



Job Description

STUDENT MINISTRIES DIRECTOR

Updated January 1, 2023

Summary: The Student Ministries Director (SMD) leads all ministries created for and directed toward middle school (grades 6 – 8), high school (grades 9 – 12), and college and career young adults (ages 18 – 26). The SMD will ensure that Student Ministries provides an environment where students can, in age-appropriate ways, **Discover** a vibrant relationship with Jesus Christ, **Connect** with caring, like-minded believers, **Grow** in spiritual, emotional, and relational maturity, and **Serve** each other, the local community, and the world together. The mission of Student Ministries will be to honor God by developing more disciple-making followers of Jesus Christ.

I. Qualifications

- a. Preferred bachelor's degree and/or master's degree in biblical or theological studies or student ministry. May be waived for experience.
- b. Five years' experience in student ministries at a church of 250 or more.
- c. Must have and be able to effectively communicate a personal relationship with Jesus Christ and at least five years' experience of growth in maturity.
- d. Shows evidence of practicing the disciplines of regular, personal Bible study, worship, fellowship, and prayer. Meets the qualifications for elder-level ministry leadership as described in 1 Timothy 3 and Titus 1.
- e. Demonstrated call of God and passion for students and their growth.
- f. Ability to relate well and work effectively with students, adult leaders, parents, other church staff, and volunteers, as well as the community.
- g. Able to speak, write, and teach clearly, effectively and appropriately.
- h. Able to disciple students and volunteer staff in an organized process.
- i. Able to cast a compelling, challenging, and engaging vision to students to encourage them to grow in their faith in and love for Jesus Christ.
- j. Able to recruit and train adult and student leaders to do ministry.
- k. Able to agree fully and comply with the mission, vision, statement of faith, and priorities as stated in the Church Bylaws and Guiding Principles.
- l. Able to pass initial and periodic thorough background examinations.

II. Responsibilities

Middle School and High School

- a. Leads, oversees, and promotes the ongoing spiritual growth of students using an organized process by which students receive training.
- b. Ensures biblical teaching is provided at weekly student events.
- c. Creates opportunities for student discipleship in small groups.
- d. Plans and implements quarterly special events for outreach and growth.
- e. Plans and implements at least one summer and one winter retreat.
- f. Plans and implements at least one annual student leader training.
- g. Trains students and adult volunteers in age-appropriate evangelism.
- h. Identifies, recruits, trains, supervises, and coaches adult volunteers, interns, and ministry staff to support the mission of Student Ministries.
- i. Regularly connects with other area student ministry leaders for the purpose of creating joint activities, networking, and sharing resources.
- j. Builds connections with community and school leaders, as appropriate.
- k. Works toward establishing separate program elements and teams for Middle School and High School students as numerical growth occurs.
- l. Coordinates with the Children's Ministries (CM) Director to provide a healthy transition of students from CM to Student Ministries.

College and Career

- a. Explores methods for establishing a ministry for area young adults, ages 18 to 26 years, who may be college students or career focused or both.
- b. Leads, oversees, and promotes the ongoing spiritual growth of young adults using an organized process by which young adults receive training.
- c. Ensures biblical teaching is provided at college and career events.
- d. Creates opportunities for college and career discipleship and activities.
- e. Identifies, recruits, trains, supervises, and coaches adult volunteers, interns, and ministry staff to support the mission of college and career.

Other Responsibilities

- a. Plans and participates in periodic safety trainings for adult leaders.
- b. Attends and participates fully in regular church staff meetings.
- c. Maintains appropriate availability to students, parents, and staff.
- d. Supports the church staff in accomplishing the church's mission.

III. Relationships

- a. Reports to the Senior Pastor of Encompass Church.
- b. Meets and coordinates with Encompass Church staff and leaders.
- c. Oversees other Student Ministries leaders (paid and volunteer).