



MINISTER OF STUDENTS JOB DESCRIPTION

JOB SUMMARY: Sullivan Baptist Church is seeking a dedicated individual with a love for the Lord and a desire to enhance church worship, growth, and fellowship as the primary leader of all 6th grade – College student activities. The Minister of Students is responsible for implementing a comprehensive, 6th grade through College, student ministry. The desired results of this ministry are individual decisions for Christ and spiritual growth (discipleship) of student believers. It should be the goal of the Minister of Students to create opportunities within scripture and the mission of the church that challenge every young person to become a leader for the Lord Jesus Christ. This creative, results-oriented person must have a passion and excitement for worship with a burden to positively impact the current and next generation with the gospel. A desire to faithfully serve in a ministry role with like-minded believers is essential.

Sullivan Baptist Church is a fundamentally conservative Southern Baptist Convention congregation with an average worship attendance of 400 located in Northeast Tennessee. We are a vibrant, growing congregation seeking to spread the message of hope that is found only through Jesus Christ.

GENERAL RESPONSIBILITIES (include but are not limited to):

1. Emphasize soul winning, separation, moral purity, authority and self-image through preaching and discipleship training.
2. Develop distinct ministry opportunities for each of the three student levels (Middle School, High School and College.)
3. Develop and encourage student ministry level areas of service within the Church, community and school; nursing homes, hospitals, shut in visits, etc.
4. Implement and maintain a student outreach ministry through the Sunday School for the purposes of evangelizing the lost and maturing Great Commission Christians. Place special emphasis on outreach to parents that do not attend church.
5. Direct planning and conducting of weekly Bible study for the three student levels (Middle School, High School and College.)
6. Implement an ongoing student discipleship ministry for each student ministry level.
7. Organize and implement training for students on responsible, Bible based stewardship.
8. Aid in the selection of all student Bible curricula.
9. Assist in the selection of and encouragement of Student grade level Bible Fellowship teachers.
10. Recognize Bible Fellowship and small groups as the primary Ministry organization within the church by promoting, maintaining and encouraging student level Bible Fellowship attendance.
11. Implement and encourage student level home Bible Fellowship small group studies.
12. Plan and maintain a quarterly student events calendar and make it available throughout the student ministry.
13. Prepare a Youth and College annual budget for recommendation to the Finance Committee for church approval.
14. Enlist students for various music and worship ministries including but not limited to, student choir, drama teams, special music, tech assistance, etc.
15. Minister to student families during times of pain, hurt, illness, death, divorce, home and school related problems.
16. Maintain access and visibility as much as is allowed through the local schools, extra-curricular activities, sporting events, etc. for encouragement and accountability to the students and their family.
17. Maintain scheduled office hours.
18. Attend staff retreats as necessary.
19. Attend, when possible, conferences such as Tennessee Baptist Convention, Southern Baptist Convention, State Youth Evangelism Conference etc. as well as some worship conference for personal growth and refreshing.
20. Assist the Pastor and other church staff, as needed and requested in preparation for revivals, special services, Lord's Supper, student related emphasis.
21. Maintain permission and emergency information files on all student related activities.
22. Serve as a member of the Church Council.

23. Promote and encourage student participation in local, state, North American and International missions.
24. Assist, as necessary, with other staff and ministry events such as Vacation Bible School, Decorating Week, Hallelujah Festival, etc.
25. Participate in weekend rotation checking incoming phone and email messages notifying appropriate staff of any emergency needs within the church family.

Middle School & High School

26. Organize and implement retreats, camps (e.g. *Centri-Fuge*) and community outreach.
27. Develop and implement a transition program for Children to Youth and Youth to College (Adult).
28. Coordinate graduation activities and recognition services.

College

29. Organize and implement retreats, Bible Studies, adult level conferences (such as *Passion*), social gatherings, and extra-curricular activities associated with college age level ministry.
30. Aid and encourage current and upcoming college students with choices concerning Christian higher education and calling into Christian ministry. Make college entrance information available.
31. Oversee the application process and distribution of the church college scholarship fund.
32. Develop and implement ministry to out-of-town college students.

REQUIREMENTS:

1. A born-again believer and passionate follower of Christ who supports and accepts the doctrine, beliefs, and ordinances of Sullivan Baptist Church including the latest edition of the Baptist Faith and Message adopted by the Southern Baptist Convention in June 2000.
2. Does NOT practice, follow, teach, support, or adhere to Calvinism (Reformed Theology).
3. Faithfully attend all worship activities as an active, vibrant, member at Sullivan Baptist Church.
4. Possess basic computer skills including *Microsoft Office* or *Apple* related software.
5. Uphold the standards of Christ and Sullivan Baptist Church, which includes abstaining from alcoholic beverages, tobacco in any form, and illegal or non-Christ honoring drugs.
6. Devote the time necessary to plan, prepare and implement student level activities as described above.
7. Be available to the members of the student ministry for any necessary counsel or assistance.
8. Have an evangelistic heart with the ability and desire to lead a person to Christ.
9. Believes that the Holy Bible is the inspired, inerrant, infallible, immutable Word of God.
10. Provide testimony of a divine call to full-time ministry coupled with good people skills and an energetic spirit.
11. Minister willingly alongside the Pastor and other church staff to accomplish church goals.

TERMS OF EMPLOYMENT:

1. The Minister of Students will be called by a Ministerial Staff Search Committee in accordance with the By-Laws of Sullivan Baptist Church, Article VIII "Church Staff," Section 2 "Ministerial Staff."
2. The Minister of Students will be classified as Full-Time Salary Personnel until the ministerial relationship is terminated by him or by the church. Thirty days written notice shall be required for termination by either party unless another mutual agreement is made.
3. Salary and benefits will be paid on a regular basis at a level recommended by the Ministerial Staff, Personnel and Finance Committees, acting jointly, and approved by the Church. The Church will pay the percentage of the employee's FICA as required by the law.
4. The Minister of Students shall not pursue outside employment.
5. The Minister of Students is accountable to the Pastor, or, in his absence, the Chairman of Deacons.
6. The Minister of Students will be guided by the Sullivan Baptist Church *General Policy for Church Staff* adopted February 9, 2025, which provides Vacation, Holiday, Personal Time Off, Sickness Allowance, Appointment, Funeral Attendance, and Personal Renewal information.
7. The prospective Minister of Students must provide necessary information and permission for Sullivan Baptist Church to conduct a confidential criminal background screening prior to final employment. This will be conducted at no cost to applicant.