



Job Profile

Position: Director of Student Ministries

Status: Full-Time, Salaried, Exempt

Who We Are

Our Vision: An outpost for Christ, building a legacy of faith in our community for future generations.

The Role of the Director of Student Ministries

Northminster is located in Finneytown, a small and close-knit community. There are eight school districts represented in our ministry area, most notably Finneytown and Wyoming. The Director of Student Ministries leads a vibrant, visible, youth program featuring weekly activities to include bible study, outreach, recreation, and service activities, in coordination with the discipling, worship, fellowship, and mission life of the congregation.

Primary Responsibilities and Tasks

- Communicate clearly and effectively with parents, volunteers, and leaders
- Serve as primary communicator at Sunday evening Middle and High School events
- Plan key events around the milestones in the life of a student
- Build relationships with youth and young adults through:
 - Working with students in groups and one-on-one
 - Establishing a faith community that welcomes students from all area schools
 - Being in contact with youth on their turf
- Other duties as assigned

Three specific skills that stand out:

- *Working with a team.* You know how to pull great people together to accomplish significant tasks. You recognize that a team is stronger than an individual and involve other people in the process. You are a leader.
- *Communication.* You are strong in written and verbal communication.
- *Leading people.* Your primary ministry is with students. Obviously, you love your students, but you will accomplish far more by building a team of adults who work closely with your students.

Goals and Expectations

- Jump right into the life at Northminster and maintain and grow a student ministry for middle school, high school, and college aged students.
- Serve as a committed member of the Northminster staff.
- Faithfully connect with the leadership of the church through regular attendance at planning meetings
- Participate in worship on Sunday mornings, fellowship and mission life of the church.
- Participate in the planning and management of the Northminster Student Ministries (NSM) budget, website, and all administrative functions.
- Abide by Northminster's Child/Youth Protection Policy and Staff Handbook policies

Candidate Profile

- Vibrant faith in Jesus Christ
- Strong character and work ethic
- Highly relational
- Resilient and persevering
- Teachable spirit and team player
- Gifted communicator who values authenticity
- Welcomes diversity
- Manages projects well
- Technologically savvy
- Adventurous
- Is a planner
- Comfortable with delegation and oversight

Your Team

- This position reports to the Executive Director.
- This position relates to other Next Generation staff, leaders in high school and middle school ministry, and Children's Ministry leadership.
- This position garners support from participation in staff meetings and some leadership retreats.

Other

- Formal ministry education is not required. A high school diploma required.
- A preferred candidate will hold a Bachelor's degree from an accredited college or university and has demonstrated successful experience in leading and working with students in grades 6-12.
- A candidate will be 22 years old or older (to abide with our Child Protection Policy Age Buffer) and have to pass a criminal background check before an offer of employment will be made.

Your Schedule

- Your work hours will be flexible, Monday – Sunday, as the program needs require.
- You will participate in weekly team meetings and monthly strategic meetings
- You will stay in touch with your supervisor (Executive Director)
- You could travel approximately 15-25 nights a year for various retreat, mission trips, and conferences

Your Compensation

The salary range for this position: \$38,000 - \$42,000 per year (based on experience)

As a staff member at Northminster Church, you are also eligible for the following benefits:

- High deductible health plan (you pay a modest premium)
- Vision and dental coverage (you pay a modest premium)
- 2-5 weeks of paid vacation time each year (begins with 2 weeks, increases with length of employment)
- 11.5 paid holidays
- 403(b) retirement benefit
- 1 week of sick leave each year
- Death and long-term disability insurance
- Short-term disability insurance (employee pays)

Physical Requirements

Activity	Constantly	Frequently	Several times/week	Occasionally	Rarely
Sitting		X			
Standing		X			
Walking		X			
Lifting up to 20 pounds			X		
Lifting more than 20 pounds				X	
Pushing/pulling			X		
Squatting/Stooping/Bending			X		
Reaching and lifting overhead				X	