



## HEBRON BAPTIST CHURCH

Associate Pastor of Students  
Dacula, GA

### Working Relationships:

Reports to Next-Gen Pastor (Executive Pastor in absence of Next-Gen pastor)

### Direct Reports:

Student Ministry Assistant

### Job Classification:

Full time with Benefits, 40+ hours per week

### Principal Functions:

To help promote the vision of Hebron, as we follow Jesus and His Word, providing leadership to the Student Ministry of the church.

### Expectations:

#### I. PERSONAL EXPECTATIONS

- a. Minister from the overflow of your heart. Grow in your relationship with Christ.
- b. Have accountability. Be in accountable relationships with other men.
- c. Mentor. Be sensitive to mentoring opportunities that the Lord may bring your way. Make disciples.
- d. Be mentored. Continue to seek out mentors who can pour into you as you pour into others.
- e. Pursue excellence in everything you do. Do it unto the Lord. Rely on Him. Be willing to sacrifice when necessary.
- f. Balance time in the office and time in building relationships. Don't abuse either.

#### II. PASTORAL EXPECTATIONS

- a. Before you are a pastor to Students, you are a pastor in general. If there is a need in an area besides student ministry then be willing to assist with it or if necessary, there is a need for leadership, lead out in that area.
- b. Attend weekly staff meetings – currently Tuesdays from 1:30-3:00.
- c. Attend Next Gen departmental meetings.
- d. Hospital visits, benevolence opportunities, and administrative responsibilities will be shared among the pastoral staff.
- e. Though we have administrative help, be willing to answer phones, make your own copies, mop, vacuum, plunge, move tables, etc. when necessary. Be a leading servant.
- f. Calendaring – Be in communication with the other pastoral staff so that families are not overloaded with church activities in the same day, weekend, week, or even month.
- g. Make a priority to be in the schools. As you have opportunity, build relationships with school administrators and faculty to establish a ministry of presence in those mission fields.
- h. Be a team builder. We believe in equipping the saints for the work of the ministry (Eph. 4:12). This requires pastors to recruit, train, and motivate volunteers.

#### III. FAMILY EXPECTATIONS

- a. You have no right to minister to others if you are not leading your home.
- b. Lead your family first in worship, prayer, and biblical literacy.
- c. Balance ministry to the church and ministry to your home.
- d. Set limits and protective boundaries so that your family does not always have to sacrifice.
- e. If you are married, you and your wife are a team. Always remember that **you** are the associate pastor of students. Your wife is welcome to serve alongside of you, but she is also free to serve in any other ministry where she is gifted.
- f. Make sure your wife feels appreciated in all she does to help you. Write thank you notes and do whatever else that will communicate how special she is to you.
- g. Protect your family from a root of bitterness. Be careful in what you share with your spouse. Though she is your soul mate, you want to protect her from knowing everything that goes on, especially anything that would make her feel bitter toward someone. Ask God to give you guidance in what to share and not share. This does not mean you should not be honest with her; it just means that it will probably not help her to know who said disparaging comments about her husband.

#### IV. STUDENT EXPECTATIONS

- a. Ministry to Students - You are responsible for ministry that occurs to students.

