

# Montgomery Community Church

## Position Description

**Title:** Student Ministry Director/Pastor

**Classification:** Regular Full-Time, Exempt

**Benefits:** As indicated in the Employee Handbook

**Purpose:** The primary purpose of this position is to cast vision and lead the Montgomery Community Church (MCC) Student Ministry from a pastoral, biblical, and operational perspective. This role will directly lead the day-to-day operations of our students within a team setting while assisting with joint programs/events. The Student Ministry Director/Pastor will contribute to a team that establishes Student Ministry strategies that encourages students to know Jesus, love like Jesus, and live like Jesus.

### **Responsibilities:**

#### **A. Ministry and Operations**

Provide organizational, teaching, and spiritual leadership for the students (7th through 12th Grade) and associated ministry teams and joint programs/events. Ensure age appropriate, authentic teaching that engages students to know Jesus, love like Jesus, and live like Jesus. Develop systematic opportunities to connect students for meaningful involvement in worship, equipping, and missional environments. Empower and release student ministry leaders to accomplish the following:

##### **1) Worship Environment**

- a) Create age-appropriate worship environments which captivate students into relationship with God and lead them into a transforming relationship with Christ.
- b) Encourage and embrace opportunities for students, in partnership with Kids Ministry, to worship with their families as part of the overall body of Christ at MCC.

##### **2) Equipping Environment**

- a) Establish age-appropriate equipping opportunities which are essential for missional living (i.e., character, knowledge, and skill).
- b) Creatively engage students to participate in the equipping opportunities.
- c) Maintain and evaluate for improvement, the existing strategy that equips parents to be the primary disciple makers of their children.

##### **3) Missional Environment**

- a) Encourage and engage students in missional lifestyles.
- b) Identify and develop ministry specific missional opportunities to teach and engage students about missional living.
- c) Partner with like-minded ministries to accomplish missional vision.

#### **B. Lay Leaders, Volunteers, and Parents**

- 1) Build ministry capacity through the recruitment and training of lay leaders and volunteers to ensure the effective implementation of ministry objectives, goals, and action plans.
- 2) Equip, disciple, coach, and supervise ministry lay leaders and volunteers so they may grow like Christ and effectively use their giftedness in God's church.
- 3) Provide firsthand involvement and equipping opportunities for parents by facilitating parenting events such as seminars, retreats, and missional opportunities.

### **C. Financial Management**

- 1) Provide input and assist with the creation of student ministry operating and capital budgets which aligned with the church's mission, vision, and strategies.
- 2) In the spirit of stewardship, manage labor and spending within approved budgeted parameters and monitor spending at least monthly.
- 3) Understand and operate within church policies and processes regarding all financial transactions of the church.

### **D. Other**

- 1) Be intentional about building relationships with the community surrounding MCC and the local school districts.
- 2) Give full commitment in word and deed to support the faith tenets and cultural expectations of MCC.
- 3) Value and develop strong/positive relationships via teams comprised of church staff, ministry partners, parents, and lay leadership. Foster high-levels of cooperation and effectively work in a team environment(s) with quality relationships and respect for each member's giftedness and unique abilities.
- 4) Establish best practices to ensure the physical, emotional, and spiritual safety of the students at all programs and events.
- 5) Provide pastoral care to MCC students and families.
- 6) Proactively grow and develop leadership gifts through training opportunities.
- 7) Continue personal and professional development.
- 8) Other duties as assigned.

### **Performance Expectations:**

- A The worship, equipping, and missional experiences routinely engage students to know Jesus, live like Jesus, and love like Jesus.
- B As a result of knowing Jesus in their lives, students are experiencing the fruit of the Spirit, and pursuing missional living in their schools, community, and the world.
- C Identify, coach, equip and lead parents and ministerial teams (paid and unpaid) to grow into greater levels of interdependence, knowledge, skills, and effectiveness.

### **Qualifications:**

- 1) Meet the character qualities described of a spiritual leader in I Timothy 3 and Titus 1
- 2) Agreement with and overall support of MCC Constitution, Statement of Faith, Mission, and Vision
- 3) Demonstrated leadership with student ministry.
- 4) Ability to develop and organize a ministry team made up of staff and volunteer leaders.
- 5) We prefer the candidate to be married with children with demonstrated discipleship within his/her home.
- 6) Bachelor's degree in education, "bible," ministry or related field required.
- 7) Knowledge of developmental and faith stages for students and the ability to strategically choose and implement appropriate programming for those stages is essential.
- 8) Experience leading in the spiritual formation area of Students and/or Christian education preferred.
- 9) Organization, delegation, follow-through, task orientation, ability to "see the big picture," sensitivity, strong managerial, coaching, empowerment, and leadership skills combined with an exceptional relational ability.
- 10) Ability to create a positive and intentional leadership culture.

11) Ability to work with a teachable heart, good attitude, and unified spirit.

**Personal Characteristics:**

- 1) Pursues an intimate relationship with Christ with intensity, passion, and single-minded commitment.
- 2) Known for a humble and teachable spirit.
- 3) Models a life surrendered to Christ and lives the message he teaches.
- 4) Committed to evangelism as evidenced by teaching, lifestyle, and support of missions.
- 5) Devoted and committed to family with strong moral standing.
- 6) Relational, approachable, and collaborative. A genuine heart for people
- 7) Presence and charisma, necessary to be one of the primary faces of MCC to both the congregation and the community.
- 8) Decisive leader
- 9) High energy with ability to energize volunteers/staff to deliver exceptional results.
- 10) Applies Biblical doctrine and leads change in a dynamic environment.
- 11) Has an active prayer life.
- 12) Has excellent listening skills to allow for effective dialogue with students, staff, parents, and members.

**Spiritual Gifts**

- 1) Leadership
- 2) Teaching
- 3) Discernment

**Reports to:** Executive Pastor