

Director of Student Ministry

Overview: *The Director of Student Ministry (Middle School and High School) will lead a team of volunteers to develop an engaging and ever expanding ministry that partners with parents to introduce students to Jesus Christ and encourage the development of their faith.*

Reports to: The Director of Student Ministry reports to the Family Ministry Director and works with the Family Ministry Team.

Focus, Time Distribution and Specific duties:

Planning and Production – 50%

- Establish clearly defined “wins” for the student ministry and its various programs/events
- Coordinate the various programs for students into a focused and integrated strategy to achieve the clearly defined goals/wins for developing the spiritual maturity of students. Emphasize quality over quantity.
- Evaluate the effectiveness of the Student Ministry. Identify needed changes and develop plans to make those changes.
- Work with key volunteers to produce an engaging large group experience
- Work with small group leaders to provide an environment for personal spiritual growth
- Encourage/model/teach kids to share their faith, invite others and engage their community
- Integrate the student ministry into the life of RLC

Benchmarks: Develop ministry specific goals and plans to implement and evaluate effectiveness; Student participation in large group time; Small group leader’s investment and students participation; Kids inviting and birnging other kids

Ministry to Families – 20%

- Develop opportunities to bring together parents and students that provides spiritual interaction, discussion and development;
- Provide resources for parents/families as needed; communicate regularly with parents
- Encourage students to take their next steps of faith and communicate with parents how they can support those next steps

Benchmarks – Regular communication with parents, evidence of families and church combining their influences; students taking next steps of faith

Leading Volunteer Teams – 20%

- Develop plans for discovering, recruiting, and training student ministry workers
- Follow the application and onboarding process for all volunteers
- Communicate regularly with volunteers in order to build ownership

Benchmarks: A committed and growing student ministry volunteer team; Regular communication with volunteers

Staff Participation and Support – 5%

- Participation in staff meetings, family ministry team meetings, retreats and other events
- Be willing to pitch in when other ministries need help

Benchmarks: participation in staff events, willingness to help other staff

Administration – 5%

- Develop and effectively administer student ministry budget
- Develop, communicate and enforce policies pertinent to the student ministry department.

Benchmarks: Wise spending within set budget; making known and enforcing policies

Necessary Knowledge and Skills:

- Effective communicator
- Highly relational; a person who likes working with students, adult leaders and parents
- Good working knowledge of technology and social media
- Strong planning skills with organizational emphasis
- Adequate and growing management and leadership abilities
- Proven ability to develop and implement a plan to completion

Basic Qualifications:

- Personal, growing relationship with Jesus Christ
- Ability to gain and hold respect of the people of the church
- Must be in agreement and in support of RLC's Statement of Faith and Lifestyle Statement
- Experience/education in student ministry and serving on a church staff team
- Ability to communicate, coordinate, and participate with Church Staff, Leadership Team, and volunteers in a positive and productive way.

Performance Traits:

- Be a leader of leaders
- Must be teachable, yet have vision for the ministry
- Demonstrates the ability to relate to and effectively lead staff and volunteer workers
- Hard working; ministry is not for the lazy
- Exhibits a team oriented mindset towards accomplishing the church's ministry
- Be disciplined and diligent with their time, keeping a balance between home and work.