



# Director of Student Ministry

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## Purpose of the Position:

Middle school and high school are incredibly formative... and incredibly challenging times of life. It's a time of phenomenal growth, development and newfound independence. But it is also a stage of life where students experience the reality (and often confusion) of life in a broken and messy world for the first time. The right fit for our Director of Student Ministries (DSM) will be someone who has seen how the gospel has redeemed and restored their own story and who is ready and prepared to enter into the broken and messy world of teenagers with the unrelenting grace and hope of Christ.

## Responsibilities:

- 1. Relational Engagement with Students:** Lead students (both from within and without the church) from one stage of their faith journey to the next through intentional time spent in the world of teenagers, being where they are, doing what they do, talking with them, interacting with them and building relationships with them. Tasks include (but are not limited to):
  - Attend student sports events, concerts, activities, etc.
  - Disciple students individually and in small groups
  - Train students to reach their friends
  - Provide counseling and spiritual direction to students on an individual basis
- 2. Developing Leaders:** Transformative and sustainable student ministry requires a vibrant leadership team dedicated to serving students. Tasks include (but are not limited to):
  - Recruit volunteer leaders
  - Train adults in incarnational ministry to students and effective discipleship of students
  - Meet regularly with individual volunteers and with all the volunteers
  - Model relational/incarnational ministry for the volunteers
- 3. Partnering with Parents:** Discipling students is a joint effort between the parents and the church. The DSM will seek ways to connect parents with our student ministry. Tasks include (but are not limited to):
  - Meet with parents throughout the year to listen to them and to ask how to best partner with them in discipling students
  - Share with parents the ministry strategies and plans in a way that encourages partnership and involvement
  - Communicate with parents regularly regarding upcoming activities and events
- 4. Student Programming:** With the student ministry staff and leaders, facilitate the creation, development, and implementation of all student ministry programs

(Wednesday nights, Sunday morning discipleship class, camps, retreats, monthly/quarterly events, etc.). Tasks include (but are not limited to):

- Plan weekly “youth group”
- Teach, along with training volunteers to teach
- Attend camps, retreats and student missions trips

### **Additional Secondary Responsibilities:**

As a member of the ministerial staff team, there are several additional responsibilities on an “as needed” basis, including, but not limited to...

1. Manage student ministry staff
2. Attend all staff meetings (weekly staff meeting, ministerial staff lunches twice a month, annual trainings, etc.)
3. Write a quarterly report of activities and concerns for the Session
4. Manage your assigned budget
5. Ensure that website and church calendar are maintained with event information

### **Reports to:**

Executive Pastor (XP)

### **Working Conditions:**

1. **Full Time:** 43-47 hours per week
2. **Office Hours:** Four weekdays per week to be coordinated with the XP, with the understanding that the kind of relational ministry we desire will require being out of the office frequently
3. **Day Off:** As this position requires night and weekend responsibilities, the DSM will have one day off during the week to be scheduled in conjunction with the XP
4. **Evening and Weekend Activities:** Ministry activities will require the XP to work an average of 2-3 evenings per week, Sunday mornings and occasional Saturdays

### **Expectations & Qualifications:**

1. **Character:** The DSM must be deeply committed to Christ and exhibit an ongoing growth in spiritual maturity and godliness.
2. **Membership:** The DSM must be (or become) a member of Covenant Life Church and must actively participate in worship and in a discipleship group. Under Biblical authority, the DSM must demonstrate joyful submission to the elders and staff.
3. **Education:** Bachelors degree required.
4. **Experience:** Demonstrated experience both as the one being disciplined and as the one disciplining another follower of Christ.
5. **Skills:**
  - a. Able to work in a team environment
  - b. Able to communicate with maturity with parents
  - c. Demonstrated ability to teach
  - d. Demonstrated ability to connect with others in meaningful relationships
6. **Motivation:** The DSM must be self-motivated and ready to serve

## How to Apply

To apply for the Director of Student Ministry position, please send an employment application, resume and, if available, audio or video example of your teaching to Amy Conner, Administrative Assistant, at amy@covenantlifepca.com. The application can be downloaded at <http://bit.ly/covlifejobapp>

## Initial Review:

The DSM will meet with the Executive Pastor and at 60 days, 90 days, 180 days and then after the first year to evaluate the fit for the position and the progress being made in our ministries to students.

## Evaluation:

Evaluation will be based on the eight (8) competencies put forth in the Covenant Life Staff Evaluation System and in light of the following specific initial objectives (to be revised annually).

1. At 60 Days
  - a. Meet with parents to discuss how to increase the synergy between parents and our student ministries as we labor together to disciple our students
  - b. Meet individually with all current student ministry volunteers
  - c. Make personal contact with at least 50% of the students currently actively involved in the student ministry
  - d. Demonstrate significant hours spent in contact work getting to know students both currently involved in our student ministry and students in the community
2. At 90 Days
  - a. Conduct a thorough evaluation of our current student ministries and recommend specific steps to increase effectiveness in discipling students and in alignment with our ministry plan
  - b. Recruit and train two (2) new prospective volunteers in student ministry
  - c. Learn the names of at least 50 students from our area (both within and outside of Covenant Life Church)
  - d. Make personal contact with several students at Covenant Life Church who are *not* currently regularly active in the Student Ministry
3. At 180 Days
  - a. Recruit and train two (2) new prospective volunteers in student ministry
  - b. Recommend three (3) specific ways to integrate students into the broader life of the church
4. At 1 year
  - a. Conduct a thorough evaluation of our current camp/retreat/trip offerings for students and make recommendations where necessary
  - b. Host a seminar on “parenting teens” to offer tools to assist parents in discipling their teenage children
  - c. Participate in children’s VBS, serving as requested