

Youth Pastor / Director of Student Ministries in Naperville, IL



The Compass Church
2244 95th St. Suite 300
Naperville, IL 60564
United States
Category Youth Pastor

Employee
Full-Time

Pay

\$50,000.00 to \$80,000.00 Per Year

Job Description

Youth Pastor / Director of Student Ministries

South Naperville Campus | The Compass Church

Naperville, Illinois | Full-Time (40+ hours/week) | Salaried, Exempt | \$50,000-\$80,000

Please note: Candidates must be authorized to work in the United States without employment visa sponsorship, as The Compass Church does not provide visa sponsorship

HELP THE NEXT GENERATION FIND & FOLLOW GOD

The Compass Church is seeking a relational, biblically grounded, and strategic Youth Pastor / Director of Student Ministries to provide vision and leadership for Junior High Ministry (JHM) and High School Ministry (HSM) at our South Naperville Campus.

This is an opportunity to lead a meaningful student ministry without building alone. You will shape local ministry while benefiting from the resources, relationships, support, and collaboration of a multi-site church serving more than 4,000 people each week. The successful candidate will help students grow in their faith, develop leaders, partner with parents, and create environments where young people experience authentic disciple-making relationships.

Depending on the successful candidate's education, ministry experience, and qualifications, the position may carry either the Pastor of Student Ministries or Director of Student Ministries title.

ABOUT THE COMPASS CHURCH

The Compass Church is a multi-site church in the Chicagoland area and a member of the Evangelical Free Church of America (EFCA). Founded in 1952, the church serves more than 4,000 people each week across locations in Bolingbrook, Hinsdale, Naperville, South Naperville, Plainfield, and Wheaton, as well as through CompassOnline and Compass Español.

United by its mission, *Helping People Find & Follow God*, The Compass Church emphasizes biblical teaching, discipleship, outreach, and healthy, collaborative ministry leadership.

The South Naperville Campus describes itself with one word: family. The campus places a high priority on the next generation and seeks to create a welcoming church environment where people can belong, grow, serve, and live out their faith.

POSITION SUMMARY

The Youth Pastor / Director of Student Ministries will provide vision and direction for the faith development and spiritual growth of students in Grades 6-12. This leader will work alongside a strong team of adult and student leaders to create disciple-making environments focused on three primary groups: students, their parents, and lay leaders.

KEY RESPONSIBILITIES

- Lead the overall growth, health, and spiritual direction of Junior High Ministry (Grades 6-8) and High School Ministry (Grades 9-12).
- Recruit, onboard, train, equip, shepherd, and empower adult and student leaders.
- Oversee Junior High Ministry gatherings on Sunday mornings and Thursday evenings.
- Oversee High School Ministry gatherings on Sunday evenings and Wednesday evenings.

- Develop and implement strategies that help students engage in The Compass Church's four priorities: Pursue Him Daily, Connect in Groups, Serve in Teams, and Reach Your Neighbor.
- Encourage students to take meaningful spiritual next steps, including baptism and sharing their faith journey.
- Plan and lead student ministry events, conferences, mission trips, and other short-term ministry initiatives.
- Partner intentionally with parents as important spiritual influencers in their students' lives.
- Maintain accurate records of students, participants, and ministry leaders in the church database.
- Collaborate across locations to share ideas, resources, and best practices and to strengthen church-wide Student Ministries.
- Oversee and steward the Student Ministries budget responsibly.

COLLABORATION & CHURCH-WIDE LEADERSHIP

- Maintain strong communication and partnership with the South Naperville Campus Pastor and campus staff.
- Collaborate with CompassKids to create a smooth transition into Student Ministries for incoming sixth-grade students.
- Establish and pursue quarterly ministry objectives under the guidance of the South Naperville Campus Pastor.
- Collaborate with Student Ministries pastors and directors across The Compass Church.
- Contribute to a healthy, team-oriented staff culture and assist with other ministry responsibilities as needed.

QUALIFICATIONS & REQUIREMENTS

- Bachelor's degree in ministry, theology, education, or a related field, OR at least five years of relevant ministry experience.
- Three to five years of leadership experience in a church of 300+ members or a comparable ministry setting.
- Proven ability to recruit, train, equip, develop, and empower volunteers.
- Strong relational and team-building skills, with the ability to build trust and work effectively with students, parents, volunteers, staff, and people from diverse church demographics and generations.
- Excellent public speaking, biblical teaching, and interpersonal communication skills.
- Ability to organize and successfully manage multiple ministries, events, projects, and priorities.
- Self-starter who demonstrates initiative, creativity, sound judgment, and effective problem-solving skills.

- Strong team player with the ability to collaborate effectively across ministries and locations.
- Full affirmation of The Compass Church Statement of Faith and theological alignment with the Evangelical Free Church of America (EFCA).
- Must be, or become, a member of The Compass Church within 12 months of employment.

ADDITIONAL POSITION EXPECTATIONS

- Attend weekly campus and/or ministry staff meetings and monthly All-Staff meetings.
- Regularly attend The Compass Church weekend worship services.
- Maintain basic proficiency with Microsoft Office and use technology effectively for ministry planning, communication, and administration.
- Demonstrate flexibility and a team-first attitude, including a willingness to assist with other ministry responsibilities as needed.

POSITION DETAILS

Position: Youth Pastor / Director of Student Ministries, South Naperville Campus

Reports to: South Naperville Campus Pastor

Schedule: Full-time, 40+ hours per week

Employment status: Salaried, exempt

Classification: Director/Pastor

Salary range: \$50,000-\$80,000 annually

COMPENSATION & BENEFITS

Salary range: \$50,000-\$80,000 annually, based on qualifications and experience.

Full-time benefits include medical, dental, and vision insurance (80% paid), a Health Savings Account (HSA), life and disability insurance (100% paid), vacation, paid holidays, a 403(b) retirement plan match, event discounts, and access to an Employee Assistance Program (EAP).

WHY CONSIDER THIS OPPORTUNITY?

This role offers a compelling combination of local ministry ownership and church-wide support. The Youth Pastor / Director of Student Ministries will have the opportunity to develop students

and leaders, partner with families, strengthen JHM and HSM, and help shape the future of Student Ministries at the South Naperville Campus while serving as part of a larger multi-site ministry team.

If you love Jesus, love students, develop leaders, communicate Scripture effectively, and want to help the next generation Find & Follow God, The Compass Church would welcome the opportunity to hear from you.

JOB PROFILE

[View the complete job profile for more details.](#)

TO APPLY

Please submit your resume and cover letter.