



# CAMPUS STUDENT PASTOR/DIRECTOR

## Position Description

### SUMMARY

The Foundations Church Student Pastor (CSP) will support the Lead Pastor, Lead Student Pastor (LSP), Staff Team, and key volunteers in designing and implementing a deeply engaging, Christ-centered, Scripture-rich, highly participatory Student Ministries to fulfill the purposes of Foundations Church on their assigned campus. This position and its key outcomes represent crucial components to our ability to individually and collectively achieve our shared mission to bring the extraordinary life of Jesus to a lost and broken world. The CSP will demonstrate pastoral leadership as he/she leads those involved in the ministry (students, parents, and volunteers) to become movement-oriented Jesus-followers. The CSP will build and shepherd volunteer teams that execute Student Ministry with full hearts & deep excellence—all while ensuring the Student Ministry model is well integrated and fully aligned within our multisite context.

### POSITION JUSTIFICATION

**Biblically**, leadership is a key aspect of growing a healthy church and organizing God's people to do God's work (Eph 4:11-16). Uniquely qualified and gifted (1 Tm 3:1-15; Tit 1:5-9), spiritual leaders are to lead eagerly, humbly and willingly with all diligence as they serve, oversee, lead, teach, shepherd, protect and manage the ministry and the flock by the power of the Holy Spirit (Jn 13:1-17; 1 Th 5:12; 1 Pt 5:1-4; 2 Tm 4:2; Acts 20:28-30; Mk 10:45; Mt 20:25-26; 28:18-20). They are persons of upstanding character and outstanding competence (Ps 78:72; Phil 3:12-16; Col 1:28-29; 1 Co 9:22-27; 1 Tm 4:11-16).

**Historically**, God's leaders have been visionary catalysts for God-honoring change, role models of Christocentric living, team builders and team players who rely on God's power at work in and through them to accomplish God-sized things (1 Th 2:10; 1 Tm 4:12; 2 Tm 2:2; Acts 6:3-4; 14:23; Neh 2:12, 17; Ex 18). Spiritual leadership is a noble task that should not be taken lightly as its stakes are eternal and will one day require giving an account before Almighty God Himself (1 Tm 3:1; Jas 3:1; Hb 13:17). This position will require just such a leader in order to help direct Foundations' faith-explorers and Christ-followers into life-changing encounters with God and His people (Acts 2:42-47; 16:22-34; Lk 10:19; Mt 28:18-20; Mk 10:45; 12:29-31; Gal 3:28; Eph 2:19-22; 4:11-16).

**Strategically**, this leadership position is warranted for 4 specific reasons: a) achieving Foundations' unyielding mission of *"Bringing the EXTRAORDINARY LIFE OF JESUS to a lost and broken world"* demands strong leadership, b) to build an effective Student Ministry requires a primary student champion and vision-caster, c) to deliver depth and growth of Foundations' students demands pastoral leadership and direction from the highest caliber of person, and d) to craft a Student Ministry model that is fully owned, consistently integrated, and effectively utilized throughout our multisite ministry model.

## ESSENTIAL QUALIFICATIONS

### SPIRITUAL

- Must be a faithful, growing Christ-follower who is deepening in his/her personal relationship with Christ, models this and Him to others, and meets the biblical qualifications of leadership (Rm 12:8; 1 Tm 3:1-8; Tit 1:5-9; 1 Pt 5:1-4).
- A passionate desire to see people come to know, love and follow Christ in the context of biblical community.
- Primary Spiritual Gifts: Leadership, Shepherd (Secondary: Teaching)
- In full, unwavering alignment with Foundations' Statement of Beliefs, Values, Mission, Vision, and doctrine.
- Desires to know and love God even more than he/she wants to be used by God (Jn 15:1-8).
- Consistently treats others in a way that proves to them that they matter to God and to us.

