

High School Pastor Job Description

Position: High School Pastor

Status: Full-Time, Salary

About Cibolo Creek Community Church

Cibolo Creek Community Church is nestled in the heart of Texas Hill Country. As San Antonio grows north, Fair Oaks Ranch and Boerne are booming. 1,800 new homes are being built within five miles of our church. The surrounding 5 high schools serve 3,400 students and are among the top in Texas. The more than 700 who call Cibolo Creek home recently celebrated its 25th anniversary. The Lord has gifted Cibolo Creek with 38 acres to build a new multi-use campus. We desire to serve as a hub of spiritual renewal and missional living for generations to come. While the future is bright, there is work to be done.

Vision and Mission of Cibolo Creek Community Church

Our Mission here at Cibolo Creek is to lead people into a growing relationship with Jesus.

Our Vision is to be a family of authentic Christ-followers working together to do whatever it takes to introduce people to a life-changing relationship with Jesus and His Church.

Our Strategy follows Jesus example making disciples:

Attract: Come and you will see - John 1:39

Get: Follow Me - Matt 4:19

Keep: Abide in Me - John 15:5

Grow: Learn from Me / Ask Me - John 15:7

Multiply: Go Make Disciples - Matt 28:18-20

The “Big Win” of the High School Pastor:

The High School Pastor champions reaching students for Jesus. They see students as difference makers and help others do the same. They model and recruit leaders to meet students where they are, integrate them into the Cibolo Creek community and help them grow in Jesus. Together we celebrate when students lives change and they take steps for Jesus.

The Role of High School Pastor

This position helps Cibolo Creek Community Church fulfill its purpose by partnering with parents to ensure High School students are introduced to a personal relationship with Christ, nurtured to Christlike maturity, and mobilized to make a difference in their world for the Kingdom of God. The ideal person for this role is a dynamic leader who excels in drawing and engaging high school students from within and outside our Church community. The role involves teaching, communication, creative event planning, and volunteer team building, among other responsibilities as needs arise.

At Cibolo Creek all Leaders:

1. Model Servanthood
2. Set the Attitude
3. Cast Vision
4. Develop People
5. Delegate Authority
6. Require Excellence
7. Appreciate Volunteers

To Executive Leadership

1. Assist in implementing and realizing the vision and mission of Cibolo Creek.
2. Report to the Executive Pastor of Leadership and Ministry Development
3. Develop and steward an annual budget for the High School Ministry.
4. Develop and maintain an annual plan with quarterly goals to improve and grow High School breadth and depth.
5. Identify and effectively communicate needs of the next generation.
6. Fulfill all other responsibilities as assigned by the Executive Team.

To Pastoral Leadership

1. Serve on and meet regularly with the Pastoral Leadership Team for prayer, encouragement, training, planning, accountability, and evaluation.
2. Communicate events and offer appropriate opportunities to work together.
3. Connect, support, and promote team members, helping when needed.
4. Provide special services as needed or required (e.g., Baptisms, weekend preaching, etc.) as appropriate.

To the High School Leadership Team & Parents

1. Pray for them regularly.
2. Cast vision clearly and effectively to parents and leaders about “why” and “how” High School Ministry fits into Cibolo Creek.
3. Build a leadership pipeline that results in committed volunteers who love Jesus and love students.
4. Celebrate wins.

To the High School Students

1. Attract and invite High School students into our church community from our church body and surrounding high schools.
2. Attend student functions and be a presence within the community.
3. Ensure promotional material is created to invite Students to participate.
4. Grow students through Life Group participation.
5. Coordinate and serve as the primary communicator at mid-week and weekend student services.
6. Identify and develop a Student Leadership Team.
7. Plan key events around milestones in the life of a student.
8. Improve the quality of our student ministry services, evidenced partly by increased attendance and participation.
9. Lead a Life Group.

Key Performance Indicators

The High School ministry growth strategy mirrors Jesus’ discipleship path, which is...Attract: Come and you will see - John 1:39, Get: Follow Me - Matt 4:19, Keep: Abide in Me - John 15:5, Grow: Learn from Me / Ask Me - John 15:7 and Multiply: Go Make Disciples - Matt 28:18-20. With Jesus’ strategy in mind, the High School Pastor will develop 3 or 4 metrics alongside the Executive Pastor of Leadership and Ministry Development for evaluation. Below is an example of what metrics could be chosen:

1. Recruit 10 High School Leaders by the end of year one
2. Increase High School student participation from 40 to 80 students during the next two years.
3. Create age-appropriate discipleship competencies and increase engagement by 50%.

An Epic Win

An epic win would look like recruiting 1 new High School Coach (Volunteer Leader of Leaders), 10 new Leaders, and increasing student involvement to 75 students by the end of next school year.

Qualifications

1. A deep personal relationship with Jesus.
2. A bachelor's degree, three to five years of student ministry experience as a volunteer or staff member. Residency or Seminary education or participation is preferred.
3. Experience teaching the Word and facilitating small group Bible studies.
4. A working awareness of challenges and needs of students and culture.
5. Proficiency with computers and social media.

Strengths & Skillset

1. Cultivates deep relationships with God and others
2. Passionate about developing others
3. A proven leader of leaders
4. Outstanding verbal and interpersonal communication skills
5. Displays a high emotional intelligence
6. Is a proven, organized, and dependable strategic systems thinker
7. A self-starter who thrives in a team environment
8. Displays a tenacity to persevere
9. Proactively resolve personal conflicts through careful communication (no gossip Matt. 18, no conflict resolution through technology), personal reflection (1 Cor. 11:28), active listening (James 1), honest apology when in the wrong, and honest forgiveness when wronged.

Schedule

- You would work about 40-45 hours a week.
- You would participate in weekly team meetings.
- You'd stay in touch with your supervisor (Executive Pastor of Leadership and Ministry Development) on a daily basis.
- You could travel for various retreats, camps and conferences.