



Job Title: Student Ministry Director

Reports to: Family Life Pastor

Job Type: Full-time, Exempt (40+ hours)

Overview: The Student Ministry Director will create momentum with 7th-12th grade students, while also earning trust of parents, developing adult leaders, and building healthy ministry systems. The ideal leader for this role will delight and excel at energizing people, rallying teams, deepening authentic connections, and helping others win.

Key Responsibilities

Lead a Thriving Student Ministry

- Build engaging weekly environments for 7th-12th graders
- Create spaces where students feel known, welcomed, challenged, and connected
- Help students explore faith and take personally meaningful next steps with Jesus
- Oversee programming, events, retreats, camps, and student outreach
- Contribute to goals for growth, engagement, leadership development, and discipleship

Develop Adult Volunteers

- Recruit high-quality adult leaders with strong character and relational warmth
- Build a clear pipeline: identify, onboard, train, schedule, coach, retain
- Invest in volunteers spiritually, not just operationally
- Equip leaders to disciple students, lead groups, handle conflict, and care well
- Celebrate and maintain a culture where volunteers feel valued, connected, and growing
- Raise up leaders who can lead other leaders

Partner with Parents

- Build strong, trust-based relationships with parents
- Be visible, approachable, proactive, and responsive to families
- Communicate clearly and consistently
- Encourage parents as the primary spiritual influence in their home
- Provide tools, guidance, and support for navigating the teenage years

Pastor and Shepherd

- Provide spiritual care for students, parents, and leaders
- Walk with families through challenges, crises, transitions, and milestones
- Pray with people, listen well, and respond with wisdom
- Model emotional maturity, integrity, and healthy boundaries

Build Healthy Systems

- Plan ahead (weekly tasks, quarterly milestones, annual retreats/camps), and execute with excellence

- Manage calendars, budgets, follow-up, communication, and ministry systems
 - Collaborate with pastoral team, parents, and volunteers to address issues efficiently and adapt quickly
 - Create sustainable / replicable structures
 - Work well with other staff and align student ministry with church-wide vision
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Qualifications

Character and Maturity

- Growing, authentic relationship with Jesus
- Bachelor's degree and strong biblical knowledge and theological understanding, with the ability to effectively teach and communicate complex concepts to diverse audiences
- Emotionally healthy and spiritually grounded
- High integrity and strong judgment
- Teachable, curious, humble, dependable
- Handles pressure with intensity, but not drama
- Warm, easy-to-be-around presence with confident leadership
- Comfortable maintaining healthy systems, and taking smart risks

Leadership Capability

- Proven ability to recruit and develop adult volunteers
- Leads both students and adults effectively
- Strong initiator with track record of dependable follow-through
- Excellent leadership awareness and organizational abilities, with the capacity to oversee, delegate, equip, and/or do what's needed

Relational Intelligence

- Connects naturally with students
 - Trusted by parents
 - Encouraging and able to keep volunteers growing and accountable
 - Strong communicator, upfront and one-to-one
 - Handles conflict directly and graciously
 - If married – have a spouse/family who actively supports your pursuit of a leadership role in vocational ministry
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Practical Expectations

- Full-time role (40+ hours per week) // Flexible PTO
 - Sundays required: morning services and evening student gathering
 - Additional evenings/weekends required several times per month
 - Camps, retreats, special events, leadership gatherings required seasonally
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To Apply

Complete the application here: vervecitychurch.typeform.com/studentmin