



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

STUDENT PASTOR
Calvary Baptist Church
Ball Ground, Georgia



Community Overview

Our suburban community is located 20 minutes or less from 5 local thriving communities. Our population has continued to grow in all age groups over the last few years. This is due to lower housing costs in comparison to other areas and the variety of excellent jobs.

Population of City

50,000-60,000

Population of County

247,600

Why People Like Living Here

Our local schools systems are some of the best in the state. We have excellent healthcare minutes away. Our diverse community is close enough to Atlanta to enjoy city life but far enough away to also enjoy the serenity of the north Georgia mountains. There are excellent shopping and dining options in our area. We also have many local parks and recreational areas.

Church History

Having been founded in September of 1969, we have been a community hub for over 50 years. Our church was established as an independent Baptist church. We have been blessed with ample property and resources to meet the needs of our community. We're missions minded and are engaged with many wonderful ministries around the world.

Vision, Mission, Values

Calvary exists to spread God's love by meeting needs, building relationships, and sharing the Gospel. We look at our church as a community hub. We're intentional about hosting and participating with our community. We believe that faith alone in Christ is the way of salvation. We believe that Jesus came to give us relationship with God not just religion. We believe the Bible is the Word of God. We believe that every believer has been gifted by the Holy Spirit for service.

Average Weekend Attendance

200-250



Overview of Weekly Worship Gathering

Our weekend services start with Sunday School at 9:30 a.m. and we have classes for all ages. People are encouraged to attend either a Lifegroup throughout the week or a Sunday school class on Sunday mornings. We have one blended service at 10:30 am that consists of contemporary and traditional music followed by the gospel message.

Tell Us About Your Facility

- Our campus is 40 acres and our facilities are in good repair for the amount of use from week to week.
- Our Chapel is a traditional space with large chandeliers and stained glass windows. It can accommodate 150-180 people. We recently updated the downstairs to provide a fun and engaging environment where children are excited to learn more about God.
- We recently remodeled our Family Life Center to accommodate a 500 seat worship space and the remainder of the space is used for fellowship and gym space.
- Our Fellowship Hall has also been remodeled and is used weekly by several different groups that gather there.
- Our two full size football fields, a playground, and our gym are available to the community and congregation as well.

Overall Budget (this fiscal year)

\$550,000

Overall Long-Term Debt of the Church

\$1.6 million mortgage on current Family Life Center

Denominational Affiliation and/or other Partnerships

- Independent Baptist
- Partner with FCA in our area both in facility use and help during the year
- Upward Sports
- We are home base to Forever Grateful ministries.
- We operate a small food pantry for those in need.
- We partner with a local elementary school to help with meals over the weekend.
- We partner with First Priority in local elementary schools.

Governance & Polity

We are governed by a body of 4-5 trustees and the senior pastor who remain in constant communication. When we need a church vote for big decisions, we announce for two weeks and have a vote usually on a Wednesday night. We have business meetings quarterly and present the budget in the Fall.



Current Paid Staffing Level

Full Time

- Senior Pastor
- Connections Director
- Student minister
- Marketing and Production Director
- Family & Children's Pastor

Part Time

- Administrative assistant
- Facilities Director
- Seasonal Internship

Major Ministries of the Church

- Calvary Kids (birth - 5th Grade) meet during our worship service on Sunday morning. During this time, children have the opportunity to interact with the Scripture in ways that are tailored to their understanding. We also help them to apply the Word to their lives. We are different in that our children participate in worship for the first part of the service before going out to Children's Church. This is because we think it is important for families to worship together. We also have excellent nursery facilities for those too young for Children's Church. We like to engage our children in actively reaching out to friends and family by hosting events throughout the year. These events include Youth Sundays, VBS, Summer Adventures, and more.
- Student Ministries is for grades 6-12. Our Student Ministry, known as Calvary 369, currently meets on Wednesday evenings in our Fellowship Hall. They participate in games, worship and Bible Studies. They engage in service projects several times a year and also go on mission trips either foreign or domestic.
- Our Sunday School ministry has classes for all ages. All of our classes use a curriculum either in a discussion based setting or using a video format. We encourage our classes to engage in community events several times in the course of the year.
- Our current LifeGroups meet throughout the week either in person or through digital meetings. Currently, these groups focus on discipleship with the Men's Group being led by our Senior Pastor. Our Ladies' Groups, using the Flourish Curriculum, is headed up by our Connections Director.
- On Wednesday, we offer a family meal and Bible Studies for all ages.
- Our Prayer Ministry meets at 9:30 on Monday mornings and is led by one of our senior members.



In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

OUR STATEMENT OF FAITH

WHAT WE BELIEVE

- In essential beliefs – We have unity.

“There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all.” Ephesians 4:4-6

- In non-essential beliefs – We have liberty.

