

FIRST BAPTIST CHURCH ON BAYSHORE
STUDENT MINISTRY DIRECTOR/MINISTER
POSITION DESCRIPTION

March 2024

1. **Purpose:** The purpose of the Student Ministry Director/Minister position is to support the Lead Pastor in carrying out the vision of First Baptist Church on Bayshore. The Student Ministry Director/Minister is expected to:
 - a. Develop personal relationships with Middle School, High School, and College Students that results in their emotional and spiritual development.
 - b. Provide an environment where Students grow spiritually.
 - c. Maintain a well-balanced program that integrates the ministries necessary to lead Students to Christ and to create environments where they will grow spiritually: worshiping/loving God, serving Him and others, and sharing Jesus.
2. **Accountability:** The Student Ministry Director/Minister will be accountable to the Executive Pastor for Ministry & Missions; and will work collaboratively with other pastors, staff members, and lay people in coordinating the Student Ministry. The Director's/Minister's performance will be evaluated at least annually.
3. **Qualifications:**
 - a. Spiritual:
 - i. Display a clear testimony of faith in Jesus Christ and should not be a new believer.
 - ii. Have a definite "divine call of God" to Student ministry.
 - b. Doctrinal:
 - i. Meet the moral and spiritual requirements set forth in the Word of God – specifically 1Timothy 3:1-7 and Titus 1:6-9..
 - ii. Agree with the doctrinal statement of the Southern Baptist Convention as defined by the Baptist Faith & Message (2000 edition).
 - c. Ethical:
 - i. Maintain a high moral and ethical lifestyle with integrity that exhibits appropriate relationship boundaries at all times.
 - d. Financial:
 - i. Expected to tithe, keep personal financial obligations current and otherwise show financial responsibility.
 - e. Education/Experience:
 - i. Possess excellent interpersonal skills.
 - ii. Exhibit a history of professionalism, self-discipline, teamwork, good communication skills, leadership, organization, creativity, and self-motivation. Be able to follow instructions and work as a team player.
 - iii. Requires at least a bachelor's degree.
 1. Preference will be given to Southern Baptist Seminary graduates, although candidates will be evaluated on the entirety of their qualifications. Other seminaries may be considered depending on doctrinal beliefs.
 2. Ministry or secondary education focus is preferred. Experience or education may include, but not limited to ministry, training seminars/conferences, college degree/course, teaching experience, volunteer/paid children's positions, etc
 - f. Other
 - i. Must become a member of FBC on Bayshore as soon as possible after accepting the call to their position.
 - ii. Successfully pass appropriate legal and financial background checks before being called.
4. **Responsibilities:**
 - a. Personal Spiritual, Emotional, and Physical Health
 - i. Devote priority time to spiritual, mental and physical development and well-being through personal devotional time, prayer, Bible study and physical exercise.
 - ii. Seek to improve personal skills and abilities through training.

- b. Through prayer, guidance of the Holy Spirit and in cooperation with the staff, determine the needs of the Student Ministry in the areas of education, personal growth, facilities, Bible Study and growing in discipleship.
- c. Oversee all aspects of Student Ministry, Middle School through College
 - i. Define and communicate Student Ministry goals in accordance with First Baptist Church on Bayshore's vision.
 - ii. Direct the selection, implementation, and evaluation of all curriculum materials.
 - iii. Develop a Ministry Plan and Budget for the Student Ministry each year as requested.
- d. Be a highly visible teaching presence, provide direction and leadership, and have a "high touch" ministry in all aspects of Student Ministry (Sunday mornings, Wednesday evenings, in-reach and outreach events, etc.)
- e. Cultivate a culture of dynamic, Christ-honoring, disciple-making:
 - i. Connect Students with God through the teaching of His Word.
 - ii. Create learning environments and ministries for students and families to learn, grow, and serve.
 - iii. Promote, plan, and carry out special events, activities, and serving/missions opportunities throughout the year.
- f. Equip parents to disciple their Students at home and in everyday life. Help parents start spiritual conversations with their students.
- g. Lead recruitment, training, and appreciation of volunteers serving in Student Ministry. Keeping open communication in planning and directing.
- h. Participate in visitation and member care, especially in the Student Ministry area.
- i. Be active in our local community. Discover opportunities for students and families to serve the community. Develop and implement a strategy for outreach/ministry in the community.
- j. Provide publicity in church and community for Student Ministry through social media, e-mail, Church on Bayshore website, publication, church displays, church bulletin, preservice slides, etc.
- k. Be a resource and connection between Student Ministry and: local church and Christian leaders, local Middle/High schools, and other entities within the community.
- l. Administer and provide oversight of the church's Ministry Safe Children's Ministry Safety and Abuse Prevention Policy in coordination with the Children's Ministry Director and the BEE School Director.
- m. Comply with the various documents relating to church operations, including the Constitution and By-Laws, Church Handbook, Child Abuse Prevention, Personnel, and Stewardship Policies and Procedures.
- n. Meet at least weekly with Ministry and/or Support Staff for planning, praying, and ministry development, as well as other planning times deemed necessary by the Lead Pastor, Executive Pastor of Ministry & Missions and/or staff.
- o. Perform other related duties and accept any assignment given by the Lead Pastor or Executive Pastors.

**Full-Time
40 Hours**