



Student Director – Southland Church

GENERAL DESCRIPTION

At Southland Church, we exist to follow Jesus by making disciples who know Him, live like Him, and make Him known. The Student Director plays a critical role in this mission, by leading the church's ministry to students (grades 6–12) to make disciples, equip volunteers, partner with parents, and engage local schools and the surrounding community. They are a gifted "leader of leaders." This is a full-time, salaried position.

POSITION SUMMARY

The Student Director provides vision, leadership, and oversight for all ministry to middle and high school students. This person will cultivate a disciple-making culture that helps students know Jesus, grow to live like Him, and actively make Him known among their friends, schools, and communities. The Student Director will recruit and develop volunteer leaders, equip parents as the primary disciplers of their children, and build relationships within local schools and community organizations to reach students with the gospel.

PERSONAL QUALIFICATIONS

Education

- Minimum of a Bachelor's degree in a related field and five years of ministry experience, OR equivalent ministry experience

Experience

- Communicating and motivating people
- Leading teams of people to fulfill a common purpose
- Establishing connections/relationships
- Discipling students

Spiritual Life

- Has a vibrant and deepening love for Jesus and experience of the Gospel
- Models Christ-likeness, both inside and outside of formal ministry
- Exhibits a heart of compassion, dependability/responsibility, and is a servant leader
- Above reproach both personally and socially

Spiritual Gifts – a strong combination of many or all of the following:

- Leadership
- Teaching
- Administration

Skill Set – a strong combination of many or all of the following:

- Highly relational: able to lead and motivate students, parents, and volunteers relationally
- Leadership: able to develop and lead individuals and teams
- Communication: able to clearly express ideas with passion and grace
- Strategic: able to think, plan, and lead strategically
- Collaborative: committed to a team approach to ministry
- Administrative: able to think through and manage details

Passion/Calling

- Passion to make disciples of Jesus *who know Him, live like Him, and make Him known*
- Heart to develop and empower leaders to do ministry
- Commitment to lead from a strong Biblical, theological framework
- Desire to support fellow staff and serve the broader mission of the church

SPECIFIC ASSIGNMENTS/DUTIES

Disciple Students

- Develop and lead an engaging ministry strategy that helps students know Him, live like Him, and make Him known.
- Teach and communicate biblical truth in large-group, small-group, and one-on-one settings.
- Create environments where students grow in faith, build relationships, and serve others.
- Encourage students to share the gospel and make disciples among their peers.
- Identify and develop student leaders.

Recruit, Train, and Lead Volunteers

- Recruit, onboard, and equip adult volunteer leaders.
- Provide ongoing coaching, training, encouragement, and care for volunteer teams.
- Build a healthy volunteer culture centered on discipleship and leadership development.
- Ensure all volunteers comply with church safety and child protection policies.

Partner with Parents

- Communicate regularly with families regarding ministry events, teaching themes, and discipleship resources.
- Provide opportunities for parents to learn, connect, and grow in leading their students spiritually.
- Offer pastoral support and guidance to students and families.

Reach Local Schools and the Community

- Develop relationships with local schools, administrators, coaches, teachers, and community leaders.
- Have and encourage a visible and positive presence within local schools and student activities.
- Create outreach opportunities that connect students to the church and the gospel.
- Partner with local schools and organizations to serve students and families.

Lead and Administer the Ministry

- Plan and oversee weekly student gatherings, small groups, retreats, camps, and mission opportunities.
- Manage the student ministry budget and resources.
- Maintain clear communication with students, parents, volunteers, and church leadership.
- Collaborate with church staff and ministries to advance the overall mission of the church.
- Support Family Ministry at Southland Church by collaborating and partnering with Kids and Adult ministries
- Participate fully in the life and ministry of the church.

GENERAL ASSIGNMENTS/RELATIONSHIPS

1. Oversee the Student Ministry volunteer teams
2. Develop and manage the annual Student Ministry budget
3. Attend weekly staff meetings
4. Attend all-staff events, including Easter and Christmas Eve services
5. Meet regularly with key staff and volunteers
6. Serve the overall team when necessary
7. Reports to the Associate Pastor