

## **Job Overview**

Main Street Baptist Church in Alexandria, Kentucky is hiring a Pastor of Students & Family Ministry.

Main Street Church is all about people knowing Jesus and making Him known.

We are a growing, flourishing church that is committed to being formed and shaped by the Word. By God's grace our attendance has doubled in the last 12 months. We average 445 in our Sunday worship service with 40+ Teenagers in Student Ministry and over 20 Small Groups that are meeting on Sundays and throughout the week.

The local high school is only two miles from the church, with a current enrollment of 1500 students.

In every environment at Main Street, we are committed to declaring the Word, discipling the believer, and deploying the church on mission locally and globally.

## **Job Description**

Main Street Church is seeking an individual with a pastoral call who exhibits the following:

**Experience:** He has previous ministry experience in a local church, particularly with Students and adult discipleship ministry roles. He has worked in unity with church elders and honors their spiritual leadership, counsel, and accountability.

**Character:** He is holy, humble, transparent, trustworthy, teachable, and faithful, with a strong personal prayer life. His life aligns closely to the Biblical standards for elders (Titus 1:6-9; 1 Timothy 3:1-7). He displays the fruit of the Holy Spirit (Galatians 5:22-23), while able to verbalize his weaknesses, inadequacies, and sins. He is a man who is humble and dependent on Jesus.

**Gifting:** He has developed gifts in building a disciple-making culture (Matt. 28:16-20), teaching/equipping the saints for the work of ministry (Ephesians 4:11-13), leading/organizing students & discipleship ministries, and investing in those who report to him. He also has a genuine shepherd's heart (1 Peter 5:1-5).

**Passion:** He loves Christ passionately. He embraces and teaches a proper view of the sinful, lost nature of man, and God's salvation in Christ alone. He promotes a strong view of the preeminence of Christ in the life of the believer and the local church. He teaches & encourages a healthy, biblical vision for the local church.

**Leader:** He is strong but meek (strength under control), leading by example. He is able to communicate Main Street's vision and direction, alongside the other leadership team & elders. He is actively engaged in personal disciple-making.

**Personality:** He is friendly and approachable with a high level of collaboration with staff and members of the congregation. He desires to pour himself into others.

**Theology:** He has formal Biblical training, preferably seminary. He is in agreement with the Baptist Faith and Message 2000 as a Statement of Faith. He embraces and teaches a high view of God's holiness, grace & love.

**Philosophy of Ministry:** He can articulate and lead from a Word-shaped, Gospel-centered philosophy of ministry which embraces the local church as God's vehicle for advancing His cause on earth. He can articulate and lead a family-centered student ministry, where parents are coached to take the lead in discipling their children and the local church plays a crucial support & equipping role.

**Gifts & strengths desired:**

- Disciple-making
- Teaching & Equipping
- Strong Engagement with Students & Families
- Organizational Leadership
- Shepherding
- Empowering others
- Compassionate
- Servant

**Student Ministry Focus:**

- Recruit, lead, equip, and maintain a Lead Team of adult and young adult leaders to assist in any and all campus-centered activities.
- Faithfully and methodically teach the Bible to our students.
- Create opportunities for disconnected students to be engaged.
- Plan, organize, and oversee student events, camps, retreats and discipleship-based life.
- Lead our Student Ministry (6th-12th grades) through preaching/teaching on Wednesday nights and Sunday mornings in partnership with our Adult Volunteers (Current team is eight), to create a safe & flourishing environment for evangelizing & discipling our Students.
- Equip parents to disciple their children.
- Assist in developing and deploying a strategy, preparing students to be "Life/University" ready; engage students and families to invest in this process both strategically and spiritually.
- Shepherd students/families appropriately; conferring with the Lead Pastor and providing referrals for counseling situations.
- Visit local schools and participate in the life of students and their families.

**Teaching and Leading Responsibilities:**

- Will be a part of the regular preaching team at Main Street, also filling in for the Lead Pastor as needed.

- Ability to assist with hospital visits, funerals, weddings and biblical counseling.

**Administrative Responsibilities:**

- Coordinate with the Kids' Ministry Director for the transition of 6th graders into student ministry.
- Assist (collaborate) in developing a baby-college discipleship strategy.
- Work with the Lead Team of adult and young adult leaders to regularly evaluate MSBC's student-focused strategies/processes.
- Provide an Annual Budget Proposal to the Stewardship Team for "on campus" related and Main Street based ministries (students & small groups)
- Meet on a weekly basis with MSBC staff as directed.

**Ongoing responsibilities:**

- Partner alongside the pastor & elders to creatively build and support a disciple-making culture.
- Shepherd, nurture, and pray for the flock at Main Street.
- Provide an environment through which the Body at Main Street can mature in Christ and be equipped for the work of ministry.
- Be involved in personal disciple-making, inside and outside Main Street Church.
- Demonstrate proactive leadership that reflects the mission, objectives, core values, and the needs of Main Street Church.

**Qualifications:**

- Qualifications for a Pastor as found in Scripture (Titus 1:6-9; 1 Timothy 3:1-7)
- BA/BS from an accredited college or university
- MA/MDiv or higher degree from an accredited seminary is highly desirable
- Demonstrated pastoral & student ministry experience in a Southern Baptist church of three or more years is highly desirable
- Experience managing and leading teams of volunteers
- Strong organizational, management, and communication skills

**Benefits:**

- Beginning Salary: in the 50-60k annually, based on experience.
- Health Reimbursement: A generous reimbursable health account is provided
- Reimbursable: Professional Expense Account & Mileage reimbursement provided.
- Starting Vacation: 2 weeks annually; New employees eligible during first year upon approval.

- Annuity: Employer contribution to 403(b) available; Employer contribution of 50% of 3% of regular salary; contribution increase by Salary Reduction also available.
- Life Insurance: Life & Disability insurance; 6x annual salary; begins twelfth (12th) pay period.
- Ministry Leave: One week annually; for leading a revival or participating in an approved conference or mission trip.