WALNUT HILL
COMMUNITY CHURCH

# PASTOR OF STUDENT MINISTRIES

***Candidate Application Instructions***

## Welcome to Walnut Hill!

Thank you for your interest in the Pastor of Student Ministries position at Walnut Hill Community Church. Our Student Ministries serve students in grades 6-12 across our four campuses, with approximately 200 active students involved across the ministry.

Student ministry at Walnut Hill is more than a weekly program. Students gather for weekly midweek youth groups, biblical teaching, worship, small groups, outreach, retreats, camps, mission and service opportunities, and opportunities to serve within the life of the church on Sundays. We are looking for a leader who will help students encounter Jesus, grow in their faith, discover their calling, and impact the world for the Kingdom of God.

## About the Position

The Pastor of Student Ministries provides vision, leadership, and oversight for Student Ministries across all Walnut Hill campuses. This person will work closely with Campus Pastors, Student Ministry staff, adult volunteers, student leaders, and parents to build a unified, healthy, Christ-centered ministry.

## How to Apply

1. **Review the Position Description**
   Please read the attached position description carefully, including the responsibilities, qualifications, spiritual leadership expectations, and multi-campus nature of the role.
2. **Complete the Candidate Questionnaire**
   Complete the attached questionnaire thoughtfully and candidly. We want to learn about your relationship with Jesus, your call to ministry, your philosophy of Student Ministry, your leadership experience, and how you would shepherd students and families.
3. **Record a Two-Minute Introduction Video**
   Record a simple video of approximately two minutes introducing yourself. Tell us a little about who you are, why you are interested in this position, and what God is currently doing in your life. A polished production is not necessary - we simply want an opportunity to hear from you personally.
4. **Submit a video of a recent message or teaching you have done.**
4. **Submit Your Materials**
   Email your completed questionnaire and two-minute introduction video to Pastor Brian Bergen at bbergen@walnuthillcc.org. If the videos are too large to attach, you may include a shareable link.

## What Happens Next

Once we receive your materials, our team will take some time to review your questionnaire, introduction video, and teaching sample. We're looking forward to getting to know you, hearing your heart for student ministry, and learning more about what God is doing in your life.

After our team has reviewed everything, we'll be in touch with an update and let you know about any next steps in the interview process. Thank you for taking the time to apply, we're excited to connect with you!

***Thank you for prayerfully considering serving the next generation at Walnut Hill Community Church.***

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COMMUNITY CHURCH

# Candidate Questionnaire

1. Tell us about your relationship with Jesus, your call to ministry, and specifically why you believe God has called you to serve students.

2. Describe your philosophy of Student Ministry. What do you believe a healthy Student Ministry should accomplish, and what would you hope is true of a student by the time they graduate?

3. Student Ministry requires balancing biblical teaching, relationships, fun, outreach, worship, events and discipleship. How would you prioritize these areas, and what would that look like in a typical month of ministry?

4. Tell us about a ministry you inherited or led that needed improvement. What did you change, what did you intentionally leave alone, how did you bring people with you, and what was the result?

5. Student Ministry cannot be built around one pastor. Describe how you have recruited, developed, empowered and cared for adult volunteers and student leaders. How would you partner with parents in the discipleship of their students?

6. Please identify one or two theological, cultural, or ministry issues facing teenagers today that you believe require particular wisdom from a Student Pastor. How would you teach and pastor students through one of those issues while remaining faithful to Scripture and caring well for students and families?

7. Please provide a link to one recent message or teaching you have given to middle school or high school students. If one is not available online, you may send in a recording to bbergen@walnuthillcc.org.

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# Pastor of Student Ministries

**Reports to:** Pastor of Ministries
**Position:** Full-Time

At Walnut Hill Community Church, our mission is **"Igniting a Passion for Jesus in Connecticut, New England, and Around the World."** We believe the next generation plays a vital role in that mission.

We are seeking a passionate, Christ-centered leader to provide vision, spiritual leadership, and oversight for Student Ministries (grades 6–12) across all Walnut Hill campuses.

The Pastor of Student Ministries will lead and equip ministry staff and volunteers, disciple students, partner with families, and develop a unified ministry vision. This individual will work closely with Campus Pastors to build a thriving student ministry where students encounter Jesus, grow in their faith, build meaningful relationships, and discover their calling to live on mission.

## Key Responsibilities

### Vision & Ministry Leadership

- Cast and implement a compelling, Christ-centered vision for Student Ministries aligned with Walnut Hill's mission and values.
- Lead, encourage, and equip Student Ministry Staff and volunteer leaders across all campuses.
- Partner with Campus Pastors to strengthen Student Ministries while supporting the unique needs of each campus.
- Cultivate welcoming, engaging, and spiritually enriching ministry environments.
- Help shape the future of Student Ministries as Walnut Hill grows and expands.

### Biblical Teaching & Discipleship

- Provide engaging, biblically faithful, and relevant teaching that helps students know Jesus and apply Scripture to everyday life.
- Develop a unified teaching strategy and oversee curriculum across campuses.
- Create opportunities for students to encounter Jesus, grow spiritually, and build meaningful relationships.
- Equip students to share their faith, serve others, and make disciples in their schools and communities.
- Partner with the Worship Ministry to cultivate authentic worship through music, prayer, Scripture, and daily devotion to Christ.

### Leadership Development

- Recruit, mentor, train, and empower Student Ministry Staff and volunteers.
- Build strong ministry leadership teams and develop future leaders.
- Identify and equip student leaders to serve within the church and their communities.
- Foster a healthy team culture built on collaboration, encouragement, accountability, and spiritual growth.

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### Family Partnership & Pastoral Care

- Build meaningful relationships with students and families.
- Partner with parents, equipping them to disciple their children at home.
- Provide pastoral care, prayer, encouragement, and spiritual guidance to students, families, and ministry leaders.
- Collaborate with Walnut Hill's Care Ministry to support families through difficult seasons.

### Outreach, Missions & Ministry Growth

- Develop creative opportunities to reach students in local schools and communities.
- Lead and support outreach initiatives, service projects, retreats, camps, and mission opportunities.
- Inspire students to share the Gospel and live out their faith beyond the church.
- Collaborate with Campus Pastors and other ministry teams to strengthen discipleship across generations.
- Maintain a unified ministry philosophy, biblical foundation, and commitment to student safety across all campuses.

## Qualifications

- A growing relationship with Jesus Christ, demonstrated through spiritual maturity, biblical character, and servant leadership.
- Agreement with Walnut Hill Community Church's doctrinal positions and ministry values.
- Bachelor's degree required; master's degree preferred.
- Significant student ministry leadership experience preferred.
- Strong biblical teaching, communication, and relational leadership skills.
- Demonstrated ability to recruit, develop, and lead staff and volunteer teams.
- Ability to cast vision, inspire others, and collaborate effectively in a multi-campus church environment.
- A passion for reaching students, developing disciples, and equipping the next generation to follow Jesus.

## Ministry Expectations

This full-time pastoral position typically involves 45–50 hours per week, including regular evening and weekend ministry responsibilities. Travel between campuses and participation in student camps, retreats, and mission trips are expected. A valid driver's license and reliable transportation are required.

The Pastor of Student Ministries will actively participate in the life and leadership of Walnut Hill Community Church, modeling a commitment to Christ, the local church, and its mission.