### PERSONAL

- Availability to give the position and ministry the time and attention it needs to be optimally successful.
- Urgent desire to handle conflict and critique, constructively and graciously.
- Humble, credible, trustworthy, teachable, and a self-starter with catalytic leadership influence and impact.
- Skilled in building and leading gifts-based teams to accomplish shared purposes -- also a team player who sees the need to take others with them in the journey of leadership and leadership development and equip others for lifestyle worship and community-building impact.
- Strong theological, verbal, and social skills that enable him/her to be an effective and creative communicator among staff and the church family, whether in large or small groups.
- Exhibits the highest level of integrity in representing Jesus Christ and Foundations Church in all spheres.

### PROFESSIONAL

- Ideally, formal biblical training, a four-year ministry degree with emphasis in Student Ministry, Discipleship, or Leadership preferred.
- Adequate qualitative experience in a Student Ministry leadership position that demonstrates proven competence.
- An innovative, strategic thinker regarding short and long-term Student Ministry vision and needs.
- Proficient in communication (verbal, email and social media), building volunteer teams, teaching, and vision casting.
- Skill in utilizing various software including pro-presenter, MailChimp, church database systems and Microsoft Office.
- A highly relational person with deep social skills (i.e., high emotional intelligence).
- Deeply reflective on and in touch with the thought processes, hopes, fears, joys and struggles of the younger generations within the Northern Colorado community.
- Patience in collaborating with and developing/discipling volunteers with various personalities and skill levels.
- Time management that prioritizes ministry needs with attention to managing details and meeting deadlines.

## **SPECIFIC RESPONSIBILITIES**

1. The CSP will work closely with the LSP to craft the strongest, deepest, and most meaningful Student Ministry culture possible in order to nourish the deepest spiritual growth of Foundations' students and to help Foundations' families win at discipleship with their kids.
2. The CSP will invest time networking, reading, & reflecting on ways to shape Student Ministries to be highly effective at reaching and growing Foundations' students.
3. The CSP will pour themselves into intentionally finding ways to personally shepherd students, volunteers, and parents and will train others to do the same.
4. The CSP will be a developmental team-builder who recruits, trains, empowers, coaches, and unleashes volunteers into sweet-spot roles in a variety of settings.
5. The CSP will collaboratively plan and execute creative, compelling, relevant, energy-rich, life-giving gatherings where students want to engage and desire to invite their friends.
6. The CSP will create new (and strengthen existing) relationships with local organizations that foster opportunities to engage the community and with students outside of Foundations Church.
7. The CSP will help design and offer events, retreats, and ministry opportunities, for all students at all points in their faith journey, resulting in a deepened understanding and commitment to Jesus.
8. The CSP will strive to keep cross-campus communication, collaboration, and cross-pollination channels open and strong for the most vibrant multisite culture possible.
9. The CSP will share time between campuses as needed, working with the LSP to design catalytic service experiences, excellent events, and leading various student internships.
10. The CSP will share the load of performing other pastoral duties as assigned (i.e., weddings, funerals, hospital visits).

## **CRITICAL COMPETENCIES**

Managing Vision and Purpose, Building Effective Teams, Managerial Courage, Decision Quality and Problem Solving, Strategic Agility and Innovation, Developing Others, Motivating Others, Action Oriented, Understanding Others, Self-Development, Integrity and Trust, Organizational Ability, Interpersonal Savvy, Directing Others, Delegation, Creativity, Planning, Priority Setting, Compassion, Self-Knowledge, Sizing Up People, Perseverance, Conflict Management, Peer Relationships

## **STRATEGIC INFLUENCE**

The Campus Student Pastor will have collaborative influence and input on shaping the Student Ministry vision and strategy across all campuses under the direction of the Lead Student Pastor, with the primary focus being on their assigned campus.

## **RELATION TO THE STAFF**

The CSP will be directly responsible to and accountable to the Lead Student Pastor of Foundations Church, who will provide oversight and specific coaching to ensure that the CSP is well aligned with Foundations' overall Values, Vision, depth, and direction. Under the oversight of the LSP, the CSP will be the primary leader of Foundations' Student Ministry at their assigned campus, helping to set vision and strategy, and develop volunteer teams.