**DIRECTOR OF STUDENT MINISTRIES**

*Job Description*

Purpose

The purpose of the Director of Student Ministries is to foster transformation in Christ among students in 6th-12th grade.  This includes: 1) discipling students who are connected to First Church and 2) building transformational relationships with students in our community.

Primary Responsibilities

1. *Build teams that will disciple students connected to First Church.*Identify, recruit, train and lead people who are passionate about fostering transformation in Christ among the students who are connected with First Church by providing leadership in on-going ministries to students.
   1. This might include Sunday School (9:45) and mid-week discipleship opportunities.
   2. Opportunities should be both physical and digital.
2. *Build teams that will develop transformational relationships with students in our community.*Identify, recruit, train and lead people who are passionate about developing connections with students in our community so that they can experience transformation in Christ.
3. Past example include Fall Kick-Off, Game Night, and FaithZone (lunch at Williamsport Area Middle School)
4. Strive to connect with students through both traditional church ministries and innovative ministry opportunities in our Sent Community.
5. Lead Student Ministry Team. The team should include those who serve children in both the Gathered and Sent Communities.
6. Supervise Director of Student Outreach.
7. Engage students in a discipleship pathway that leads to transformation in Jesus Christ and trains students to be multiplying disciples.
8. This should be done in consultation with the Director of Children’s Ministries and leader of College Ministries.
9. This should include confirmation
10. This should include appropriate summer discipleship opportunities.
11. Celebrate baptisms and commitments to Christ
12. Provide mountain-top experiences for students.  Opportunities may include mission trips, retreats, and conferences.
13. Serve as a resource to children and families in both the Gathered and Sent Communities. Help students and their families build relationships with one another and connect with people and ministries of First Church.

1. Work intentionally and collaboratively with the Director of Community Engagement to explore student ministry opportunities in the Sent Community.
   1. Ensure a Student Ministry representative on the “Community Engagement” Team.
   2. Provide age appropriate opportunities for students to be involved in Transform and other community engagement opportunities.
2. Work intentionally and collaboratively with the Director of Worship for the inclusion of students in worship.
   * 1. Ensure a Student Ministry representative on the “Worship” Team.
     2. Design Student Worship experiences
     3. Explore providing digital resources to worship ministries.
3. Oversee administration related to student ministries
   * 1. Budget
     2. Volunteer Schedules
     3. Statistics

Other Responsibilities

1. Serve on the staff Ministry Team and attend meetings led by the Lead Pastor.
2. Serve on the staff Discipleship Practice/Alignment Team and attend meetings led by the Director of Discipleship.
3. Understand and follow Safe Sanctuaries Policy for First Church.

Details

1. This position is full-time.
2. Compensation is reviewed and recommended to the Lead Council by the Staff Parish Relations Committee on a yearly basis
3. Position benefits, procedures, etc. to be done in accordance with the Church’s Employee Handbook.
4. Supervisor is the Director of Discipleship

Minimum Requirements

1. Bachelor’s Degree strongly preferred.
2. Three years ministry experience, preferably in Student Ministry.
3. Demonstrated leadership skills.
4. Computer skills (Email, Word, OneDrive)
5. All Safe Sanctuary Clearances including PA State Police, PA Child Abuse, and FBI Fingerprinting must be received on all employees.

Physical Requirements

1. Able to move freely around the church campus.
2. Able to interact with students.  This includes the ability to hear their voices and see students in the same room.

Core Competencies

1. *Focus on students:*  Understands students and is a “student magnet.”  Is dedicated to meeting the needs of students and able to gain their trust.  Genuinely loves students and is passionate about including them in the life of the church.  Is able to develop relationships with parents and students, especially those who are not well integrated into the life of the church.

1. *Team Orientation:* Demonstrates interest, skill, and success in team environments; promotes group goals ahead of personal agendas; steps up to offer self as a resource to other members of the team; understands and supports the importance of teamwork; shares credit for success with others, takes responsibility for his/her part in team failures.  Defines success in terms of the whole team.  Clearly and comfortably delegates both routine and important tasks and decisions. Trusts the team to perform.
2. *Vision ownership:*  Demonstrates understanding and full support of the vision of “Transformation in Christ, Changing Lives inside and out” in our identity of becoming a dual expression church, with gathered and sent communities.  Behaves in a manner congruent with this vision and the core values of the church.  Develops a vision for the student ministry that is synergistic with the vision of the overall church.
3. *Developing leaders:*  Is a “people builder.”  Shares ownership, visibility and kudos.  Inspires and brings out the best in other people.  is aware of the developmental aspirations of others; encourages people to accept challenging assignments.
4. *Spiritual Maturity:* Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk, and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
5. *Teaching:*  Facilitates learning experiences in both small and large group settings; selects teaching topics that are relevant, provocative and contribute to a deeper understanding of scripture, theology and spiritual practice; uses a variety of teaching topics to maintain interest and build connection.
6. *Communicating:*  Effectively presents ideas in both verbal and written form.  Able to communicate well one-on-one, in small groups, and in larger groups (especially with students).
7. *Organizing:*  Gets things done in a way that does not create stress for other people. Uses resources effectively and efficiently.

Ministry Staff Expectations for living into the DNA of First Church

Church is for everyone

Church is the people, not the building

Raise and equip laity.

Avoid silo ministry mentality

Support Disciple’s Journey

Embrace messiness over overly structured systems

Demonstrate a both/and approach

* + Gathered/Sent mindset
  + Physical/Digital
  + Formal/informal discipleship
  + Involvement of heart and mind
  + Seeking justice and personal piety

*Revised 09/21/20*