“Receive one who is weak in the faith, *but* not to disputes over doubtful things.” Romans 14:1

“Who are you to judge another’s servant? To his own master he stands or falls. Indeed, he will be made to stand, for God is able to make him stand.” Romans 14:4

“So, then each of us shall give account of himself to God.” Romans 14:2

“Do you have faith? Have it to yourself before God. Happy is he who does not condemn himself in what he approves.” Romans 14:22

- In All our beliefs – We show love

“And though I have the gift of prophecy, and understand all mysteries, and all knowledge; and though I have all faith, so that I could remove mountains, and have not love, I am nothing.” 1 Corinthians 13:2

OUR STATEMENTS

“Now I beseech you, brethren, by the name of our Lord Jesus Christ, that ye all speak the same thing, and that there be no divisions among you; but that ye be perfectly joined together in the same mind and in the same judgment.” 1 Corinthians 1:10

We believe the purpose of our church can be summarized in one statement: To Glorify God



OUR CORE VALUES

1. Loving God with our whole being.
2. Loving people with a genuine love regardless of race, economic or social status. Building people is our building program.
3. God's word is truth. His word is the final authority in all matters.
4. Celebrating God's resurrection in daily personal and corporate weekly worship.
5. Winning the lost in obedience to the Great Commission.
6. Influencing our society through personal integrity as salt and light in our communities. (home, market place, social/political arena and church)
7. Servanthood as a normal way of life. Saved to Serve!
8. Practicing prayer as a personal priority.
9. Discipling disciples into mature believers in the body of Christ.
10. Freedom to be individual priest before God.
11. Commitment to continued spiritual growth.

What theological hills will you die on?

- Inerrancy of scripture
- Salvation by grace through faith. In other words, by faith alone in Christ
- Salvation for all, "For whoever shall call on the name of the Lord shall be saved" Romans 10:13

Hot-Button Social/Cultural Issues for Your Church

- We believe and hold to the biblical definition of marriage and sexuality.
- We believe and hold to the biblical stance on abortion. We believe that life begins at the moment of conception.

Biggest Church 'wins' in last 18 months?

- Our church family has seen many people come to know the Lord.
- We've seen many lives changed by God's grace and the sincere efforts of our people.
- We baptized over 20 people in 2021.
- We supported a local elementary school's relaunch of their food pantry whom we have been supporting for years.
- We created and are growing our digital evangelical ministry.
- We went through a complete website remodel and launched a custom church app.
- We were able to come out of the COVID period in good spiritual and financial shape.



Biggest Opportunity for Your Church in the Next 12 Months

- Finding the right person for Student Ministry
- One of the biggest opportunities will be the surge of people that come to us from some of our upcoming projects and ministry shifts.

Church's Biggest Challenge for the Future

- Strategic planning for the next generation at Calvary Baptist Church
- Developing leaders to carry out the Great Commission and Great Commandment with equally great compassion
- Making meaningful connections with the people in our community
- Maintaining relevance with our methods and ministry approaches

Title of Position You Are Hiring

Student Pastor

Full Time Position? Yes

Overall Description of this Position

This is a full-time position focused on students grades 6-12. This person would need to build and maintain proper communication & relationships with volunteers, students, parents, community, and staff. The Student Pastor will also have opportunities to interact in our local schools. He or she will need to have a servant's heart and passion for effectively sharing the gospel and assisting young Christians in their daily walk with Christ.

Reporting Relationship

This position reports to the Senior Pastor.

Goals and Expectations

- Develop a functional middle school program
- Engage our students in the ministry of our church
- Lead our students to reach their friends for Christ
- Assist students in their own personal walk with the Lord
- Share the Gospel
- Make lasting connections within the congregation and community

Do you have a job description for this role?

The Student Pastor is responsible for a holistic ministry approach with students and their families. The goals of the student pastor revolve around educating, ministering, and engaging teens in 6th – 12th grades in the ministry of the church.



TALENTS AND ABILITIES:

- A clear testimony of salvation and active relationship with the Lord
- Committed to the values and vision of the Church
- Education and experience in Pastoral Ministries/college degree preferred or being pursued
- A passion for students and their families
- Ability to communicate well and understand the needs and challenges of our Student Ministry
- Provide positive influence, demonstrate a strong work ethic, and be a team player
- Engage and motivate others to carry out the work of the ministry and be supportive of their efforts
- Creative with good organizational and administrative skills
- Submit to and pass a background check with no criminal record

RESPONSIBILITIES/DUTIES:

- Create and administer and direct a 6th -8th grade program and a 9th-12th grade program.
 - Identify needs and interests of students within the church and community
 - Plan and develop programs for middle school and high school
 - Identify and provide ministry opportunities for students
- Provide for the Wednesday night activities. This time includes a devotional message or Bible study along with praise and worship, and creative games/activities.
- Provide for small group weekday Bible studies.
- Plan student retreats with emphasis on a more intense discipleship of students toward spiritual maturity.
- Work with staff, department leaders and teachers to identify, witness to and minister to prospects.
- Initiate follow up contacts with guests in middle & high school classes and engage them in class studies and activities.
- Meet with the senior pastor, staff and other department leaders to promote the ministry plan of Calvary Baptist Church.
- Recruit and provide training for student workers as needed.
- Provide spiritual direction to students and deal with disciplinary problems in a discreet manner with parents' involvement.
- Participate in outreach ministry to students and become informed about ministry needs within congregation, community and the world.
- Oversee the youth ministry budget and track expenditures throughout the year.
- Assist Senior Pastor with overall pastoral responsibilities, as assigned or requested, especially as they focus on families with students.
- Partner with parents and church members in all stages of life to aid in the spiritual development of the next generation of church leaders.



