

STUDENT MINISTRY DIRECTOR JOB DESCRIPTION

Excelsior Covenant Church (ECC) is a multi-generational church that values connecting people to Jesus and to one another through worship, relevant study, sharing hope and compassionate service together. Student Ministry plays a fundamental role in making these shared experiences truly multi-generational.

SUMMARY

This is a position responsible for the coordination and leadership of ministry with students and families from junior high through high school graduation. The Student Ministry Director (SMD) is directly responsible for the development and implementation of the vision and strategy for Junior & Senior High youth ministry programs (grades 7-12). The SMD also coordinates with the Children's Ministry Director (CMD) to create a seamless biblical and faith life curriculum for students from birth through high school graduation. The SMD serves under the coaching and supervision of the Senior Pastor.

RESPONSIBILITIES

Ministry Leadership: The SMD is responsible for the development, organization and coordination of ministry to students from 7th through 12th grades and their families. This position is responsible for providing a quality discipleship and outreach experience that is impacting, intriguing, fun, and nurtures discipleship at age-appropriate developmental stages.

The overall purpose is to connect the unconnected to Christ and together grow in full devotion to him, while also seeking to create a safe environment where all are welcome for the discovery of life and salvation in Jesus Christ as a high priority. Responsibilities include, but are not limited to:

1. **Challenge, train, equip and encourage** the youth to deepen and grow their faith in Jesus Christ.
2. **Partner with parents in the spiritual formation of their teens** by providing resources and experiences that equip and encourage parents in their role as primary spiritual caregivers.
3. **Develop, implement and evaluate the church's ministry to junior and senior high school students;** including but not limited to these ministries:
 - a. Regularly scheduled large group gatherings for junior and senior high school students.
 - b. Discipleship model that incorporates extensive biblical studies including: New/Old Testament Survey, Worldview, Apologetics, Biblical Customs and Geography
 - c. Off-site overnight camps and retreats
 - d. Mission trips
4. **Recruit, lead and work** closely with the Junior and Senior High School Student Ministry Team (students and volunteer adults) to develop evangelism, discipleship, and missional programming for Junior High and Senior High Youth Ministry.

5. **Assist in supporting confirmation classes and events** for 7th and 8th graders.
6. **Oversee the training of volunteer leaders and helpers** – including efforts for the development of student leadership.
7. Attend to the growing needs of students and assess new methods for creating an irresistible culture of welcome and hospitality to current and new families.
8. **Evaluate and order curriculum**, as needed.
9. **Student Ministry Budget** management and administration.
10. **Ensure a welcome environment** for students, in coordination with strategic partners (i.e. TreeHouse staff) who share ministry space.
11. **Build a strong personal presence** on Sundays and Wednesdays so families can identify and establish a trusting relationship.
12. **Safe Church Committee** membership as well as helping to ensure safety guidelines are met.

Additional ECC Ministry: Ministry at ECC that exceeds this job description may be taken on in consultation with the Senior Pastor.

ADDITIONAL REQUIREMENTS AND RESPONSIBILITIES

Witness: By life and service to give evidence of personal faith in Jesus Christ. And through a biblically grounded ministry, to encourage the congregation to repentance and faith, spiritual growth, service and witness.

Worship: Participate in the worship life of ECC with occasional up-front responsibilities as assigned.

Presence: In accord with giftedness and personality, actively participate/engage with others during ECC public gatherings, encouraging multi-generational connections within the ECC family – “spreading the joy of our life in Christ!”

Communication: Will strive toward excellent communication practices – returning calls, texts, emails (etc.) as appropriate; generally, within 24 hours.

Staff: Participate in weekly Staff meetings, Mission/Vision gatherings, and other occasional meetings as mutually agreed upon with the Senior Pastor and/or Church Chair.

Team Leadership: Will also recruit, coordinate and guide a team of volunteers to support the senior high and junior high ministries as needed.

Care: The SMD will seek to establish trusting relationships with students and their families – and shall be available to provide care for families as appropriate in coordination with the Pastoral and Care Teams.

Kingdom Ministry: As appropriate and in consultation with the Senior Pastor, the SMD is encouraged to engage ministry that blesses the broader Church. This shall include participation in the Northwest Conference Youth Ministry Network. In addition, retreats and youth engagement activities will be planned and implemented throughout the year. One off-site retreat should be offered each summer (potentially partnering with Covenant Pines Ministries).

Contact Ministry: The SMD will make it a priority to enter the students' schools and community contexts – attending events and meeting students outside of the church building. At the same time, modeling and encouraging this priority for other adult leaders.

QUALIFICATIONS

1. Spiritual and emotional maturity, with an intimate relationship with God.
2. Commitment to prayer and sensitivity to the leading of the Holy Spirit.
3. Interpersonal skills that include a positive attitude, high personal integrity, excellent communication, the ability to gain trust and respect, an ability to mediate differences and work well on a team.
4. Demonstrated vocational effectiveness in family ministry.
5. Education/Experience: A Bachelor's degree (or equivalent experience), and Youth Ministry leadership experience are required.
6. Exceptional written and verbal communication skills, with the ability to teach.
7. Strengths and gifts: Leadership, Encouragement, Teaching, Administration.
8. Membership. It is desirable that the SMP will be or become a member of ECC.
9. Committed to the Affirmations of the Evangelical Covenant Church (including the support of women in ministry); the professions of the Apostles Creed; the Mission Statement of Excelsior Covenant Church and the Covenant Resolution on Human Sexuality.

CONSIDERATIONS

Hours: This position is ideally a full time ministry role.

Salary and Benefits: Commensurate with education and experience.

Supervised by: Senior Pastor

Ministry support by: Mutual Ministry Committee

EXCELSIOR COVENANT CHURCH MISSION AND PURPOSE:

We covenant to cultivate a community of worship committed to prayer, preaching and study of the Word of God, the celebration of the sacraments, and fellowship across gender, race, age, culture, and class.

*In so doing, we covenant to **equip loving, giving, growing Christians to reach out with the good news of Jesus Christ** - evangelizing the lost, ministering to those in need, and seeking justice for the oppressed.*