



Student Director Job Description

Position Description

Covenant Church is seeking a full-time student director for 7th-12th grade student ministry. This woman or man will direct all aspects of the student ministry and personally engage with students, parents, and volunteers on a regular basis. The director will plan a robust program for students to engage them in scripture, prayer, and service with a focus of discipling them in a living relationship with Jesus and his church. As a director level staff member, they will also carry responsibilities for the church at large, such as occasionally hosting worship service, regularly greeting in the lobby on Sunday mornings, and pitching in on special projects. The student director will be supervised by a member of the Executive Leadership Team. This position is full-time salaried, exempt, and includes a generous benefits package.

Qualifications and Preferences

- Bachelors degree from an accredited university with greater preference given for a seminary degree
- 5+ years' leading students in a large, multi-group ministry or para-church field
- Strong speaking, writing, and interpersonal communication skills
- Basic computer, social media, and database skills
- Proven record of leading admins and utilizing them well
- Proven record of recruiting and equipping volunteer leadership
- Ability to engage in an active ministry that includes several full office days as well as weekend and weeknight programming
- Proven history of being safe around minors and leading with high moral character

Candidate Characteristics

- Enjoys a living relationship with Jesus, can clearly articulate the gospel and a personal testimony of faith in Jesus; steeped in the Bible and the historic Christian faith
- Strong ability to interact with all age groups
- Loves building relationships with students in fun, meaningful ways
- Excellent listener
- Peacemaker who can handle diverse viewpoints gracefully
- Lover of the church who has a vision for her beauty, health, and growth
- Relates to students as an adult who is approachable, engaging, and takes them seriously as fellow Christ-followers
- Willing to receive coaching as well as outside training
- Desires to build relationships with local pastors for mutual support and equipping
- Understanding of and willingness to serve in the Presbyterian Church in America (PCA)
- Understands that Covenant is a unique church with the PCA, and that scripture and the Spirit are our primary guides, leading to our unique mission, vision, and values



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Ministry Philosophy

Although space does not permit a full and robust philosophy of ministry the following is a summary of key points for student ministry at Covenant Church.

- **The purpose of Covenant Students is to strengthen students who have a living faith in Jesus and introduce Jesus to those who do not.** The primary tools are biblical teaching, discipleship, and spiritual friendship. We desire a program that is saturated in the Bible, with teaching that is winsome and wise. There should be a plan for teaching about how the entire Bible leads to Jesus over the course of several years. We also desire a balanced monthly rhythm of large and small group meetings for worship and discipleship. These are the perfect venues to multiply the number of spiritually mature adult relationships in a student's life through parent and volunteer involvement. ***Every event should nurture spiritual friendships that are safe, fun, welcoming, and Christ-honoring.***
- A base model for a monthly calendar would include 10-12 opportunities for any one student to engage.
 - Example: Weekly large group Sunday night ministry (4)
Bi-monthly Sunday morning engagement (2)
Bi-monthly small group gathering (2)
Bi-monthly service or fun event (2)
Plus the occasional retreats, camps, etc.
- The program should influence students to fully engage in the life of the church and to love Jesus' church locally and worldwide. The student director must genuinely love working in church ministry and desire to integrate into the staff culture at Covenant Church and contribute to the health of the staff and the church. **A leader who is a good fit will care about how their program intersects with the seasonal goals of the church and work to engage students in the existing life of worship and service of the church.**
- The leader should direct a quality ministry that cares for students, families, staff, and volunteers through organization, consistent communication, and meaningful preparation. The leader must be a person who prays ahead and thinks ahead and responds rather than reacts. The leader must also be a person who connects with students of various backgrounds and interests. **They should model what they train volunteers to do and be the leader in caring spiritually for students.** They should be fun, engaging, and sincere but they do not need to be loud, wild, or crazy. This minister is someone who steadily builds relationships and community and resists the extremes of solo-ministry and directing from behind the scenes. They will also reach out to parents, creating opportunities for enrichment and relationship.

Key Contribution Areas

1. Spiritually leads middle and high school students
2. Directs the student ministry including volunteers, calendar, programming, and budget
3. Contributes as a teammate to make the staff stronger and healthier
4. Engages personally and vitally in the life and worship at Covenant Church