

DIRECTOR OF STUDENT MINISTRIES

BBC MISSION

To be and make authentic followers of Jesus Christ by living transformational, relational, and missional lives.

***We celebrate transformation**

We are glad the tomb is empty and that we have victory in Christ! Yesterday, we were dead in our trespasses and sins. Today, we are alive in Christ, and we celebrate accordingly by freely engaging in the victorious life-long process of growth and sanctification His grace provides. (Col. 1:28-29)

***We connect relationally**

We know meaningful relationships can be hard to find, so we are intentional about making church rows become family circles. Our goal is to make life-changing relationships relevant and accessible to every person because it is in community that we find gospel freedom and the courage to take the next steps. (Acts 2:42)

***We are compelled missionally**

Because Heaven and Hell are real, the church must not exist for itself! We have been rescued and redeemed by a loving missionary Savior that has given us a clear and compelling mission to go and make disciples by taking the hope of Jesus to our homes, neighborhoods, and the nations. (Matthew 9:9-13)

BBC CORE VALUES

- Biblically based
- Anchored in prayer
- Ministry focused
- Whole hearted in worship
- Joyfully generous
- Gospel centered

BBC LEADERSHIP CULTURE

The culture we create is more important than the vision that we cast. The culture of Bible Baptist Church needs to be the highest priority of every BBC leader; you will be joining us in building and guarding that standard. It is possible to deny with our actions what we declare with our message, so together we challenge others to . . .

BE AUTHENTIC FOLLOWERS

The undeniable quality that you can only have when you walk with God that attracts people to God.

REJECT GOOD FOR GREAT

God gave us his very best and we should want to bring our best before the Lord, not wanting things to simply be “good enough”. We should always be looking for ways to make the good things we do great.

BLEED FOR THE BRIDE

Having a tangible, transferrable passion and excitement for the “Bride of Christ”, the church. As much as we want our people to be excited about their local church, we want them to have a heart to serve the church.

HONE YOUR CRAFT

If one chooses to stop learning, by default they have chosen to stop leading.

VALUE HONOR

Romans 12:10 says, “outdo one another in showing honor.” We want a culture where it feels very normal for encouraging words and honor to happen.

CULTIVATE FUN

Laugh Loud, Hard, and Often! Have fun and enjoy serving God because we have more reason to rejoice than anyone; the tomb is empty!

DO WHATEVER IT TAKES

The willingness to put the mission of God and the church as a whole above their own values, preferences, and desires.

LIVE COURAGEOUSLY VULNERABLE

We are done pretending or performing because, in Christ, we are already approved. Live authentically. So, as we inhale God’s grace, we want to exhale grace to others.

HAVE AMBITIONS AS BIG AS GOD’S PROMISES

We are a faith-led, all-in, risk-taking ministry, and we will not insult our awesome God with small thinking and safe living.

BBC LEADERSHIP EXPECTATIONS

- Owns the Cause
- Action-Oriented
- Embraces Ambiguity
- Builds Relational Capital
- Reinvents Continuously
- Self-Aware

DIRECTOR OF STUDENT MINISTRIES POSITION

The person in the position of Director of Student Ministries will work with the Lead Pastor to develop and coordinate all aspects of the Student Ministry. The Student Ministries Director will provide spiritual leadership and oversight to the Student Ministry. This person must be able to recruit, administrate, and lead teams. They must be capable of managing a variety of responsibilities with flexibility and attention to detail.

CANDIDATE PROFILE

The following describes many of the characteristic of the ideal candidate for the Director of Student Ministries:

Education

Must have at least an undergraduate degree preferably in a Bible related field

Expectations

- Have a clear testimony of faith in Jesus Christ and a growing relationship with Him
- Wholeheartedly embrace the doctrine, mission, and worship philosophy of BBC
- Be in agreement with the Constitution and By-Laws of BBC
- Be in agreement with and function within the church governance model
- Guide youth led teams to be in agreement with and function within the church values and governance model
- Become a member of BBC
- Meet the qualifications of an Elder as outlined in Acts 20:17-35; 1 Timothy 3:1-7, 6:10-12; 2 Timothy 4:1-5; Titus 1:5-9; 1 Peter 5:1-3
- Exhibit high view of role as ministry over a job

Personal Characteristics

- Be a man of integrity, above reproach in all areas both public and private
- Be a role model and an example in word, in conduct, in love, in spirit, in faith, and in purity (1 Timothy 4:12)

- Be self-motivated and disciplined, take initiative, and stay focused with limited oversight
- Be mature and responsible
- Be a proven leader who exercises positive influence
- Be financially responsible
- Be teachable, humble, and willing to be held accountable

Physical Requirements

- Ability to freely move throughout the church and grounds and be involved in youth activities
- Near vision for reading various forms and information
- Able to accurately hear and communicate in-person and over the telephone
- Ability to lift, push and maneuver up to 30 pounds (youth event supplies)
- Capable of safely operating a vehicle

Licenses and Certificates

A current driver's license and proof of insurance required for travel in the community and as appropriate ID

Family

- If married, neither he nor his wife having been divorced
- If married, have a healthy marriage with a loving and supportive wife
- If married, demonstrate respect, faithfulness, and loyalty to his wife and children

Experience & Skills

- Effective public speaker; able to communicate God's Word with depth and application
- Have experience leading worship in a church setting
- Proficient Bible knowledge
- Lead, manage and work well with teams
- Receive criticism humbly and handle confrontation wisely
- Understand youth culture
- Has played a role in an effective ministry experience

GOALS AND EXPECTATIONS OF THE DIRECTOR OF STUDENT MINISTRIES

The effective Director of Student Ministries will achieve the following goals:

Leadership

- Work to integrate the mission of BBC into the Student Ministry
- Oversee the curriculum development and teaching schedule
- Teach 75% of the time
- Develop a consistent calendar of events and cycle of activities

- Oversee the planning, promotion, and execution of activities and events
- Provide leadership and training to all Student Ministry volunteers and student leaders

Discipleship

- Provide spiritual leadership and accountability in an effort to inspire and facilitate spiritual growth
- Build healthy and appropriate relationships with students and their families
- Equip students to grow in spiritual maturity
- Develop and delegate leadership opportunities

Continued Education

- Regularly read books, blogs or articles related to youth ministry
- Attend conference biannually related to youth ministry

Administrative

- With oversight, develop an annual Student Ministry budget and remain in step with it
- Regularly communicate with students and parents
- Organize and promote events and activities effectively and thoroughly
- Annually list goals and objectives to be achieved (this becomes a rubric for evaluation along with other performance metrics)
- Maintain contact information database and Medical Release Form catalog
- Purposefully plan and carefully evaluate the Student Ministry and your leadership quarterly or semiannually with the Elder Council
- Provide monthly written reports and quarterly verbal reports to Elders
- Utilize and delegate to office administrative staff