



# **STUDENT MINISTRY DIRECTOR JOB DESCRIPTION**

## WELCOME

Mountain View Community Church is looking for a high level leader who can lead and direct our student ministry vision. This pastoral role of Student Ministry Director would work closely with the pastors to implement and oversee key staff and volunteers who are leading in student ministries (Middle School, High School, College, and International Student Ministry). This is one of the most important and critical roles at MVCC. Our vision as a church is to be very intentional in reaching the next generation and exposing every student to the glorious Gospel of Jesus Christ. We believe this vision can be reached as we raise up student ministry leaders (a male and female) in every grade and in every school (middle schools and high schools) in Fort Collins as well as each dorm floor at CSU. Our vision around student ministries is formed through the Full Spectrum Model of Ministry which focuses our ministry on the complete picture of discipleship (going to the lost where they are, gospel proclamation, and maturing believers to be about making disciples for a lifetime).

It is important that the Student Ministry Director is a strong leader with a shepherd's heart who can lead, cast vision, and mobilize teams and team leaders across various ministries. The Student Ministry Director will need to be able to understand the mission and vision of the church, work closely with the pastoral team, and lead/mobilize many people.

We hope the following information will help give you an understanding about this position. If you have any further questions about this position, the responsibilities, or the requirements before applying, please contact Kevin Wolfe at [kevin@mvcchurch.org](mailto:kevin@mvcchurch.org).

## MOUNTAIN VIEW STAFF VALUES

The staff at Mountain View is aligned around 6 core values that impact the way we work and care for one another. These 6 values are:

- Humility
- Togetherness
- Alignment
- Excellence
- Generosity
- Health

## JOB SUMMARY

The Student Ministry Director is to oversee all student ministries at MVCC (College, International Student Ministry, High School, and Middle School) to reach all the students in Fort Collins ages 12-22 with the Gospel of Jesus Christ. The Student Ministry Director is responsible for providing leadership, vision, and coaching over a unified student ministries team at MVCC as well as champion student ministries among the pastoral team and church body at large. Long term, we would desire that the person applying for this role would have pastoral aspirations as the Lord affirms them in this role.

## MAIN RESPONSIBILITIES AND DUTIES

- Healthy Follower of Christ: Primary role is to passionately love God and love others (Mt. 22:35-40) while giving your life as worship to the Lord. (Rm. 12:1-2). The secondary role is to love, support and shepherd your own family. Third, to love the rest of the church family as you seek to serve them by laying down your life for the church family as Jesus has laid His life down for ours. Finally, live as a disciple of Christ as you make Christ known to those in our community who desperately need Him.
  
- Leader of Leaders: This important role requires a person to influence many current leaders and future leaders at MVCC. The vision of Student Ministries at MVCC requires a huge amount of leaders that are being raised up. The Student Ministry Director needs to be constantly casting vision, identifying and recruiting future leaders, caring for and encouraging current leaders to love and walk with Jesus, and keeping the mission to reach the students of Fort Collins before our church body.
  - Shape the culture of student ministries at MVCC.
  - Activities would include but not be limited to:
    - Being present at different student ministry gatherings to get a perspective of how each ministry is doing.
    - Customized coaching of the specific ministry directors. Each director may need focused attention in different areas (i.e. preaching, engaging the lost, leading team meetings, etc.) that would require being present in those environments to evaluate and know how to coach.
    - Regularly preaching at student ministry events (weekly gatherings, training events, etc.) with an emphasis on staying connected with the College Ministry as many future leaders will come from this pool of students.
    - Being part of the leadership of Sunday mornings. Student Ministries is critical to the ministry at MVCC and it is important that the student ministry vision is cast to the entire church family by the Student Ministry

Director. This is why being part of the Sunday gathering is important. We would want the Student Ministry Director to MC and possibly preach once their gifts and character were affirmed.

- Participating and staying connected to key leadership forums (like Pastors and Leaders Institute, Crossway Network gatherings, etc.) to be recruiting and connecting with key upcoming leaders.
  - Personally investing in and discipling 3-5 key student ministry leaders.
  - Overseeing the yearly Student Ministry Vision and Training event.
  - Constantly recruiting new leaders by connecting with people on Sunday mornings and throughout the week. Needs to constantly be on the lookout for new leaders.
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- Staff Oversight: Direct oversight and coaching over student ministry directors:
    - Bring alignment across the student ministry teams as we move forward in the student ministry vision.
    - Address and solve problems as they arise.
    - Keep directors accountable to Full Spectrum Ministry in their sphere of student ministry.
    - Advocate for student ministries to the pastoral team, and represent the unified leadership of the pastors to student ministries.
    - Ensure that discipleship/shepherding rhythms are in place for all student ministry staff members, spouses, and residents. This doesn't mean that you are actively discipling all these people but ensuring that each person is being cared for.
    - Direct Reports:
      - Middle School Director
      - High School Director
      - College Director
      - International Student Ministry (Ethné) Director
      - Resident Program (not each individual resident, each resident is disciplined by their ministry director)
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- Architecting and implementing a unified and Full Spectrum Student Ministry Vision:

Architecting a unified vision that can be embraced across student ministries that would build the needed structures to have leaders in every school and dorms in the next 10 years. Unifying, supporting, and resourcing each team to accomplish the student ministry vision at MVCC.
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- Oversight and leadership over the student ministry leadership forums and programs:

Student ministries are critical to the vision of MVCC where many of our future leaders, church planters, residents, missionaries, and staff will be raised up. The Student Ministry Director needs to act as a high level leader who is identifying and hiring key

staff positions to accomplish the vision. There is no way one person can be responsible for all the different areas in student ministries. The Student Ministry Director is a leader who is raising up, hiring, empowering and coaching these key leaders to accomplish the many important aspects of the ministry. The different areas that the Student Ministry Director is responsible to oversee and raise up key staff and volunteers includes the following:

- Student Ministry Residents (on-ramp and off-ramp, fundraising, care, health, job oversight w/ministry director) - while each student ministry resident will report directly to their ministry director for daily direction, the student ministry director is responsible for the overall health and vision for residents
  - Student Ministry shared leadership events, trainings and onboarding of new leaders process
  - Summer Trips (missions and exposure trips)
  - Summer Intern Program
  - Backcountry Program
  - Student Ministry Staff gatherings for encouragement and equipping
  - Crossway Network gatherings for resourcing and encouragement
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- Being coached, disciplined, and encouraged by the Lead Pastor: Meeting on a weekly or biweekly basis for encouragement, coaching, and accountability around one's walk with Jesus, family life, and ministry roles.
  
  - Pastoral Team Involvement: Student Ministries is a key part of our overall vision as a church aiming to reach the next generation. As such, we desire that the Student Ministry Director be qualified for pastoral ministry (1 Tim. 3) and aspire to the office of elder. A successful candidate for this role would be quickly invited into the process of eldership at MVCC after settling into the role. Our pastor in training process is a 6 month to 1 year process.
  
  - Fundraising Support: The vision for student ministries at MVCC is bigger than what can be supported by the local church alone. To accomplish our vision, MVCC will need to be creative in raising additional funding for residents, summer projects, internships, outreaches, camps, backcountry, leadership retreats, etc. Currently we have a College Ministry Alumni Fund that needs to be managed and expanded. Other creative funding options are needed.

## **JOB SKILLS AND GIFTS NEEDED**

- Faithful lover and follower of Jesus who is disciplined to draw near to the Godhead through daily time in the Word, prayer, silence, and fellowship

- Pastorally qualified (Titus 1:5-9 and 1 Timothy 3:1-7) as the desire of this role would eventually be a pastoral role at MVCC affirmed over time
- Humility and a teachable heart
- Shepherd's heart to care for and point others to The Great Shepherd
- Strong leadership skills to create and implement vision
- Able to identify, recruit, and train leaders
- Administrative and organization skills to oversee and manage many people, tasks, and events
- Strong communication skills to clearly cast vision to small and large groups
- Preaching/teaching the Word accurately by both rightly dividing the Word and applying it to the heart
- Servant's heart and desire to serve the body at MVCC
- Motivator of people with the Gospel
- Strategic thinking and problem solving ability
- Proficient with computers and technology
- A collaborator in working with the church staff, yet able to work independently
- Strong verbal and written communication skills
- Able to make swift and responsible decisions
- Adaptable by making Spirit led decisions when things do not go according to plan
- Desire to pursue and implement professional growth and development for this role

## WORK ENVIRONMENT AND HOURS

- Full-Time position
- Hours will primarily be Monday - Thursday between 8am and 5pm, with some weeknight and weekend duties as well as Sunday morning from 8-noon.

## COMPENSATION

- Compensation will vary based on experience and educational background - ranges from \$75,000 - \$90,000.
- Other benefits include: Paid Time Off, Health Insurance, Life Insurance, Long-Term Disability Insurance, Retirement, Professional Development Allowance, Book Allowance, Mileage Allowance

## TO APPLY

[You can download the application here.](#) Submit your Application, Résumé and Personality Test Results (see below) to Kevin Wolfe by email [kevin@mvcchurch.org](mailto:kevin@mvcchurch.org).

Here are the steps to complete the personality test from [www.16personalities.com](http://www.16personalities.com):

- Complete the test at [www.16personalities.com](http://www.16personalities.com) (should take about 10 minutes)
  - When you complete the test, it will bring you to a summary page.
  - If you scroll down, you will see "Start Reading". Click.
  - That will bring up a pop-up window to email the results to yourself.
  - Please forward that email to [kevin@mvcchurch.org](mailto:kevin@mvcchurch.org).
  - \*Don't worry about some of the verbiage they use to describe you, the particular words they use aren't always the best word to use or have implications that aren't associated with their usage.
  - \*You do not need to sign up for a premium account or pay for the test, it is available free of charge.