

# Associate Pastor of Students

**Job Title:** Associate Pastor of Students

**Department:** Church Ministry

**FLSA Status:** Exempt

**Reports to:** Senior Pastor

## Who We Are

We are a devoted community of Believers, unwavering in our commitment to raising up every generation to deeply know Jesus, follow Him with purpose, and boldly declare His glory to the world.

At First Baptist Church of Katy (FBC Katy), we are anchored in our mission of discipleship and outreach, cultivating a Christ-centered environment where students feel known, valued, and empowered. With a thriving congregation and a heartfelt passion for serving students, we are seeking a dynamic leader who will inspire young people to cultivate an authentic and enduring faith while engaging them in meaningful and transformative ways.

## About the Role

The Associate Pastor of Students serves as a vital spiritual shepherd, entrusted with shaping the faith and character of Junior High and High School students. Reflecting the qualities outlined in **1 Timothy 3:1-7**, this individual must be above reproach, self-controlled, hospitable, and faithful in all aspects of life and ministry, serving as a model of Christ-like leadership. Rooted in the calling described in **Ephesians 4:11-14**, the Associate Pastor will equip students for ministry. His aim will be to nurture their spiritual maturity and guide them toward unity in faith and knowledge of Jesus, so they are no longer tossed by the waves of life but grounded in truth.

Anchored by the principles of **1 Corinthians 10:31**, this role encourages students to glorify God in all they do—whether at school, at home, or in their communities—helping them see every moment as an opportunity to honor Him. Through discipleship, evangelism, and relational ministry, this leader will create an environment where students, parents, and the community experience the transformative power of the gospel.

## Responsibilities

Including, but not limited to, the following responsibilities:

### 1. Inspire the Vision & Lead with Passion:

- Craft and share a bold, Christ-centered vision for Student Ministry (Junior High 6th - 8<sup>th</sup> grades & High School 9th - 12th Grades) that sparks excitement and engagement among students, parents, and the church community. Champion a culture of faith, growth, and outreach that students want to be part of.
- Collaborate with church leadership to ensure the Student Ministry aligns with the broader mission and vision of FBC Katy and assist the Senior Pastor in additional ministry opportunities as needed.
- Shepherd the Student Ministry, leading with trust so that students, parents, and volunteers will follow for guidance and encouragement. Provide an appropriate level of pastoral care and counseling to students, their families, and others; while exhibiting humility and judgement in knowing when to refer and defer to a professional.

### 2. Transform Lives Through Teaching & Discipleship:

- Lead powerful, biblically sound teaching sessions and small group studies that challenge students to grow deeper in their walk with Christ and grow in their spiritual maturity.
- Mentor students with intentionality, encouraging them to live out their faith boldly at school, at home, and in their communities. Walk alongside students as they transition beyond High School, providing guidance following graduation.

- Develop and implement a comprehensive discipleship program to help all students navigate adolescence with faith and biblical wisdom. Work alongside parents to mentor students sensing a call to ministry, providing personalized guidance and fostering spiritual leadership.
- 3. Craft Engaging Programs & Events:**
- Plan and execute weekly Student Ministry gatherings that are dynamic, relational, and centered on Christ (examples: midweek hangout, Sunday morning discipleship, impromptu pizza night, etc.).
  - Organize frequent events, mission trips, and retreats that inspire spiritual growth, foster friendships, and create outreach opportunities.
  - Strategically manage the Student Ministry calendar to balance discipleship, fun, and impactful community events.
- 4. Build & Empower a Volunteer Team:**
- Recruit, train, and equip a dedicated volunteer team that shares a passion for Student Ministry and is committed to making a meaningful impact.
  - Inspire and encourage adults to actively invest in the lives of students as small group leaders, mentors, and chaperones, fostering deeper relationships and spiritual growth.
  - Provide parents with biblically grounded resources, workshops, and guidance to empower them as the primary spiritual leaders in their children's lives.
- 5. Reach Out, Connect, & Grow the Community:**
- Develop strategic and intentional approaches to reach unchurched and disconnected students, fostering a welcoming and secure environment where they feel a sense of belonging and can encounter Christ. This effort includes cultivating meaningful partnerships with local schools to expand outreach opportunities.
  - Build authentic, caring relationships with students, ensuring discipleship is rooted in a supportive and relational context. Walk alongside them in their faith journey, modeling Christ's love and encouraging spiritual growth.
  - Build meaningful bridges between the Student Ministry and the broader church family, creating opportunities for students to connect across generations and serve in ministry.
- 6. Lead the Way with Flexibility, Excellence, & Organization:**
- Maintain a flexible schedule to accommodate students' needs, including early mornings, late nights, or weekends.
  - Steward the Student Ministry budget wisely, ensuring that resources are used effectively to support programs, curriculum, and events.
  - Communicate consistently with students, parents, and volunteers through newsletters, social media, and church platforms to keep the church informed and engaged.

