

STUDENT MINISTRY DIRECTOR POSITION DESCRIPTION
Calvary Church, St. Peters, Missouri

Effective Date:	May 1, 2025
Title:	Student Ministry Director
Classification:	Full-Time, Exempt
Benefits:	As indicated in the Staff Employee Handbook
General Purpose:	<p>The Student Ministry Director position oversees all aspects of Student Ministry (Grades 6-12) in a way that is aligned with the Scriptures, statements of belief, and values of the church. The Student Ministry Director will accomplish this purpose through six major responsibilities:</p> <ol style="list-style-type: none">(1) Committing to prayer.(2) Leading students to experience Gospel-centered transformation, deep formation, and missional engagement.(3) Recruiting, training, and encouraging Student Ministry volunteers.(4) Leading weekly Student Ministry program during the school year.(5) Leading strategic Student Ministry holiday, summer, and special events.(6) Some general shepherding duties, as assigned.
Reports To:	Transformational Ministries Director
Works With:	Children's Ministry Director, Strategic Operations, all Transformational Ministries Directors

Key Goals and Objectives:

1. Models and protects the purity, unity, and faith of the congregation as outlined primarily in the Scriptures and secondarily in the Bylaws of the church.
2. Champions the transformation and discipleship of lay leaders, both women and men, to live out the vision of the church.
3. Shepherds the mission, vision, strategy, and outreach of the church so that all generations and all people have opportunities to live out their faith in Christ and share it with others.
4. Practices clear, candid, appropriate, and timely communication with the church and staff.
5. Demonstrates humility in public and private, in peace and conflict.

Key Responsibilities:

1. Commit to Prayer
 - Personally practice a vibrant prayer life.
 - Prayerfully inspire the practice of prayer in Student Ministry.
 - Teach students to pray personally.
2. Lead students to experience Gospel-centered transformation.
 - Communicate the good news about Jesus clearly and compellingly.
 - Engage students in age appropriate discipleship and encourage spiritual formation.
 - Cultivate missional engagement. For missional group activities, partnering with Irreplaceable Impact ministries is preferred.
 - Intentionally engage students during church worship gatherings.
 - Offer loving care to students who may struggle with difficult issues, and discerningly refer them and/or their parents to appropriate resources.
3. Recruit, train, and encourage Student Ministry leaders
 - Inspire the church to embrace the values of Student Ministry.
 - Maintain an effective, consistent volunteer recruitment process.
 - Maintain an effective, compelling experience for Interns and Residents, when either are partnered with Student Ministry.
 - Identify training needs of volunteers, select or create training, and implement training.
 - Train volunteers on Child Safety Policy and Emergency situation responses.
 - Encourage volunteers personally and frequently.
 - Communicate positive volunteer stories to the Transformational Ministries Pastor.
4. Lead a weekly Student Ministry program during the school year
 - Adhere to Calvary's Child Safety Policy consistently and thoroughly.
 - Cultivate an engaging, fun, and desirable experience for students
 - Organize student- and volunteer- led worship experiences.
 - Implement a developmentally appropriate teaching plan.
 - Demonstrate delight in students through intentional planning and organization.
 - Ensure check-in and first-time guest experience is accurate and consistent
 - Communicate with both volunteers and families on a regular basis.
 - Hold parent check-in meetings three times each school year - twice with Middle School parents, and once with High School parents
5. Lead strategic Student Ministry transition events, holiday and summer seasons, and special events.
 - Make transitions into Student Ministry, from Middle School to High School, and Graduation count!
 - Develop a clearly communicated plan for connection before and after (if not during) the Christmas holiday season.
 - Design summer season opportunities that engage all students consistently and build the ministry.

- Host (or participate in) at least two holistic, Gospel-centered Retreats or Camps each year.
 - Lead students to participate in community ministry and mission opportunities strategically each year.
6. Some general shepherding duties, as assigned
 - Contribute to the vision, planning, and execution of all church events that have purposeful student activities.
 - Support Baptism and Family Dedication student participants.
 - Care for the needs of congregants as assigned.
 7. Apply for Interns at the beginning of each year.
 8. Steward the student ministry budget effectively, leading to fruitfulness in future years, and proactively develop its purposes.
 9. Network with area Student Ministry Directors regularly.

Qualifications:

- Strong devotional life.
- Lives and works in accordance with stated Staff expectations.
- College degree in a related field, theological training, or equivalent ministry experience is desired.
- Affirmation of biblical theology as outlined by the EFCA.
- Champions the vision of Calvary Church without hesitation.
- Proven successful leadership in a similar role.
- Effective communicator as affirmed by multiple generations and peoples.
- Ability to work effectively with different teams within the church.
- Strong conflict resolution skills are necessary; able to take criticism that may not always be warranted, while pursuing peace as much as possible.
- Demonstrates humility and grace, with a willingness to accept responsibility for own failures and failures of Group leaders regardless of fault
- Serves as an example of a loyal friend and family member, who can properly balance the obligations of professional and private life
- Demonstrates Christian unity with other church leaders from different ethnicities and backgrounds for the furtherance of the Kingdom

Review: Reviewed annually by the Transformational Ministries Pastor