



HILL COUNTRY

BIBLE CHURCH

JOB DESCRIPTION

Student Ministry Small Groups & Discipleship Director

Job Classification: Exempt; Full Time

Date: August 2021

SUMMARY

The Student Ministry Small Groups & Discipleship Director prepares each student's future through faith, family, and friends.

This person will lead the Discipleship pathway in Student Ministry – partnering with (developing and empowering) students, parents, leaders, and staff across locations. They will also ensure healthy Small Groups are engaging students in encouraging community that rallies around them – helping them to own their faith and preparing them for adulthood.

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

1. The vision of HCBC to saturate Greater Austin with the love of Jesus is being seen as local students are coming to faith in Jesus and growing in their relationship with Him
2. Effective discipleship and multiplication of Servant Leaders and students with the result that they are equipped to be a worshipper, witness, servant, and disciple maker (fully formed followers)
3. Students are experiencing community, life-change, and spiritual growth in small group community
4. Engaging relationships with parents to lead, resource, and partner with them in the spiritual formation of their student, as well as to encourage their participation in Student Ministry (gatherings, Small Groups, and discipleship relationships)
5. An annual ministry plan that includes the scope and sequence of curriculum and events to engage students at their appropriate age and development as adolescents
6. Effective collaboration with staff and leaders across locations to align all discipleship and small groups efforts towards our common mission and vision
7. Empowerment of a Student Ministry Servant Leadership Team

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Understand, engage, and personally own Church Goals: Fully Formed Followers (makes disciples who make disciples), Gospel Saturation (personal evangelism), Leadership Development (equips, empowers, and unleashes leaders), and Growth and Impact.
2. Understand and prioritize the Hill Country multi-site location model to *multiply the gospel presence in Greater Austin and beyond*
3. Raise up and empower a Student Ministry Servant Leadership Team to share ownership in leading the discipleship and small groups pathways
4. Collaborate with the Student Ministry Team to develop an annual ministry plan during the planning cycle for the next fiscal year using the Ministry Purpose & Plan, mapping everything back to the Vision and Mission of Hill Country
5. Recruit, shepherd, empower, and unleash adult Servant Leaders as Small Group and Discipleship (FFF) leaders, giving strong central support to all Locations
6. Work closely and collaboratively with all staff and leaders to align the discipleship and small groups pathways
7. Partner with other Student Ministry Staff to deliver effective Large Group content and Small Group curriculum.
8. Reproduce Discipleship groups (FFF) on local school campuses
9. Owner of the Summer Internship program for Student Ministry – including recruiting, vetting, and engaging interns, leading teams across locations, and ensuring interns are poured into while they are equipped to serve and lead
10. Owner of the *Grad Launch* track for seniors, helping to launch them well into Young Adults.
11. Clearly communicate with parents and students through oral and written communication, as well as social media.
12. Perform duties of a pastor when called upon - minister on call, baptisms, weddings, funerals, and the Lord's Supper
13. Perform functions of a global organizational role when needed – engaging in church-wide or multi-location events; serve as a contributing member of the overall staff team of Hill Country

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. Sees themselves as an owner of the mission, vision, values, and pathway of Hill Country
2. Theologically aligns with the core beliefs of Hill Country; meets requirements of an Elder
3. Proven ability to multiply disciples; 3+ years' ministry experience in the local church (staff or lay leader)
4. BA required
5. Availability to serve on weekends and evenings, able to physically walk/navigate large campuses

CULTURE AND CLIMATE:

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