## Qualifications

- Must fit the qualifications of pastor, as defined in 1 Timothy 3 and Titus 1, exemplifying spiritual maturity, and serving as a model of faith, integrity, and leadership.
- Must agree with the Baptist Faith and Message 2000, which is the official doctrinal statement of FBC Katy. Must agree to and submit to FBC Katy's policies and by-laws, demonstrating a commitment to these principles in both personal life and ministry.
- Bachelor's degree required. Preferred fields of study include ministry, theology, education, or similar disciplines. Seminary training or further education is preferred, reflecting emphasis on continuous personal and spiritual development.
- A minimum of 2 years of experience in Student Ministry, church leadership, or youth focused programs, with a proven ability to engage, teach, and mentor students while building strong relationships with parents and volunteers.
- Demonstrated leadership skills to cast vision, inspire teams, and oversee multiple ministry initiatives. Must excel at managing projects, coordinating schedules, and juggling various priorities without losing sight of the big picture.

- Exceptional written and verbal communication skills to connect with diverse audiences - from students and parents to church leadership and volunteers. Able to bring energy, clarity, and encouragement in every interaction.
- Skilled in leveraging technology and social media platforms to connect with students, communicate effectively, and enhance ministry impact. Familiarity with tools like video editing, email platforms, and church management systems is a plus.
- A collaborative spirit with the ability to build, equip, and encourage teams of volunteers and staff. Must thrive in a team-based culture and enjoy creating an environment where everyone feels valued and supported.
- Carry a deep commitment to personal holiness and a desire to see the lost find salvation. Ability to connect authentically with people from all backgrounds, sharing the gospel in impactful ways while remaining teachable and open to growth.
- Must pass any necessary background checks and recommended/required child safety training.

### Why You'll Love This Role

- **A Christ-Centered Family:** Become part of a supportive church that values your calling, encourages your ministry, and honors your leadership. Here, you're more than a leader—you're a cherished member of the family.
- **A Platform to Shape Lives:** You'll have the opportunity to dream big, innovate, and grow a Student Ministry that profoundly impacts the faith journey of young people and the church for generations to come.
- **The Tools to Succeed:** From resources and curriculum to mentorship and encouragement, we'll equip you to thrive in your calling and lead with confidence.
- **Competitive Compensation & Growth:** Enjoy a competitive salary, comprehensive benefits, and opportunities for ongoing professional development so you can lead at your best.
- **A Lasting Kingdom Impact:** More than a career—this is a calling. You will play an integral role in guiding students toward Christ and making an eternal difference in their lives, their families, and their communities.

### How to Apply

As you read this, if you've felt the tug of God's call to step into a role that transforms the lives of students, this is your moment to respond. This isn't just about a job—it's about stepping into a calling that ignites faith, fosters deep community, and lays a foundation that echoes into eternity.

We'd love to hear from you! Please submit your resume to [SearchCommittee@KatysFirst.org](mailto:SearchCommittee@KatysFirst.org). While a cover letter sharing your vision for Student Ministry and a list of references are optional, including them would give us a deeper insight into your passion and experience.

Join us, and together we will witness God moving in powerful ways to grow His kingdom and transform lives for His glory. We are praying for you and would love for you to learn more about our heart and mission. Check out the **K1 Students** video here: <https://tinyurl.com/K1studentsFBC> to get a glimpse of what God is doing in our ministry.