

Calvary Church

Student Ministry Pastor – White Bear Campus

Job Description

Full Time (Exempt)

Reports to: NextGen Ministries Pastor

Location: White Bear Campus (serving across both campuses)

Education: Bachelor's degree required; graduate theological education preferred

Experience: At least 3 (required) to 5 (preferred) years of demonstrated experience leading youth in a local church or ministry setting, including volunteer recruitment, training, and program development.

ROLE SUMMARY

Calvary Church seeks a relational, spiritually grounded, and joy-filled Student Ministry Pastor who will disciple students in grades 6–12 to follow Jesus wholeheartedly. The ideal leader embodies a genuine love for Christ, a passion for youth, and the ability to build a ministry that balances **biblical depth, authentic relationships, and joyful community.**

This person will serve both as a **spiritual shepherd** and a **strategic leader**, shaping an environment where students encounter Jesus, grow in faith, and live missionally in their schools and communities.

RESPONSIBILITIES

1. Spiritual Leadership & Discipleship

- Create environments where students experience belonging, biblical truth, and spiritual growth
- Teach God's Word with depth, relevance, and conviction, helping students defend and live their faith
- Foster discipleship through small groups, mentoring, and service opportunities
- Equip students to live out their faith boldly at school, home, and in the community

2. Relational Engagement

- Be present and accessible—investing in students both inside and outside of church gatherings
- Build meaningful relationships through visibility at services, events, and local activities
- Partner with parents through regular communication, encouragement, and collaboration
- Develop relationships with parachurch ministries, community organizations, and schools for the purpose of outreach

3. Volunteer Development

- Recruit, train, and empower volunteers to lead with excellence and care
- Cultivate a team culture of authenticity, collaboration, and ongoing spiritual growth
- Mentor volunteers and interns, providing feedback and support

4. Programming & Event Leadership

- Oversee youth programming for grades 6–12 at the White Bear Campus
- Design and implement middle school teaching content for both campuses
- Plan and lead meaningful intercampus middle school experiences (retreats, mission trips and other events)
- Ensure alignment of teaching scope and sequence across campuses
- Integrate fun and creativity into programming to engage a diverse range of students and interests

5. Communication & Administration

- Maintain clear, proactive communication with students, parents, volunteers, and staff
- Manage logistics for events, budgets, and schedules with excellence and attention to detail
- Collaborate closely with the Roseville Campus Student Ministry Pastor to deliver unified, high-quality ministry

6. Team & Church Integration

- Serve on the NextGen Ministries Team, contributing to the vision and direction of Calvary's student ministry
- Supervise the White Bear Campus High School Director
- Coordinate and ensure execution of ministry logistics with NextGen Ministries Administrative Assistant
- During intercampus middle school events and retreats, supervise the Roseville Campus Middle School Director
- Coordinate with church staff to ensure student ministry is integrated with Calvary's overall mission and vision

QUALIFICATIONS & CHARACTERISTICS

- A committed follower of Jesus Christ who demonstrates spiritual maturity and a growing personal relationship with the Lord within Christian community
- Deep personal walk with Christ marked by humility, authenticity, and joy
- Commitment to Calvary Church's Statement of Faith and ministry philosophy
- Spiritually and emotionally healthy; models self-awareness, resilience, and grace
- Strong biblical knowledge and ability to teach truth with clarity and cultural relevance
- Engaging and relational—able to connect with middle and high school students alike
- Excellent communicator with parents, volunteers, and staff
- Demonstrated ability to recruit, equip, and lead volunteer teams
- Organized and dependable, with skills in planning, administration, and follow-through
- Team-oriented, collaborating across ministries and campuses

AFFIRMATIONS

- Affirmation of Calvary Church's **Statement of Faith** and **Covenant**
- Regular participation in public worship at Calvary Church
- Maintain membership in good standing at Calvary Church

PAY RANGE

Compensation begins at \$56,000 and may increase based on experience and education. Full range available on request.

INTERESTED IN APPLYING?

Send a cover letter and resume to christy.becher@calvarychurch.us



Roseville Campus

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White Bear Campus

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