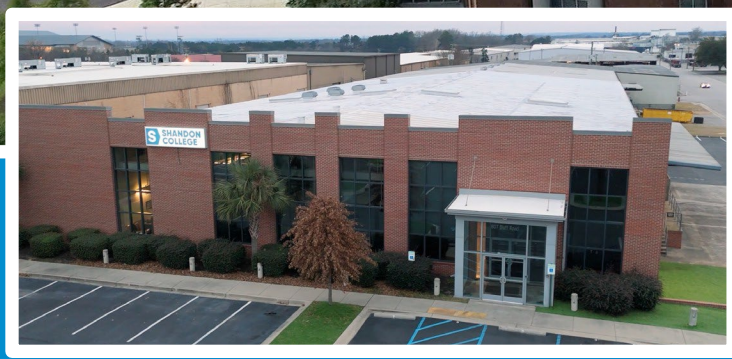
SHANDON
BAPTIST CHURCH

Student Pastor

Opportunity Profile



Apply for the Student Pastor position with a resume and cover letter sent to bpetersen@shandon.org.

ABOUT SHANDON BAPTIST CHURCH

About Shandon:

- 2026 weekly in-person worship attendance: 2,000+
- 2026 Budget: $9,000,000
- Ministry Team: Shandon's staff includes 13 ordained pastors and 45 additional ministry and support staff members.

Ministries:

- Weekday School
- Preschool
- Kids
- Students
- College
- Young Adults
- Adults
- Worship
- Missions
- Care and Support
- Clinical Counseling Center (Coming Fall 2027)
- Sports Ministry (Coming 2028)

Mission:

"Shandon Baptist Church exists to make, mature, and multiply disciples of Jesus Christ, one life at a time, in the Midlands and beyond."

Values:

- Bible-Focused Worship
- Disciple-Making
- Missions
- Prayer
- Sacrificial Generosity

Vision 2040:

- Reduce lostness in the Midlands by 1%
- Plant 5+ churches in the Midlands and Beyond
- 100+ sent ones into the mission field full-time
- Deploy 50% of our congregation on a short-term trip each year outside the Midlands
- Partner with other international congregations
- Create a sending pipeline for church plants
- Shandon Counseling Center
- Average as many attendees in groups as in worship services
- Baptize 10% of Shandon average worship attendance each year
- Shandon Sports Outreach

shandon.org/our-mission-vision-values

	Shandon Baptist Church 5250 Forest Drive Columbia, South Carolina 29206-5403
Title:	**Student Pastor**
Effective:	06/01/2026
Reports to:	Executive Pastor of Ministries

Mission Statement

We exist to make, mature, and multiply disciples of Jesus Christ, one life at a time, in the Midlands and beyond.

Position Summary

The Student Pastor provides spiritual, strategic, and operational leadership for all aspects of the student ministry of Shandon Baptist Church. This role is responsible for leading middle and high school students toward a growing relationship with Jesus Christ through evangelism, discipleship, leadership development, missions, pastoral care, and family partnership.

The Student Pastor will champion the mission, vision, values, and ministry strategy of Shandon Baptist Church and align all ministry efforts with the Vision 2040, while building and leading a healthy ministry culture among students, parents, volunteers, and staff.

Primary Responsibilities

Ministry Leadership

- Develop and execute a comprehensive ministry strategy for middle and high school students aligned with the mission and vision of the church.
- Establish measurable goals and regularly evaluate ministry effectiveness and spiritual impact.
- Provide leadership for weekly gatherings, discipleship environments, outreach initiatives, retreats, camps, and mission opportunities.
- Create a discipleship pathway that equips students to follow Jesus, engage Scripture, serve the church, and make disciples.
- Foster a strong evangelistic culture among students and leaders both on campus and in the community.
- Build and maintain a visible, positive ministry presence within local schools and the surrounding community. Engage students where they are.
- Ensure all ministry environments are safe, welcoming, organized, and spiritually healthy.

Leadership Development

- Recruit, train, equip, and shepherd volunteer leaders to effectively engage with and disciple students.
- Identify and develop student leaders who demonstrate spiritual maturity and leadership potential.
- Provide regular encouragement, coaching, and accountability for ministry leaders and volunteers.
- Cultivate a healthy ministry culture marked by unity, humility, excellence, authenticity, and servant leadership.

Pastoral Care and Family Ministry

- Shepherd students and families through intentional relational ministry and pastoral care.
- Support and encourage parents as the primary spiritual influencers in their homes.

- Provide biblical guidance and care during seasons of crisis, transition, or personal struggle among students and families.
- Maintain appropriate communication with parents regarding ministry direction, events, and student discipleship.

Organizational Leadership

- Develop and manage the annual student ministry calendar and budget in cooperation with church leadership and financial guidelines.
- Lead, supervise, and develop student ministry staff members as assigned.
- Maintain strong communication and collaboration with church staff and ministry teams.
- Ensure compliance with church policies, child protection procedures, and ministry best practices.
- Participate actively in staff meetings, church-wide initiatives, and leadership development opportunities.

Qualifications and Expectations

- Demonstrates a clear and growing personal relationship with Jesus Christ.
- Meets the biblical qualifications for pastoral leadership as outlined in Scripture.
- Models spiritual maturity, integrity, humility, and Christlike character in personal and public life.
- Supports and aligns with the doctrine, mission, and values of Shandon Baptist Church and the Southern Baptist Convention.
- Possesses strong relational, communication, organizational, and leadership skills.
- Demonstrates the ability to lead strategically, build teams, manage systems, and develop leaders.
- Maintains appropriate confidentiality and professionalism.
- Holds a valid driver's license with a satisfactory driving record.

Education and Experience

- Master's degree from an accredited seminary preferred.
- Minimum of five years of experience in student ministry leadership within a local church context.
- Demonstrated effectiveness in evangelism, discipleship, volunteer development, and team leadership.

Physical Requirements

- Ability to participate in active ministry environments, including retreats, camps, mission trips, and student activities.
- Ability to lift, carry, push, or pull ministry equipment and supplies as needed.
- Ability to work flexible hours, including evenings and weekends.
- Ability to work effectively in a fast-paced, team-oriented ministry environment.

Disclaimer

This position description is intended to describe the general nature and level of work performed by the individual assigned to this role. It is not intended to be an exhaustive list of all responsibilities, duties, or qualifications required.

This is not a contract. Employment at Shandon Baptist Church is at-will and may be terminated by either the employee or the church at any time, with or without notice or cause.

Accepted By: _____ Date: _____

Approved By: _____ Date: _____