

ASSOCIATE PASTOR FOR STUDENTS

STAPLES MILL ROAD BAPTIST CHURCH | GLEN ALLEN, VA

VISION

Staples Mill Road Baptist Church is seeking an associate pastor to lead our ministries to middle school, high school, and college age students. We are passionate to see the next generation embrace Jesus as their Savior and to follow Him as world-changing disciples.

The man we are seeking will be motivated by a deep and evident love for Jesus. From this heart of devotion to Christ, he will embrace a missionary approach to reach and disciple students in what we recognize is a unique subculture. While his goal will be life transformation of students, he will recognize the need to meet students where they are intellectually, spiritually, and at their particular maturity levels.

He will study and engage students in a way that they more readily enjoy and understand. We do not feel that excitement and enjoyment are at odds with the quest for spiritual depth and a life aimed at missions. The student ministry to which we aspire will be marked by the following:

1. Passion for Jesus
2. Purposeful – evangelistic and missional
3. Biblical
4. Powerful – empowered by the Holy Spirit
5. Attractional -- with the purpose of drawing in students and helping them bond with each other as they come to know Christ
6. Programmed with excellence (so that fewer will fall through the cracks)
 - a. Quality preparation and programing for both girls and guys, middle, high school, and college age
 - b. Continually planning for how to draw students from the fringes into the core
 - c. Clear communication with students and parents about programs and events, discipleship process, and next steps for the student and family
7. Partnering and equipping parents for their role as the primary disciple-makers, including providing resources and equipping through SMRBC's Building Blocks family discipleship framework
8. Partnering and equipping adult volunteers for effective small group discipleship and supportive community
9. Comprehensive – A student ministry that draws students into the Four E's: leading students into life changing worship experiences [Encounter], genuine love and fellowship with each other [Encourage], equipping in the critical areas of their walk with Christ [Equip], and launching them into the neighborhood and nations with the gospel [Engage]

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PURPOSE OF THIS POSITION:

To work with the pastoral team in developing, implementing, and regularly evaluating a comprehensive disciple-making process for middle school through college students, with the goal of seeing lost students reached for Christ and grown into maturing leaders as rapidly as possible.

QUALIFICATIONS:

- An intimate, growing relationship with Christ
- Passion and experience in evangelism, disciple-making, and international missions
- Strong, healthy family relationships
- Competence in the administration of time and other resources
- Competence in organization and communication, including ongoing learning and adoption of new tools and methods
- Successful prior ministry experiences
- Good interpersonal skills, including the ability to work well with staff and volunteers and build effective ministry relationships with members
- Effective preaching and teaching skills
- A strong Southern Baptist identity, embracing our key partners at the SBCV, IMB, and NAMB.

EDUCATION PREFERRED:

Master's degree from one of the six Southern Baptist seminaries or Liberty University's Rawlings School of Divinity.

RESPONSIBILITIES:

1. Coordinate a comprehensive disciple-making program for students which includes reaching students, ascertaining their spiritual status, and leading them into the Four E's: Encounter (authentic worship), Encourage (small group fellowship), Equip (discipleship), and Engage (ministry and missions).
2. Inspire and equip parents in their role as the primary disciplers of their students, including both directly resourcing and training parents as well as creatively engaging parents and students together in programming.

