

Student Pastor – Bristol Campus

Bristol, Virginia

Invest in Students. Build Leaders. Change Lives.

At Highlands Fellowship, we believe healthy ministry starts with healthy people. We are committed to creating a culture where staff members can thrive spiritually, relationally, and professionally. We value authenticity, collaboration, trust, and a healthy work-life balance because we know lasting ministry impact flows from a healthy relationship with Jesus and strong relationships at home.

Highlands Fellowship is a growing, multi-campus church with three physical campuses and an average weekend attendance of more than 2,200 people. Our Bristol Campus welcomes more than 700 people each weekend and is home to a vibrant and growing student ministry. We are looking for a passionate, relational, and visionary Student Pastor who is excited to invest in the next generation and help students experience life with Jesus.

Position Summary

The Student Pastor will lead and inspire students in grades 6–12, helping them experience life with Jesus by being with Jesus, becoming like Jesus, and doing what Jesus did. This role provides a unique opportunity to make a lasting impact in the lives of students by creating environments where they can encounter Jesus, build authentic relationships, grow in their faith, and discover their God-given purpose.

Essential Duties and Responsibilities

Vision and Strategy Development

Collaborate with student ministry leaders across all campuses to develop and implement a comprehensive vision and strategy for Student Ministry that effectively reaches and disciples students. This teamwork-driven approach ensures consistency and unity across our church's student ministries.

Volunteer Leadership

Build, equip, disciple, and care for a volunteer team that is deeply committed to investing in, leading, and nurturing students. This aspect of the role is crucial for sustaining and expanding the ministry's reach and impact.

Teaching and Modeling

Lead by example, teaching and demonstrating what it means to be a fully devoted follower of Jesus. Serve as a role model not only to students but also to your team of volunteers.

Creative Biblical Teaching

Serve as the primary communicator for student gatherings, delivering engaging, relevant, and biblically grounded messages that connect with students in today's culture.

Creating Engaging Environments

Develop fun, safe, and age-appropriate environments where students feel welcomed, can explore their faith, ask questions, and experience authentic community.

Building Relationships

Establish meaningful and supportive relationships with a diverse group of students, ensuring every student feels known, valued, and connected.

Community and Church Engagement

Actively champion the vision of Student Ministry within the church and seek opportunities to extend its influence into the community, building connections that reach beyond the church walls.

Parent and Volunteer Trust

Build and maintain strong relationships with parents and volunteers, fostering open communication, collaboration, and trust in the shared mission of helping students grow in their faith.

Preferred Education and Experience

- Bachelor's degree in a related field

- Three or more years of ministry experience, preferably in youth or student ministry
- Strong communication, leadership, and team-building skills
- A demonstrated passion for discipling students and developing volunteers

Why Highlands Fellowship?

At Highlands Fellowship, you'll join a team that is passionate about helping people experience life with Jesus. Our mission is to make disciples, love our communities, and change the world. We believe every student matters, every story matters, and every ministry opportunity is a chance to help someone take a next step toward Jesus.

If you are passionate about investing in students, developing leaders, and building a ministry that makes a lasting difference, we'd love to hear from you.

To apply, please send your resume and cover letter to:

hr@hf.church