

Job Title: Director of Student Ministries
Location: Redeemer, DeWitt, MI
Job Type: Full-time, 40 hours per week
Reports To: Senior Pastor / Director of Operations

About Redeemer:

Redeemer is a Christ-centered church located in DeWitt, Michigan, committed to helping people know, follow, and share Jesus. Redeemer seeks to create a welcoming and authentic environment where individuals and families can grow in their faith, build meaningful relationships, and serve their community.

The church offers a variety of ministries for all ages, including children, students, and adults, with a focus on discipleship, community, and outreach. Redeemer values biblical teaching, strong relationships, and practical application of faith in everyday life.

As a growing church, Redeemer is committed to operational excellence and healthy leadership to support its mission and expand its impact both locally and beyond.

Job Summary:

The Director of Student Ministries will help Redeemer Church in achieving its mission: "To connect people with the love and life of Jesus Christ," specifically through connecting and engaging 6th through 12th grade students. The responsibilities will primarily consist of introducing students to the life-changing message of Jesus as well as helping students grow and develop their faith so that they demonstrate Christ-like character. In addition, this position will utilize relationship-building with students, volunteers, and members of the community to mentor students to live out a practical faith.

Key Responsibilities:

- In consultation with the senior pastor, plan, coordinate, and implement a comprehensive program for Student Ministry that serves Middle School students (6th-8th grades) and High School students (9th-12th grades) in a separate and age-appropriate manner.
- Develop strategies for reaching and engaging Middle School and High School students through large group and small group programming.
- Recruit, train, and equip qualified leaders to assist in student ministry.
- Stay current in the best practices for student ministry.
- Maintain records, including attendance, class/group lists, student contact/health information, permission slips, and birthday lists.
- Purchase and/or develop creative, engaging, and effective age-appropriate, Bible-based programming for Middle School and High School students.
- Plan and coordinate special events and service projects to engage and grow Middle School and High School students. (i.e., Bible Presentation Sunday, Graduation Sunday, overnight mission trips, day trips, off-site retreats, etc.)
- Purchase and maintain program materials, equipment and supplies.
- Build relationships with teachers, coaches and staff at DeWitt Middle School and DeWitt High School to serve and support the needs of the community.
- Collaborate with the Kids Ministry Director to support the successful transition of 5th grade students into the Student Ministry.
- Collaborate with the Confirmation Coordinator to plan and implement the Confirmation program.
- At least yearly, define goals, objectives, and strategies with the Director of Operations to achieve the vision for this ministry.
- Maintain consistent office hours. It is recognized that ministry responsibilities may dictate schedule adjustments.
- Prepare an annual Student Ministries budget for approval and administer the approved budget.
- Actively participate in program staff meetings, all-staff meetings and retreats.
- Perform other duties as assigned by Senior Pastor and Director of Operations.

Teamwork and Communication

- Ability to communicate in a positive, consistent, and open manner with other staff, church members, volunteers, and visitors.
- Ability to create and maintain professional relationships.
- Ability to maintain confidentiality in communications. Demonstrates a caring respect for the dignity of all people.
- Communicate with individuals about issues as they arise, in a direct and timely manner.
- Demonstrates a willingness to listen first to understand.
- Ability to build and maintain collaborative work relationships with team members and volunteers.
- Participates in staff meetings, committees, educational activities, and special projects.

Service Focus

- Promotes positive internal and external relations by actively seeking and being responsive to feedback.
- Ability to support and participate in continuous quality improvement activities.
- Demonstrates an individual understanding and acceptance of our primary mission to serve.
- Uses resources in a cost-effective manner.
- Acceptance of and ability to relate to diverse populations.
- Makes sound decisions independently, within scope of responsibility.
- Ability to build community in the workplace.
- Motivates and inspires team members to achieve or exceed goals.

Qualifications

- A strong walk with God through a growing personal relationship with Jesus Christ.
- Bachelor's Degree in associated fields of study preferred.
- Teachable, with a desire to grow in faith and abilities.
- Passion and demonstrated background working in ministry with students.
- Terrific people skills with an ability to inspire volunteer leaders, work well with a variety of people/personalities, and a desire to reach and equip students.
- The ability to work as a team player with other staff members and lay people.
- Effective planning and organizational skills and strong attention to detail.
- Competent teaching and communication skills.
- Knowledgeable and efficient in Microsoft Office applications and demonstrates the capacity to learn new software as needed.
- Ability to embrace the mission, vision and values of Redeemer Church.

EMPLOYEE SIGNATURE: _____ **DATE:** _____

SUPERVISOR SIGNATURE: _____ **DATE:** _____

This description is intended to describe the general nature and level of work being performed by people assigned to this classification. This is not intended to be construed as an exhaustive list of all responsibilities and competencies required of personnel so classified. Further, the description is not intended to limit or in any way modify the right of any supervisor to assign, direct, or control the work of employees under his/her supervision.