3. Regularly evaluate the effectiveness of the discipling, outreach, and missions efforts of the student ministry, enlisting and incorporating input from students, parents, volunteers, and pastors.
4. Competently lead domestic and international student mission trips.
5. Give oversight and direction to Sunday School Life Group ministry as it relates to students (in coordination and consultation with the Associate Pastor for Discipleship), including leader training.
6. Give oversight and direction to a weekly student outreach-oriented large-group program, as well as to a weekly small-group intimate discipleship program, coordinating timing and resources with other ministries of the church.
7. Creatively pursue opportunities to integrate the Student Ministry with the broader church, whether by integrating students into church activities or bringing adults into Student Ministry activities.
8. Communicate clearly and regularly with parents, students, pastors, and staff regarding programs and events, ministry direction, and next steps of discipleship.
9. Expand our current ministry to college age adults—supporting our existing college and career adult life group while looking for ways to reach and disciple more adults in this age group and encouraging these young adults toward ministry in the church, in the community, and among the nations. This may include regular contact with students away at college, offering fellowship opportunities while students are home, and offering retreats or conferences geared for young adults.
10. As an Associate Pastor, assist the Senior Pastor in providing pastoral care to the congregation in ministries like hospital visitation, funerals, weddings, etc.
11. As an Associate Pastor, be able to competently preach biblical messages when called upon to fill the pulpit.
12. As an Associate Pastor, coordinate well with other ministry and support staff, including collaborating on and assisting in broader church ministry, outreach, or administrative needs when needs arise.
13. Collaborate and assist support staff and volunteers to care for and maintain shared resources such as building, A/V, kitchen items, or church vehicles.
14. Maintain the mentality of a lifelong learner, reading and attending conferences to keep your mind, heart, and skills sharp.

STAFF RELATIONSHIPS:

The Associate Pastor for Students works under the supervision of the Senior Pastor and in coordination with the Pastoral team. This individual may supervise and direct other paid staff such as interns or part-time ministry assistants as per their job descriptions (in coordination with the Personnel Committee and church administrative staff for personnel functions). This individual will have the support of the office administrative staff.

SMRBC STUDENT MINISTRY

Student Missions

Our student ministry has taken regular domestic and international mission trips. In recent years our students have served in South Africa, India, Ukraine, and the Dominican Republic. Our next international student mission trip has not yet been set, but our goal has been to take an international mission trip every 3 years.

SMRBC's Building Blocks

SMRBC has developed an intentional progressive discipleship map called "Building Blocks" to provide guidance for important topics and points of growth for different stages of life. As students move into 6th grade, they will have been transitioning through Building Block 4: "Preparing for Adolescence." As students move through the ministry, they will reach Building Block 5: "Purity for Life," Building Block 6: "Passage to Adulthood," and Building Block 7: "High School Graduation."

Each Building Block can have church and family celebrations, parent seminars, special events and curriculum units, and other stage-of-life resources for the ministry, parent, and student.

Student Group Makeup

Our student ministry is made up of a blend of public, private, and home school students from 6th to 12th grade. Several different public and private middle and high schools are represented in this group.

It involves about 50 active students with the potential to draw in a number of inactive students from within the church and to reach MANY more from the community.

A Few of the Schools Represented

Glen Allen High School (only 3/4 mile from SMRBC):

<https://glenallenhs.henricoschools.us/>

Hermitage High School (less than 2 miles away)

<https://hermitage.henricoschools.us/>

Hungary Creek Middle School

<https://hungarycreek.henricoschools.us/>

Grove Christian School

<https://www.grovechristianschool.com/>

Veritas School

<https://www.veritasschool.com/>

SMRBC CORE VALUES

1. **Loving Jesus** – We love Jesus! We are captivated by Him. His love motivates us and causes us to rejoice and worship! He is our Savior, Lord, and Life!
2. **Living the Word** – We gladly accept the Bible as God’s Word and gratefully embrace it as the source and final authority for our beliefs, our teaching, our counsel, and the way we live out our lives.
3. **Embracing the Mission** – We are not consumers, but missionaries to broken people. We did not join a club, but a cause! We love our neighbors enough to serve them and show them how to find forgiveness and life through faith in Jesus Christ.
4. **Embracing Change** – We serve with a missionary mindset, adapting our methods and ministries continually to better connect with a constantly changing community and world.
5. **Engaging the next generation** – We will reach this generation for Christ, while communicating the Gospel to the generations coming behind. Our families and our ministries will partner in this pursuit of reaching, discipling and launching new waves of vibrant, joyful, world-changing Christians!

