

Position: Student Ministry Director
Position Type: Full-Time
Classification: Exempt
Position Grade: Salary
Budget Hours: 40 hours/week
Reporting Relationship: Pastor of Discipleship and Leadership
Ministry Teams: South Harbor Staff, Students Team, Next Gen. Team

Job Description:

The Student Ministry Director will provide vision, leadership, and oversight for Harbor Students at South Harbor (grades 5–12), helping students find their way back to God and become lifelong followers of Jesus.

The Student Ministry Director will build and maintain a ministry that prioritizes authentic relationships, biblical teaching, disciple-making, developing leaders, and partnering with parents. The Students Director will recruit, equip, and shepherd volunteer leaders while creating environments where students are known, challenged, and empowered to live on mission.

The Student Ministry Director is someone who loves Jesus deeply, believes the local church is God's primary plan for making disciples, and is passionate about investing in the next generation.

Primary Responsibilities

Lead Student Ministry

- Cast and implement a compelling vision for student ministry.
- Plan and lead weekly South Harbor students gatherings for 5-12th grade students.
- Create environments where students experience belonging, biblical teaching, worship, and authentic community.
- Develop a clear pathway for students to grow as disciples of Jesus.
- Maintain mission partnership with YoungLife.

Disciple Students

- Build meaningful relationships with middle and high school students.
- Invest in students through mentoring, encouragement, and spiritual leadership.
- Create opportunities for students to discover and use their gifts in ministry.
- Equip students to live out their faith at home, school, work, and in their communities.
- Develop and implement a profession of faith process.
- Develop and provide mission trip and discipleship trip opportunities.

Develop Leaders

- Recruit, train, encourage, and shepherd volunteer leaders.
- Build healthy volunteer teams to care well and disciple students.
- Create and implement systems for onboarding, leadership development, communication, and ongoing support.
- Foster a culture where leaders are known, valued, and equipped.

Partner with Parents

- Equip and encourage parents as the primary spiritual influence in their students' lives.
- Maintain consistent communication with families.
- Support parents through conversations, resources, and pastoral care.

Build Ministry Systems

- Plan annual ministry calendars, retreats, camps, mission experiences, and special events.
- Oversee ministry budgets.
- Ensure compliance with all Child Protection Policies and ensure volunteer screening processes.
- Collaborate with the Kids Ministry team to create a smooth transition into student ministry.
- Work with the Next Gen team to collaborate on a discipleship pathway from birth - 12th grade.
- Evaluate ministry effectiveness and pursue continual improvement.

Collaborate with Staff Team

- Participate in bi-weekly staff meetings and any church-wide initiatives.
- Collaborate across ministries to advance the overall mission of the church.
- Contribute to the culture of unity, excellence, and servant leadership.
- Perform other duties as assigned by the Pastor of Discipleship & Leadership.

Qualifications

- Bachelor's degree preferred
- Alignment with the beliefs and mission of South Harbor Church.
- Demonstrates a desire to reach all students and an ability to adapt ministry based on race, gender, socio-economic status, etc.
- Ability to manage various projects and schedules with attention to detail.
- Volunteer or work experience leading or serving in student ministry.
- Ability to teach Scripture in an engaging, biblically faithful, and culturally relevant way.
- Proven ability to recruit, develop and care for volunteers.
- Strong organizational and communication skills.
- Self-motivated, dependable, and able to manage multiple priorities.

Please apply by sending your resume and cover letter to shinfo@harborchurches.org.