



Job Title: High School Pastor (Grades 9-12)

Department: Next Gen

Reports To: Lead Youth Pastor

Classification: Full Time (Sun-Thursday) | Exempt | Associate | Pastoral

Date: February 2026

The Big Picture

The NextGen Team serves as a unified ministry from birth through young adults. We support one another so we can be more effective in ministry to families at Compass Christian Church. We strongly believe in partnering with parents in order to have a greater impact on the Next Generation. We strive to celebrate milestones and provide smooth transitions from one phase to the next. While each leader has specific ministry area responsibilities, the entire team serves under the leadership and direction of the NextGen Pastor. We believe Kids Ministry and Youth Ministry are stronger when they support one another, work together and partner with parents through every phase.

The High School Pastor primarily serves as a member of the NextGen Team, collaborating around effective campus ministry and giving leadership to ministry areas described below. It is important that this team member advocates for and collaborates with both the team members they supervise as well as for the other team leaders they work alongside.

Compass Youth exists to help students **find and follow Jesus** in the most formative years of their lives.

The High School Pastor is a **high-energy, highly relational leader** who loves teenagers, builds authentic community, and creates environments students actually *want* to be in.

This is the kind of pastor who knows names, shows up consistently, brings joy into the room, and helps students feel like church isn't just something they attend — it's a place where they belong.

We're looking for someone who connects naturally, leads with warmth, and builds a ministry culture that is fun, spiritually exciting, welcoming, and mission-driven.

What You'll Lead

A Thriving High School Ministry (Grades 9–12)

- Provide leadership, and spiritual direction for all high school ministry at Compass.
- Create highly relational environments where students grow in faith and friendships.
- Build a ministry culture where students don't want to miss and can't help but live it out.

Wednesday Night High School Services

- Lead the planning and execution of high school services that are engaging, excellent, and spiritually powerful.
- Partner closely with the NextGen Worship Pastor to create worship moments that connect with teenagers.
- Serve as the primary teacher, while also raising up other communicators.

Teaching & Discipleship Pathways

- Customize teaching series and small group curriculum that meets students where they are.
- Communicate God's word to high school students in a relevant and impactful way and build a preaching team among volunteer leaders and students.
- Build a discipleship culture that moves students from casual attendance to lifelong faith.
- Equip leaders to disciple students through meaningful conversations and Scripture-based community.

Leader Development (The Secret Sauce)

- Recruit, develop, and empower adult volunteers who love students and show up faithfully.
- Build a team culture where leaders feel cared for, equipped, and excited to serve.
- Multiply leaders who multiply disciples.

Pastoral Care for Students & Families

- Be a steady pastoral presence in the lives of teenagers.
- Walk with students through real life: questions, struggles, breakthroughs, next steps.

- Support and guide parents as they navigate the high school years.

Parent Partnership

- Build trust with parents through strong communication and connection.
- Create a ministry where parents feel supported, not sidelined.
- Champion the home as the primary place of discipleship.

High School Camp

- Lead the charge for High School Camp — one of the most important spiritual moments of the year.
- Meet with parents to make sure we take as many students as possible to camp!
- Work with volunteers to plan and prepare creative additional activities to make camp unforgettable for our students.
- Execute a plan to follow up with all students who make decisions at camp and get them into the appropriate discipleship pathway.

Transitions That Matter

- Help junior high students transition smoothly into high school ministry.
- Partner with the Young Adults Pastor so seniors don't "graduate from church," but step into the next phase of discipleship.

Students Serving & Owning Their Faith

- Mobilize junior high and high school students to serve at Compass.
- Engage with the Sunday Youth Section to help students connect in worship.
- Build a ministry where students don't just consume — they participate.

Local High School & Community Connection

- Build relationships with local high schools, students, and community networks.
- Use the Bridge Youth Center as a front door for relational evangelism.
- Create pathways for unchurched students to find belonging and hear the gospel.

What Success Looks Like

- High school students are showing up — and bringing friends.
- Leaders are thriving and multiplying.
- Students are growing in spiritual maturity, community, and mission.

- Parents feel supported and connected.
- Seniors transition into young adults ministry with momentum.
- The ministry is marked by joy, depth, gospel impact, and fun!

