



Trinity Wellsprings Church Position Description

Job Title: Pastor/Director of Student Ministries

Duties and Responsibilities:

The Pastor (or Director) of Student Ministries is responsible for providing leadership to all ministries of Trinity Wellsprings Church involving middle school and high school students. This involves leading a comprehensive ministry of *outreach, discipleship, and ministry training* for students which supports of the overall mission and objectives of Trinity Wellsprings Church to make missional disciples of Jesus Christ.

The candidate will build an authentic community of disciples by using a relational or incarnational approach to student ministries.

Specifically, the Pastor/Director of Student ministries will:

1. Plan and lead regular youth fellowship programs for middle school and high school students.
2. Create and lead a variety of outreach and fellowship-building events. Organize regular retreats to strengthen fellowship and deepen discipleship while also being attractive to teenagers in the community.
3. Recruit and oversee volunteer leaders within Student Ministries. Build fellowship with the adult volunteers and parents.
4. Organize and supervise the annual Confirmation process. Develop Life Groups (small groups) especially among Senior High students who desire to take their faith to the next step by training these students in the habits of prayer and Bible study, while providing training and leadership opportunities.
5. Plan and coordinate several large-scale events each year that attract students in the wider community in order to build relationships and show teenagers the grace and love of Jesus Christ.
6. Plan and coordinate local and international opportunities for hands-on-ministry and mission that allow students to experience the joy of Christian service in a variety of settings. Help students to discern their sense of call and to discover their spiritual gifts.

7. Encourage students to worship with the congregation each Sunday.
8. Attend strategic school events to build a bridge of Christian friendship with Trinity Wellsprings Church students and the larger teenage community.
9. Recruit and supervise summer interns.
10. Attend staff meetings and consult with staff on a regular basis.
11. Recognize the fluidity of the staff of the church to serve the ongoing needs of the church family and the wider community and be willing to use one's gifts, passions, and experiences within the wider body of Christ at Trinity Wellsprings Church as encouraged by the leadership provided by the Senior Pastor/Head of Staff.

Personal Characteristics:

1. **Strong Christian Faith:** able to express a deep and robust personal relationship with Jesus Christ, investing time in an active devotional life, convey enthusiasm for sharing the gospel, manifesting a missional lifestyle. The candidate should understand that all ministry overflows from a life connected to the Triune God.
2. **A Heart for Students:** willing to love and accept all kinds of teenagers, liking to spend time with young people, being genuinely interested in youth culture and social media, having a passion for helping youth grow in their Christian faith.
3. **An Approachable Spirit:** possessing a gift for understanding and offering wisdom and guidance for teens; someone with good listening skills who is willing to take time for one-on-one with students.
4. **A Relatable Personality:** able to reach out to teens and to relate with their parents; someone with a good sense of humor who enjoys the unique dynamics of youth ministry.
5. **Team Player:** eager to empower others for ministry, work in a team environment with both staff, parent volunteers, and student leaders.
6. **Organization and Planning Skills:** good manager of time, sufficiently organized in order to engage in long-range planning for retreats and mission trips, and balance the weekly demands for sustaining the youth ministry programs.
7. **Personal Integrity:** strong work ethic, a self-starter who thrives in collaboration with team but is able to reach mutually agreed-upon ministry goals; someone who is honest, reliable, trustworthy.

Qualifications and Experience:

1. **Experience:** Has experience working in Christian youth ministry either in a church or parachurch setting.
2. **Education:** A minimum of Bachelor's degree.
3. **Theological Convictions:** In enthusiastic agreement with the "Essential Tenets" of ECO: A Covenant Order of Evangelical Presbyterians: http://eco-pres.org/static/media/uploads/resources/Essential%20Tenets/new_format_-_essential.pdf

Accountability:

This staff position is under the direct supervision of the Senior Pastor/Head of Staff and under the general oversight of the Session.

Compensation:

1. Director of Student Ministries is a full-timed salaried position with benefits.
2. Paid Time Off as outlined in Trinity's Personnel Policies.