

From: Buffalo Church
PO Box 176
Helena, MT 59624

Start Date: TBD
Job Classification: Full Time (Exempt)

Overview

The Student Pastor provides leadership, pastoral care, and organizational oversight for Middle and High School ministries. This role focuses on discipling students, partnering with families, equipping volunteers, and engaging the community through gatherings, events, retreats, and camps. The Student Pastor also serves on the pastoral team and contributes to the overall mission of the church.

Responsibilities

1. Student Ministry Leadership

- Develop and implement a Christ-centered ministry strategy for grades 6–12.
- Lead weekly student gatherings with clear, biblical, relevant teaching.
- Create pathways for discipleship, spiritual growth, and student leadership.
- Develop and equip a student-led worship team.

2. Pastoral Care & Spiritual Formation

- Provide pastoral care to students and families through prayer, guidance, and crisis support.
- Equip and partner with parents as primary spiritual leaders in the home.
- Maintain a consistent presence at student activities, schools, and community events.

3. Volunteer Recruitment & Development

- Recruit, train, and shepherd adult volunteers and small-group leaders.
- Provide ongoing coaching and leadership development for young adult leaders.
- Foster a healthy, relational, team-oriented ministry culture.

4. Event & Program Oversight

- Plan and lead major annual events such as Summer Camp, Winter Retreat, mission trips, service projects, and outreach.
- Oversee logistics, budgeting, registration, safety, and spiritual programming.
- Develop creative evangelistic opportunities for students.

5. Administrative & Operational Duties

- Manage the student ministry budget and steward resources well.
- Communicate consistently with students, parents, and volunteers across digital and church platforms.
- Maintain policies for safety, risk management, and child/student protection.
- Collaborate with staff to support church-wide events and initiatives.

General Pastoral Responsibilities

- Participate in pastoral meetings, retreats, and strategic planning.
- Assist with preaching, teaching, pastoral care, weddings, funerals, and baptisms as assigned.
- Model and uphold the mission, vision, values, and biblical character expected of pastoral staff.

Qualifications

- Clear calling to student ministry and proven experience discipling students.
- Bachelor's degree in ministry (preferred).
- Experience leading a student ministry (preferred).
- Strong teaching, communication, and organizational skills.
- Ability to build relationships with students, parents, and volunteers.
- Team-oriented with alignment to church theology and ministry philosophy.

Personal Characteristics

- Spirit-led, prayerful, and grounded in Scripture.
- Relational, approachable, and engaged with families.
- *Strong work ethic*; resilient and dependable.
- Creative, energetic, organized, and detail-oriented.
- Humble, teachable, and committed to personal spiritual growth.

Schedule & Expectations

- 40–50 hours per week, including weekends and select evenings.
- Typical work rhythm: Sunday–Thursday (flexible). Occasional Fridays and Saturdays.
- Regular Sunday presence for teaching, shepherding, recruiting, and leadership.

Metrics & Evaluation

- Growth in weekly student attendance and retention.
- Growth in the volunteer team and leadership pipeline.
- Student progression in discipleship and leadership pathways.
- Engagement in major events (camps, retreats, etc.).
- Responsiveness and effectiveness in pastoral care.
- Teaching effectiveness and contribution to church health.

Compensation & Benefits

- Salary based on experience and local benchmarks.
- Benefits may include health coverage, retirement, PTO, and professional development funds.
- Opportunities for ongoing training, coaching, and denominational/association development.

How to Apply

Send your resume, a 1–2 page ministry philosophy (focused on student discipleship and leadership development), and two teaching or preaching links to employment@buffalo.church

Classification: Full-Time

Status: Salary

Hours: Up to 50 per week

Reports to: Lead Pastor (Todd Nicholson)