



Job Profile

Position: Director of Northminster Student Ministries (NSM)

Status: Part-Time (Up to 30 Hours a Week), Hourly, Non-Exempt

Who We Are

Our Aspirational DNA

Christ-centered – We really aren't seeking to be centered on politics, denomination, or fulfilling the American dream. In ideological ways, we are diverse, and Christ is our center and our unity.

Vision First – When deciding what to do with our resources, we are led by the vision he has given us.

Making Ripples – We aren't content unless we are making a difference for the Kingdom of God in our community and our members' varied communities.

Our Vision/Mission

Becoming a vital, strong, and faithful outpost for Christ and our community for the next 50 years!

This will mean that our leadership will constantly be discerning what commitments and priorities will advance the vision, attempting to balance inward investments and outward commitments.

Our Current Shared Strategic Priorities

Live Streaming (Outwardly Focused)

Kid's Ministries (Inwardly Strong)

Faith & Leadership Development (Inwardly Strong)

The Role of the Director of Student Ministries

Northminster is located in Finneytown, a small and close-knit community. There are eight school districts represented in our ministry area, most notably Finneytown and Wyoming. Your role will be to lead a vibrant, visible youth program featuring weekly activities to include bible study, outreach, recreation, and service activities, in coordination with the discipling, worship, fellowship, and mission life of the congregation.

Your Team

- This position reports to the Executive Director
- This position relates to other family ministry staff, leaders in high school and middle school ministry, and Kid's Ministry leadership
- You will garner support from participation in weekly staff meetings, family ministry team meetings, and some leadership retreats

Goals and Expectations

- Jump right into the life at Northminster and build a student ministry for 6th through 12th graders
- Serve as a committed member of the Northminster staff
- Faithfully connect with the leadership of the church through regular attendance of planning meetings.
- Participating in worship, fellowship and mission life of the church, leading on request
- Create, maintain NSM budget, website and all administrative functions
- Attend continuing education opportunities
- Abide by Northminster's Child/Youth Protection Policy

Primary Responsibilities and Tasks

- Communicate clearly and effectively with parents, volunteers, and leaders
- Serve as primary communicator at Sunday evening Middle and High School events
- Plan key events around the milestones in the life of a student
- Build relationships with youth and young adults through:
 - Working with students in groups and one-on-one
 - Establishing a faith community that welcomes students from all area schools
 - Being in contact with youth on their turf

Key Performance Indicators

The student ministry strategy mirrors the growth strategy of the church, which is:

- Engage with the community, meet students on their turf, and invite them to church
- Ensure a quality experience that triggers involvement
- Connect people to community groups, where growth happens

With that in mind, the director of student ministries will be evaluated on the following three metrics:

1. Increase attendance at Sunday night programming from 40 to 80 people over the next three years.
 - Plan 3-5 "big days" that are hyper-focused on reaching new students
 - Create a culture of inviting, so students bring their friends to programming
 - Create an active presence on social media
2. Grow participation in community groups from 15 to 45 people over the next three years.
 - Champion the vision and purpose of small groups to students and give them opportunities to engage in new groups
 - Recruit and train small group leaders to accommodate new growth
 - Plan small group retreat weekends twice a year
3. Create a volunteer leadership structure
 - Create an advisory team by the end of year one.
 - Create a volunteer training system by the end of year two
 - Hire an assistant by the end of year three

Candidate Profile

- Vibrant faith in Jesus Christ, passion for students
- Strong character and work ethic
- Highly relational
- Gifted communicator who values authenticity
- Teachable spirit and team player
- Manages projects well
- Is a planner
- Welcomes diversity
- Adventurous
- Technologically savvy
- Is resilient and perseveres

Formal ministry education is not required. However, a preferred candidate will hold a Bachelor's degree from an accredited college or university and has demonstrated successful experience in leading and working with students in grades 6-12. A candidate will also have to pass an FBI/BCI background check.

Three specific skills that stand out:

- *Working with a team.* You know how to pull great people together to accomplish significant tasks. You recognize that a team is stronger than an individual and involve other people in the process. You are a leader.
- *Communication.* You are strong in written and verbal communication.
- *Leading people.* Your primary ministry is with students. Obviously, you love your students, but you will accomplish far more by building a team of adults who work closely with your students.

Your Schedule

- Your work hours will be flexible, Monday – Sunday, as the program needs require, about 30 hours a week
- You will participate in weekly team meetings and monthly strategic meetings
- You'd stay in touch with your supervisor (Executive Director)
- You could travel approximately 15-25 nights a year for various retreat, mission trips, and conferences

Your Salary

The starting salary for this position is \$17 per hour. As a staff member at Northminster Church, you are also eligible for the following benefits:

- Vision and dental coverage is available (You pay a modest premium)
- 2 weeks of paid vacation time each year
- 2 weeks of sick time
- 11 paid holidays

