



HILL COUNTRY BIBLE CHURCH | AUSTIN

JOB DESCRIPTION

High School Pastor – Lakeline Campus

Job Classification: Full-time: Exempt

Date Updated: May 2018

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. Effective shepherding, care and discipleship of volunteers, parents and students – leading them to Christian maturity as fully formed followers of Christ.
2. Champion the goal of Student Ministry at Hill Country Bible Church to walk alongside teenagers and their parents and equip them to establish, strengthen, and rely on a personal, lifelong relationship with Jesus Christ.
3. More and more High School students in the Lakeline geography are coming to faith, growing in Christ-like character and being discipled to be life-long disciple makers.
4. Your neighborhood and the communities and schools of students are being saturated with the love of Jesus; people have repeated opportunities to see, hear and respond to the gospel.
5. Students are connected, experiencing life-change and being empowered to serve, lead and to be owners of the vision.
6. Strong trust and relationships with parents and volunteers are built and maintained; people have the tools, support and coaching they need to serve and lead effectively.
7. An effective leadership development process and pipeline continuously raises up new leaders through Student Ministry
 - a. New leaders are being identified, developed and deployed
 - b. Existing leaders are coached well for greater kingdom impact
 - c. Leaders have a specific development plan to help them take steps beyond filling a ministry need.
8. Effective service on the Student Ministry Team, church staff and life and community of Hill Country Bible Church – active participation in the annual planning process; leadership and ownership of the Student Ministry vision and values and other projects as assigned.
9. Personal commitment to the vision of HCBC, church goals, and continual growth as a fully formed follower of Christ (worshiper, witness, servant and disciple maker).

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Meet regularly with volunteers, prospects, parents and students; pray with and for them; shepherd them; model our philosophy of ministry (Who are you; where are you at spiritually, and how can I help you take a next step?).
2. Understand and champion church goals; own and execute the discipleship model (Fully Formed Follower), Gospel Saturation and Leadership Development for high school students, volunteers and parents in Student Ministry.
3. Recruit, train and equip volunteers for works of service; identify, develop and deploy current and new leaders.
4. Prepare and teach on a regular basis in High School or other venues; receive feedback to grow as a communicator and inspire students to follow Christ.
5. Plan and execute gatherings to engage High School students and their unchurched friends in knowing and following Jesus.
6. Clearly connect, communicate and follow up with people - in person, via phone/social media and in writing to inform, equip and encourage them.
7. Prepare biblically centered lessons, training and more that moves students and parents from “head knowledge” to a genuine, life-transforming walk with Jesus.

8. Develop a student leadership team of high school students, as well as an adult volunteer leadership team, that is growing in their faith as well as in impact and leadership in the ministry and community; guide and unleash them for greater ownership of the ministry.
9. Create, execute and track a leadership development process and pipeline for students and adult leaders.
10. Cast vision, communicate well and continuously engage with our adult volunteers and parents.
11. Personally disciple a few male leaders annually who are committed to becoming life-long disciple makers.
12. Model a vibrant, daily walk with Christ – one who receives their identity from Jesus and models their life after His.
13. Model an intentional approach to gospel saturation - ensuring that those where you live, work and play have opportunities to see and know Jesus; lead, equip and mobilize students, parents and leaders to do the same.
14. “Do life” with students and adult leaders by building relationships, visiting small groups and connecting at gatherings outside of church.
15. Work alongside the SM team to connect students into the ministry (i.e. Sunday morning, Small Groups, gatherings and discipleship relationships).
16. Engage fully in the life of Student Ministry; participate in SM meetings, gatherings and events.
17. Work alongside the SM pastors, staff and volunteer teams, building a community of trust and concern as we fulfill the responsibilities of our ministry.
18. Build relationships and work collaboratively with church-wide ministries across all campuses and in the community with other SM pastors, schools, para-church organizations and key leaders.
19. Fully engage in the yearly Integrated Planning Process and execution of the Student Ministry MAP (Ministry Action Plan).
20. Serve as a contributing member of the overall staff team of Hill Country Bible Church at the pastoral level.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. 5+ years’ full time Student Ministry experience; unwavering passion for students’ spiritual growth.
2. Proven ability to disciple, equip and partner with leaders, parents, students and adults. Passion and gifting of shepherd/disciple maker.
3. Theological, cultural and philosophical alignment with the vision and goals of Hill Country Bible Church.
4. Self-starter with strong work ethic and excellent time-management skills.
5. Availability to work on Sunday’s, after hours, extended hours and ministry events that take place in evenings, over-night, and/or over the course of a weekend or week.
6. Strong communicator and proven leader of leaders; ability to cast vision, inspire, equip, empower, develop and mobilize people.
7. Teachable and committed to continued growth.

CULTURE AND CLIMATE:

1. Position reports to Student Ministry Pastor as part of the Student Ministry Team.
2. Staff culture is goal-oriented, collaborative, with accountability.
3. Core Values of passion, integrity and incarnational living; priority of personal evangelism.