- Work with the Senior Pastor and staff in the fulfillment of the ministries, programs, and activities to create a comprehensive spiritual plan for students, 6th - 12th grade.
- Develop schedules for teachers in Sunday school and Wednesday evenings.
- Plan special seasonal and monthly activities for students and families (Service Projects, Fundraisers, Mission Trips, etc).
- Work with teachers to evaluate effectiveness of curriculum and recommend changes or alternatives while engaging and training additional volunteers and teachers.
- Aid teachers in locating resources and/or teaching ideas appropriate for the age levels they are teaching.
- Create worship opportunities for students and engage them in worship.
- Ensure that appropriate safety and security procedures are established and followed in the department; completing annual criminal background checks for staff and volunteers, training on child abuse and protection, health issues, and other procedures to ensure the safety and security of students in the department's care.
- Investigate any complaints regarding student ministry workers. Discuss complaints with workers when warranted. Document and report serious matters to the senior pastor and authorities.
- Verify disbursement of funds for supplies and projects keeping within budgeted amounts of the Student Ministry.

Educational Preferences

On a scale of 1-10, this is a range of 6-7 in importance for this position.

Age vs. Experience

We would prefer someone with some experience in this role. They need to be familiar with the running and leading of a ministry geared for youth.

Denominational Affiliation

On a scale of 1-10, this is a range of 7-8 in importance for this position.

What technical abilities (if any) are required?

- Basic knowledge of Social media platforms
- Working knowledge of basic communication systems (Google Workspace mainly)
- Needs to be teachable on technology
- Able to assist in set up and take down for events/weekly activities

Equipper or Doer?

A little of both



Attractional Vs. Missional

Attractional at the moment

Budget Area Supervision

I believe 10k or so, with access to more if needed.

Personal Characteristics Desired

- People person
- Teachable and willing to learn
- Hardworking
- Team player

What would immediately disqualify someone?

- We wouldn't hire someone that isn't a believer.
- We wouldn't hire someone that didn't share our beliefs in the Bible.
- We wouldn't hire someone that doesn't share our view of traditional marriage.
- We wouldn't hire someone who isn't a team player.
- We wouldn't hire someone who isn't teachable.

Urgency

We'd like to fill this position as soon as possible.

Other "Must Have" Skills

- Good role model
- Servant's heart
- Strong administrative skills

Other "Nice to Have" Skills

- Knowledge of Social Media Usage for Churches & Proper Digital Etiquette

Finally...

We are looking for a person with a true heart for students and who can lead them to Christ, disciple them, encourage them, and help equip them for the next stage of their lives. This person also needs to be able to effectively build lasting relationships with families of students in our church and community.

STUDENT PASTOR

Calvary Baptist Church

Ball Ground, GA



CHEMISTRY
STAFFING

Public Job Posting

Student Pastor

Calvary Baptist Church

Ball Ground, Georgia

Calvary Baptist Church in Ball Ground, Georgia is looking for a Student Pastor to join their team. The Student Pastor is responsible for a holistic ministry approach with students and their families. The goals of the student pastor revolve around educating, ministering, and engaging teens in 6th – 12th grades in the ministry of the church. They are looking for a person with a true heart for students and who can lead them to Christ, disciple them, encourage them and help equip them for the next stage of their lives. This person also needs to be able to effectively build lasting relationships with families of students in our church and community.

What you'll be doing:

- Creating and administering a 6th-8th grade program and a 9th-12th grade program
- Providing for small group weekday Bible studies and planning student retreats
- Participating in outreach ministry to students and becoming informed about ministry needs within the congregation, community, and the world
- Partnering with parents and church members in all stages of life to aid in the spiritual development of the next generation of church leaders

What skills you need to have:

- A clear testimony of salvation and an active relationship with the Lord
- Education and experience in pastoral ministries/college degree preferred or being pursued
- A passion for students and their families
- Ability to communicate well and understand the needs and challenges of the Student Ministry
- Creative with good organizational and administrative skills
- A willingness to learn and continue to grow

Ball Ground is in a great location full of opportunities to fulfill the work of the Ministry. Our school system is one of the best in the state. We have excellent healthcare minutes away. Our diverse community is close enough to Atlanta to enjoy city life but far enough away to also enjoy the serenity of the North Georgia Mountains. There are excellent shopping and dining options in our area. We also have many local parks and recreational areas.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/calvary-baptist-student>