Qualifications

- A deep love for Jesus and a passion for teenagers.
- Strong relational presence and leadership instincts.
- Ability to teach Scripture clearly and compellingly.
- Experience leading youth ministry and volunteer teams preferred.
- Commitment to the mission and values of Compass Christian Church.

Pastoral Expectations

- Spends consistent time in prayer and study of God’s Word.
- Live a spiritually surrendered life leaning on the Holy Spirit for guidance and direction.
- Is involved in personal discipleship, either small group or one-on-one.
- Stays current with ministry trends by listening to podcasts, reading books, periodicals and attending approved conferences.
- Attends all staff meetings and retreats, as directed.
- Maintains flexible working hours as determined by the needs of the ministry.

General Staff Expectations

- Attend all required staff meetings, retreats, vision nights, and leadership gatherings.
- Be present and available on Sundays (and key services/events) before, during and after the weekend experience.
- Participate in personal spiritual development: prayer, Bible study, retreats, continuing education in creative arts and worship ministry.
- Serve as a visible leader in the church body—willing to engage with the congregation, welcome guests, and model the Compass leadership culture.
- Maintain flexibility in schedule based on ministry needs, taking into account rehearsal nights, service preparation, special events, seasonal productions.

Work Environment

- Work primarily in a professional office setting within the church building.
- The work environment includes standard office equipment and resources.
- Frequent interaction with church members, volunteers, and other staff.

- May require occasional evening or weekend work to support church events and activities.
- Can have periods of high volume, especially around holidays and special events.

Physical Demands

- **Active Engagement:** Regularly required to stand, walk, and move about the campus for extended periods during Sunday services, mid-week programming, and special events.
- **Communication:** Frequently required to speak publicly in large group settings and engage in one-on-one conversations with students, parents, and volunteers.
- **Manual Dexterity:** Regularly required to use hands to operate computer equipment, soundboards, or set up ministry environments.
- **Lifting & Moving:** Must be able to frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds (e.g., moving stage equipment, loading camp trailers, or setting up large-scale games).
- **Setup/Teardown:** Occasionally required to stoop, kneel, crouch, or climb ladders to assist with event decorations, stage design, or equipment maintenance.
- **High-Energy Activities:** Ability to participate in and oversee high-energy student activities, which may include outdoor games, sports, and recreational events.
- **Camp & Retreat Endurance:** Ability to maintain a high level of energy and alertness during multi-day retreats and summer camps, which often involve long hours, significant walking, and varied outdoor terrain.
- **Aural Environment:** Must be able to function effectively in environments with high noise levels (e.g., student worship sets or loud recreational activities).
- **Transportation:** Ability to drive a personal vehicle or church-owned van/bus to transport students and equipment to off-site events and retreats.

Disclaimer

This description reflects the current responsibilities of this position and may be updated as the ministry grows and evolves.

Acknowledgement of Essential Functions

I have reviewed this job description and I understand the essential duties, responsibilities, and physical demands required of this position.

I attest that I am able to perform the essential functions of this job, including the physical demands described **with or without reasonable accommodation**.

Employee/Candidate Name (Print):

Signature: _____ **Date:** _____

(For Job Postings) About Compass Christian Church

Compass Christian Church is a welcoming community where you can explore your faith, grow, and experience a meaningful connection. Our culture is relaxed and friendly, with contemporary worship music and practical teaching. We serve diverse age groups, from newborns to adults, with a mission to lead people to find and follow Jesus. Learn more at www.compassaz.church.

We have campuses in Chandler and Casa Grande, Arizona, with services on Sunday mornings. We balance a fast-paced work environment with a relaxed and friendly staff culture.

Benefits include: Medical, Dental and Vision insurance, EAP, Pet Insurance, HSA/FSA, AFLAC, Retirement Match, Paid Parental leave, PTO, Tuition reimbursement and a 5-day workweek (Sunday - Thursday).

A church work environment is faith-centered, community-oriented, and service-driven, fostering a warm and collaborative atmosphere. Staff members, including pastors, administrators, ministry leaders, and volunteers, work together to support worship services, outreach programs, and church operations. The schedule often includes weekends and holidays, with flexible yet sometimes unpredictable hours. Ethical and moral standards are emphasized, as employees are expected to align with the church's mission. While challenges like financial management and congregation dynamics exist, the work is fulfilling, offering spiritual growth, strong relationships, and a deep sense of purpose.