- i. **KNOWING THEIR FAITH** - Devise a strategy for making disciples within student ministry. In conjunction with the church's emphasis upon biblical literacy, find a way for the students to connect with biblical material in a relevant way.
    1. Hopefully you will be building off of a solid foundation from our children's ministry and you can take these students deeper.
    2. Make sure every student knows how to study their Bible. Teach them about context, hermeneutics, exegesis, etc. Consider using Arthur's *How to Study Your Bible* or Fee and Stuart's *How to Study Your Bible for All its Worth*. An example would be to create an introductory class for every entering sixth grader.
    3. Prepare them to "own" their faith.
    4. Ask the tough questions they will face at school, such as "How do you know the Bible is true?" and "Is the God of Islam the same as the God of Christianity?" Equip them in theology, apologetics, and ethics.
    5. Challenge them to be biblically saturated. It would be a good goal to memorize a book of the Bible or lengthy passage as a group each year.
    6. Teach students about the value of prayer and then make it a priority in your ministry by doing it often. Develop prayer warriors in your ministry.
    7. Challenge them to read some of the great works of Christianity. Open their eyes to Packer's *Knowing God*, Piper's *Don't Waste Your Life*, Bunyan's *Pilgrim's Progress*, etc.
    8. **LIVING THEIR FAITH** – Alongside our Missions and Community Outreach Team, devise a strategy for students to serve their Jerusalem, Judea, Samaria, and the ends of the earth. We would like for students to serve locally, nationally, and internationally.
    9. Equip students to share their faith. Make sure they know what the Gospel is and can articulate it clearly. Do not give them just a canned presentation but teach them how to share their faith in multiple environments.
    10. Train students to be ambassadors for Christ in their homes. Emphasize respecting their parents and being a blazing witness to their families. Help them see how they can practically do this. Give them the "how's" and "why's" and not just the "should" and "could."
    11. Train students to be missionaries to their schools. Help them to see their school as their secondary mission field besides their home. Train them to pursue their homework with excellence in order to earn the right to share Christ with their teachers. Train them to be sensitive to the Spirit so that they can share Christ with their friends. Help them find ways of connecting both with Christians and non-Christians at their school.
    12. Students should regularly have opportunities to serve with their parents in local areas such as shelters, soup kitchens, etc. If not monthly, then every two months.
  - ii. **TRAINING OTHERS IN THE FAITH**
    1. We would like for older students to be equipped to mentor/disciple younger student. We would also like our students to mentor third, fourth, and fifth graders. This could include helping the Sunday or Wednesday teachers in the preparation and delivery of the lesson. Helping clean-up. Calling or writing notes to the children, etc. **TEACH THEM HOW TO MAKE DISCIPLES**. Our desire is that when a student graduates, we have trained them how to make disciples.
  - iii. **FUN**
    1. While we are making disciples, we also have to remember they are students. Find ways for them to laugh, have fun, and enjoy each other's fellowship.
    2. Strive to connect with the students in ways outside of teaching. They need to know you are a real person who laughs and knows how to have a good time. Also, model what it means to be a Godly-husband and father.
    3. Try to attend special events for them such as football games, marching band competitions, gymnastic meets, ballets, etc. Balance this with having a family, but also strive to let students see you care about what they care about.
  - iv. **GROWING IN FAITH WITH THEIR FAMILIES**
    1. Find as many ways of integrating the students with their families as possible. Joint mission trips, joint fun trips, reading of specific books, etc. Help students connect more than they divide.
- b. Ministry to Parents
- i. **CLEAR COMMUNICATION**
    1. Strive to be clear, detailed, and thorough in all of your communication to parents.
    2. As much as possible, avoid "last-minute" requests. Plan your calendar in advance so that details can be worked out.
    3. Do what you say you are going to do in your communication. Start on time and end on time. Whatever it is, make sure your end of the communication is followed through on.
  - ii. **EQUIPPING**
    1. Your task is to work with the Next-Gen Pastor and the Discipleship Pastor to equip parents to ultimately be their child's student pastor.

2. In conjunction with the rest of the pastoral staff, strive toward seeing student's parents grow in Christ's image.
3. Point parents to key resources that can help them lead their teenagers. Be aware of new resources that are published that can help in this task.
4. On a yearly basis, offer training in some form for these parents. It's okay for it to be in conjunction with another student function so that you do not request multiple time commitments from a family.
5. Strive to really connect with these parents. Be their pastor as well.

iii. **CONNECTING/INCLUDING**

1. When planning a D-Now or other type of event, think through how parents could benefit besides helping with background details. Add some components so that parents can be challenged and refreshed.
2. Make it a priority to connect with students and their parents. At least once a month, connect with a student's family and share a meal or a game night or some other form of fellowship. Have student families into your home and be in their homes whenever possible.

V. **INITIATIVE**

- a. Sometimes there will be needs at Hebron that do not fit in the areas described above. Show initiative and work to meet SOME of these needs. Do not let your main responsibilities suffer and do not over-extend yourself so that you and your family suffer but be willing to work toward seeing broader needs in the church met.

**Qualifications:**

1. Member of Hebron Baptist Church
2. Prior experience in ministry to families
3. Excellent interpersonal skills
4. Effective oral and written communicator
5. Ability to maintain and respect confidentiality
6. Computer skills for documentation of visits and other contacts, competent with Microsoft Word and Outlook.
7. Must pass pre-employment drug screen; educational, criminal, financial and sexual misconduct background checks.
8. Must support the work of the ministry through giving, as expected from every Hebron Church Member.

**Internal applicants must complete an Internal Job Application  
Contact Human Resources at 770.962.3671 for more specific information regarding this position.**