



HILL COUNTRY BIBLE CHURCH

JOB DESCRIPTION

STUDENT MINISTRY DIRECTOR

Job Classification: Full-Time, Ministerial Exception

Date: March 2023

SUMMARY

Our Student Ministry Directors prepare each student's future through faith, family, and friends. Each Director works **closely and collaboratively with the entire Student Ministry Team** (staff and servant leaders, under the direction of the Lead Student Ministry Director) to identify and develop each student's extraordinary potential to follow Jesus, impact others, and live with purpose.

This person will also have a **location-specific focus** to align and lead Student Ministry to see students, parents, and leaders experience life-change in their local community. They will equip Servant Leaders (Ephesians 4 model of ministry), partner with parents in their calling as the primary disciple makers of their children, and ensure Student Ministry is operating as One Church, across locations.

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. The mission and vision of Hill Country is advancing through a vibrant student ministry where generations are valued, disciples are multiplied, and people experience the love of Jesus
2. Partnerships with parents, development of servant leaders, and empowerment of a One Church Team (Eph 4 model of ministry) to see an aligned student ministry characterized *by Faith, Friends, and Family*
3. Ongoing personal life-change in students and their families at your location as well as across student ministry
4. The Body of Christ is engaged and living on mission together through multi-generational and ministry-wide collaborative efforts like *The Great Adventure* (summer outreach and leadership development opportunity)

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Learn, understand, and co-own the Student Ministry Purpose and Plan (MPP) under the direction of the Lead Student Ministry Director; work closely with the One Church Leadership Team for Student Ministry
2. Learn the general culture and needs of students (Middle School and High School), families, and leaders in our congregation and the communities of our locations; engage deeper at your specific location
3. Build trust and relationally connect with students, parents, and servant leaders in a variety of settings (schools, community, events, small groups, etc.); provide opportunities for students and adults to develop and utilize leadership skills within the ministry
4. Network with Middle and High School administration and Student Ministry Leadership in the COA of your Location
5. Recruit, onboard, and empower servant leaders to use their leadership gifts in the ministry (Eph 4 model of ministry)
6. Partner with parents in the discipleship of their students - provide resources, encouragement, prayer, specialized events, and milestone celebrations; engage students to become disciple makers of their peers
7. Communicate effectively in a myriad of channels – teaching, training events, resourcing for parents, developing servant leaders, regular emails, videos, social media, etc. – and in a variety of settings (large and small)
8. Actively serve on the Student Ministry Teaching Team for Location Gatherings and Special Events
9. Serve as a leader in The Great Adventure, collaborating across the organization through a series of events/training
10. Shepherd students in their faith and in dealing with the issues of adolescence; provide resources and recommendations for next steps beyond our scope of care
11. Engage and personally own the mission, vision, and values of the church, as well as overarching Church Goals; commitment to discipleship, gospel saturation (BLESS), Eph 4 model (empowering leaders), and cultural health
12. Perform duties of a director when called upon - serve as a contributing member of the overall staff team of Hill Country and active in the life of our church

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

1. Sees themselves as an owner of the mission, vision, values, and pathway of Hill Country Bible Church
2. Theologically aligns with the core beliefs of HCBC; meets requirements of an Elder – able to teach, disciple
3. Vision caster and highly collaborative leader; 4+ years' ministry experience (staff or lay leader)
4. BA or similar; availability to serve on weekends and evenings, able to physically walk/navigate large campuses

CULTURE AND CLIMATE:

1. Position reports to the Student Ministry Lead Director as part of the Student Ministry staff team
2. Staff culture is goal-oriented, collaborative, with accountability, priority of discipleship, and personal evangelism
3. Core Values: Responding to God's Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves, Loving Our Neighbors