

College Ministry Leader

(Pastoral or Ministry Staff Role)

New Life in Christ Church (PCA)

Fredericksburg, Virginia

Overview

New Life in Christ Church (PCA) seeks to fill a leadership role in our College Ministry that may take one of two forms, depending on whom the Lord provides:

- a full-time Assistant Pastor, or
- a part-time ministry leader

In either case, this role will serve to strengthen the shepherding and discipleship life of the church, with particular focus on leadership in the College Ministry.

For a pastoral candidate, this would include broad shepherding responsibilities within the congregation (approximately 70%), alongside leadership in the College Ministry (approximately 30%).

For a part-time ministry leader, the role would focus more directly on the leadership, development, and relational life of the College Ministry.

This position serves under the authority of the Session and in close partnership with the Senior Pastor, with specific responsibilities shaped according to the nature of the role and the gifts of the individual.

Core Pastoral Responsibility

(Primary Allocation of Time – Approximately 70%)

Core Pastoral Responsibility

(Applicable if serving in a pastoral role — approximately 70% of time)

If called as an Assistant Pastor, this man will serve broadly as a pastor to the congregation, sharing in the general shepherding responsibilities of the church. Core responsibilities include:

- Regular preaching and teaching as assigned, including participation in the Sunday evening teaching series and occasional opportunities in the Sunday morning service
- Shepherding, visitation, and pastoral care for assigned households and ministry groups

- Leadership development and discipleship within the congregation
- Collaboration with elders and deacons to strengthen congregational life
- Support of missions and outreach initiatives
- Participation in Session meetings and discussion (non-voting)
- Oversight of designated ministry areas as assigned by the Senior Pastor and Session
- Active participation in the worship life of the church as gifting and opportunity allow

Our Assistant Pastor is expected to cultivate a visible and engaged pastoral presence among the congregation through teaching, hospitality, and relational investment.

Leadership in College Ministry

(Primary responsibility for this role — scope adjusted based on position)

This role provides primary leadership within the College Ministry, with responsibility for cultivating a healthy, relational, and sustainable ministry to college students.

Responsibilities include:

- Regular teaching and discipleship
- Development of student leaders
- Evangelistic engagement with college students
- Integration of students into the broader life of the church
- Cultivating a culture of hospitality and relational investment
- Oversight of college ministry gatherings and leadership structures
- Stewardship of the college ministry home as a central context for hospitality, discipleship, and community life

The college ministry home is a primary setting for relational ministry. The individual in this role will be expected to establish and maintain regular rhythms of ministry within the home, including a weekly care group and the oversight of smaller discipleship groups. The home should be a welcoming, orderly, and accessible environment, marked by consistent hospitality and a regular pattern of availability and openness to students.

This role calls for theological clarity, relational warmth, initiative, and a consistent, visible presence among students.

Qualifications

- Ordained or pursuing ordination in the PCA (required for a pastoral call; not required for a part-time ministry leader)
- Strong theological alignment with the Westminster Standards
- Demonstrated ability in teaching and discipling others
- A shepherd's heart with strong relational and leadership instincts
- Demonstrated ability to work joyfully within a plurality of elders and under Session authority
- Ability to initiate and sustain relational ministry, particularly among college students
- Experience in college, campus, or cross-cultural ministry is helpful
- Musical ability to participate in praise team ministry is welcomed but not required
- Given the home-centered nature of this ministry, this role will be filled by a married man.

We are seeking a man of proven character, who is humble, faithful, and committed to the local church, and who is eager to labor alongside the elders in building up the body of Christ.

Term, Housing, and Compensation

- This position may be structured either as a full-time pastoral call or a part-time ministry role, depending on whom the Lord provides
 - Church-provided housing (college ministry home) is expected as part of the role and serves as a central context for ministry
 - Compensation will be commensurate with the nature of the role, as well as experience and qualifications
 - The scope and effectiveness of this role will be reviewed annually by the Session
-

Why This Role Exists

New Life in Christ Church desires to see the gospel clearly proclaimed, lived out in the life of the church, and passed on to others.

At this time, we see a particular need in our ministry to college students. This role exists to provide steady leadership, personal investment, and faithful discipleship among students, while helping them become part of the life of the church.

We are seeking to invest in people—helping them grow in Christ, walk in obedience, and serve Him faithfully in the places He calls them.

Next Steps

Interested candidates are invited to begin with an initial conversation.

Send a Ministerial Data Form (MDF) or resume, along with a brief cover letter, to jobs@nlicc.org and include in the subject: College Ministry Leader.

Additional materials may be requested as conversations progress.

New Life in Christ Church
11925 Burgess Lane
Fredericksburg, VA 22407
540-786-4848
nlicc.org
jobs@nlicc.org