

College Minister

Job Description



The College Ministry at The Well

At The Well, college students have always been a big part of the life and mission of our church. Our desire is to provide faithful biblical teaching, intentional discipleship, meaningful community, and opportunities for mission and service as students grow in Christ and learn to follow Him faithfully.

Position Summary

The College Minister provides leadership, shepherding, teaching, and strategic direction for The Well's college ministry. This role includes oversight of college ministry staff and volunteer leaders, discipleship environments, outreach efforts, and ministry development, while working closely with pastors, deacons, and other leaders to cultivate a healthy ministry culture shaped by Gospel, Community, and Mission. This position reports directly to a Lead Pastor.

Areas of Responsibility

Shepherding & Discipleship

The College Minister will help cultivate a ministry culture where students are known, cared for, challenged, and equipped to follow Jesus faithfully.

- Provide spiritual leadership and pastoral care for college students.
- Cultivate a gospel-centered culture of discipleship, mission, and biblical community.
- Develop intentional pathways for students to grow in spiritual maturity and involvement in the life of the church.
- Meet regularly with students for discipleship, counseling, encouragement, and leadership development.
- Help students transition into long-term church involvement and mature Christian adulthood.
- Create opportunities for students to explore potential callings into vocational ministry and international missions and help to faithfully launch them into those callings.

Teaching & Ministry Leadership

The College Minister will help lead and organize environments where students are formed by Scripture, shaped in community, and equipped for mission.

- Lead the overall vision, strategy, and direction of the college ministry.
- Lead the weekly college night gathering during the fall and spring semesters, working closely with staff and volunteer leaders to plan, organize, and execute all aspects of the gathering.
- Oversee the Sunday morning college class, including curriculum planning, teaching coordination, volunteer leadership, and discipleship development.
- Plan and lead retreats, conferences, outreach opportunities, leadership gatherings, and short-term mission trips.
- Ensure all teaching and ministry environments are biblically faithful, gospel-centered, and aligned with the doctrine and mission of The Well.

Staff Supervision & Leadership Development

The College Minister will provide leadership, support, accountability, and development for the broader college ministry leadership team.

- Directly supervise and develop college ministry staff, including associate ministers, residents, interns, and future ministry staff positions.
- Work closely with college ministry deacons and volunteer leaders.
- Recruit, train, and support volunteer leaders within the college ministry.
- Equip leaders to disciple students, lead small groups, foster healthy community, and care well for students.
- Provide coaching, encouragement, accountability, and regular evaluation for staff and leaders.
- Build healthy ministry systems, communication rhythms, and team culture.

Outreach & Mission

The Well seeks to equip students to live faithfully and engage others with the gospel wherever God has placed them.

- Help students develop a biblical understanding of mission, vocation, and kingdom impact.
- Develop, support, and oversee campus ministry teams serving Abilene Christian University, Hardin-Simmons University, and McMurry University.
- Encourage and mobilize students toward local, national, and international mission opportunities.
- Lead and participate in opportunities for local service and outreach and international mission trips.

Church Integration

The college ministry should function as a healthy and connected part of The Well family.

- Help integrate college students into the broader life of The Well.
- Encourage participation in worship gatherings, community groups, serving opportunities, and Covenant Partnership.
- Collaborate with pastors, staff, and ministry leaders to help students connect relationally within the church body.
- Support the overall mission, vision, and ministry philosophy of The Well.

Administrative Responsibilities

The College Minister will help provide healthy organization, communication, planning, and stewardship within the college ministry.

- Manage ministry communication, scheduling, planning, and organization.
- Oversee college ministry budget planning and stewardship.
- Maintain consistent leadership communication with staff, volunteers, and students.
- Participate in staff meetings, leadership development, and church-wide initiatives.

General Expectations

The College Minister is expected to model faithfulness and professionalism consistent with the life of a biblical leader.

- Faithfully support the mission, doctrine, values, and leadership of The Well.
 - Maintain professionalism, confidentiality, integrity, and healthy relational boundaries.
 - Demonstrate initiative, flexibility, and servant leadership.
 - Demonstrate humility, gentleness, kindness, and a willingness to confess and repent.
 - Evening and weekend ministry responsibilities required.
 - Participate fully in the life and ministry of the church.
-

Qualifications

Character & Calling

We are seeking someone who demonstrates spiritual maturity, humility, teachability, and a genuine love for people and the local church.

- Meets the biblical character qualifications consistent with deacon qualifications in 1 Tim. 3:8-13.

- Demonstrates spiritual maturity, humility, teachability, and relational wisdom.
- Exhibits a clear calling and passion for college ministry and discipleship.
- Models a healthy personal walk with Christ, marriage/family life (if applicable), and commitment to the local church.

Theology & Ministry Alignment

Because this role involves significant teaching and spiritual leadership, theological alignment and commitment to the mission of the church are essential.

- Must fully affirm and support The Well's [Core Beliefs](#) and [Elder Statements](#).
- Strong agreement with the mission and values of The Well.
- Agreement with The Well's [Partnership Covenant](#) (Staff must become Covenant Partners of The Well).
- Demonstrates theological clarity, pastoral sensitivity, and leadership maturity.

Experience & Skills

We are looking for someone who can faithfully teach Scripture, disciple students, develop leaders, and help build healthy ministry systems and culture.

- Seminary degree preferred.
- Significant experience in college ministry, student ministry, discipleship, or related pastoral ministry strongly preferred.
- Demonstrated ability to teach Scripture, disciple students, develop leaders, supervise teams, and organize healthy ministry systems.
- Strong interpersonal, communication, organizational, and leadership skills.
- Ability to lead both strategically and relationally.
- Experience supervising staff, residents, interns, or volunteer leaders preferred.