student Ministries budget.

Collaboration

- Ensure strong communication with the South Naperville Campus Pastor and staff.
- Collaborate with the CompassKids team to ensure smooth transitions for incoming 6th Graders.
- Set and commit to quarterly objectives under the guidance of the South Naperville Campus Pastor.
- Collaborate with pastors and directors across Campuses.

Requirements

- Bachelor's degree in ministry, theology, education, or a related field, or at least five years of ministry experience.
- 3-5 years of leadership experience in a church of 300+ members or similar ministry context.
- Proven ability to recruit, train and empower volunteers.
- Strong team player with the ability to build relationships across diverse church demographics.
- Excellent public speaking, teaching and interpersonal skills.
- Ability to manage multiple projects effectively.
- Self-starter with initiative and creative problem-solving skills.
- Affirmation of The Compass Church's Statement of Faith and theological alignment with the EFCA.
- Must be (or become) a member of The Compass Church within 12 months of employment.

Additional Requirements:

- Attend weekly Campus/ministry staff meetings and monthly All-Staff meetings.
- Attend The Compass Church weekend worship services regularly.
- Basic proficiency in Microsoft Office.
- Willingness to take on other duties as assigned.