**DIRECTOR OF STUDENT MINISTRIES**  
Bay Presbyterian Church  
25415 Lake Road, Bay Village, OH 44140  
440.871.3822  
[www.baypres.org](http://www.baypres.org)  
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**Primary Purpose:**  
The primary role of the Director of Student Ministries is to provide vision and leadership that engages the staff, volunteers, and congregation in revitalized ministry to students and Bay Presbyterian Church. In addition, the Director of Student Ministries will be an advocate for students and educate the congregation about hopes, concerns and needs of students in the church and the community.

To lead an increasing number of students within our congregation and the community, into a deepened relationship with Christ, with one another, and Christ’s work in the world.

The Director of Student Ministries is to be a catalyst in the process of integrating students into all aspects of the church body. Building relationships between generations and encouraging them to be instrumental in each other’s Christian development is paramount.

**Core Responsibilities:**

- **Vision:** Continue to build on the vision of Student Ministry as it aligns with BPC’s purpose, vision, mission and values. The implementation of that vision should include an analysis of the existing ministry and recommendations for improvement to be submitted to the Associate Pastor.

- **Programming:**  
  - Lead and organize with staff, effective youth programs (5th – 12th grade), implementing fellowship, worship, biblical teaching, discipleship and evangelism.  
  - Preach or lead worship (as needed) at Student Culture gatherings.  
  - Identify, plan and execute mission opportunities for the students.  
  - Provide care and spiritual direction to students both individually and in groups.  
  - Fourth grade “bridging” event: This is a shared responsibility with Elementary Small Group Director and/or Director of Student Ministry. All are responsible for planning and executing the event.

- **Organization:**  
  - Report to the Associate Pastor and serve as team member within the broader church staff.  
  - Lead/shepherd Student Ministry staff members and volunteers.
o Engage and equip parents; keeping them informed of all on-going activities, ministry strategies and plans in a way that encourages partnership and involvement.
o Assist in the development and oversight of the Student Ministry budget; manage cash for events and trips in a timely and organized manner.
o Participate as needed in the overall needs of the church.

• **Organization continued:**
o Work cooperatively with other local churches and student ministry leaders to develop inter-church and inter-denominational relationships.

• **Performance Reviews:**
o Participate in an annual job performance review with Associate Pastor.
o Prepare and conduct performance reviews for the Student Ministry staff.

• **Attendance/Participation:**
o Attend worship services, prayer services, special meetings and be active in the Church’s ministries and educational programs.
o Present status and budget updates to the senior staff and session as needed.
o Stay current with the Youth/Student Ministry practices and trends through reading and attending youth leadership conferences as necessary.

**Qualifications:**

• **Education:** Preferably, candidate should have a Bachelor’s degree, ideally with some formal theological training at a Bible college, seminary, or other Christian institution.

• **Experience:** Candidate must have a minimum of 5 years Youth Ministry and organizational leadership experience.

• **Theology:** Candidate must be Reformed and Evangelical

• **Character:**
Candidate must have...
o A passion for Christ and His Gospel
o A passion for youth ministry and leadership
o An industrious spirit; hard working
- **A vibrant prayer and devotional life**
- **Personal financial stability**
- **A humble spirit; teachable and relationship-oriented**
- **A gift for teaching, Biblical care and Bible study leadership**
- **Strong organizational skills**
- **Sound judgement, common sense and emotional intelligence**
- **Willingness to serve the Lord**

**Leadership:** Candidate should be an engaging servant-leader, capable of casting and articulating a vision for the ministry and capable of guiding the spiritual development of our students. Candidate should also be able to effectively lead a small team of full-time direct reports and volunteers both spiritually and professionally.

**Communication:**
- Candidate should be an effective, creative and dynamic communicator in both small groups and larger audiences
- Candidate must be a practiced and active listener
- Candidate should also have strong written communication skills
- Computer skills a plus