

BIRMINGHAM & BERKLEY FIRST—A UNITED METHODIST CHURCH
Birmingham Campus: 1589 W. Maple Road, Birmingham MI—248-646-1200

Date	January 2026
Job Title	Director of Student Ministries
Position Type	Full time, exempt
Direct Report	Executive Director of Worship, Music, and Operations
Location	Birmingham Campus

Role:

The Director of Student Ministries leads and nurtures the ministry with students in grades 6–12. This position calls for a relational leader who can build authentic connections with young people while developing a comprehensive program that helps students grow in faith, build meaningful community, and discover their place in God's story. The ideal candidate will cultivate genuine relationships with students and families, walk alongside young people during formative years, and ensure that every student is known and valued—all while performing their duties at the highest standard and maintaining a Christ-focused approach.

Key Responsibilities:

- **Spiritual Formation & Programming**
Develop and implement a holistic student ministry that nurtures spiritual growth through weekly programming, small groups, retreats, mission experiences, and seasonal events. Create environments where students can ask hard questions, encounter Scripture, and develop practices of faith that will sustain them beyond high school.
- **Relational Ministry**
Build genuine relationships with students by maintaining a consistent presence in their lives—attending school events, remembering what matters to them, and creating space for honest conversation. Cultivate a ministry culture where every student is known and valued.
- **Volunteer Team Development**
Recruit, train, equip, and support a team of adult volunteers who share the work of relational ministry. Provide ongoing coaching, clear expectations, and meaningful appreciation. Ensure all volunteers complete Safe Sanctuary training and background checks.
- **Family Partnership**
Partner with parents and caregivers as the primary faith influencers in students' lives. Communicate regularly about programming, provide resources for faith conversations at home, and create opportunities for intergenerational connection within the congregation.

- **Confirmation & Milestone Ministry**

Oversee the confirmation program in partnership with pastoral staff, preparing students for profession of faith and church membership. Mark significant milestones including graduation recognition and transitions between middle and high school ministry.

- **Administrative Leadership**

Manage the student ministry budget responsibly. Maintain accurate records, coordinate facility and transportation logistics, and communicate effectively with families and the broader congregation. Participate in staff meetings and collaborate with colleagues across ministry areas.

Personal Attributes / Role Model of Christian Living

The ideal candidate lives out their faith authentically—maintaining a vibrant spiritual life through practices like worship, prayer, Scripture study, and communion that extend beyond professional obligations. They speak openly about their own faith journey, including struggles and joys, with appropriate boundaries. They bring passion and optimism to their work, inspiring trust through integrity, follow-through, and undivided attention during work hours. They pursue continued growth in both their faith and professional skills, staying current with best practices in youth ministry and adolescent development. They listen well, remain open to diverse perspectives and life situations, and recognize when students or families need additional support—connecting them with clergy or other resources as needed.

Qualifications:

- Deep, growing Christian faith and alignment with United Methodist theology and practice.
- Minimum three years of experience in youth ministry or a related role working with adolescents.
- Demonstrated ability to connect authentically with middle and high school students.
- A passion for student ministry, with a heart for serving Christ and the community.
- Strong interpersonal and communication skills, with the ability to connect with diverse groups of people.
- Ability to listen empathetically and respond to the needs of students and families.
- Organizational skills to manage multiple tasks and events simultaneously. The ability to prioritize issues with a strong attention to detail.
- Confidence in speaking before groups and the congregation.
- Proficiency in Microsoft Office, Constant Contact, and media platforms including Zoom, YouTube, and Facebook, with the ability to learn database programs.
- Valid driver's license and ability to pass background check.
- A completed background check from Birmingham First HR Department.

Working Conditions:

- This position requires flexible hours, including evenings and weekends for programming, events, and outreach activities.
- Collaboration with a team of dedicated staff and volunteers.
- Benefits include health insurance, retirement contributions, paid time off, and continuing education funds.

Physical Demands:

- The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is frequently required to stand; sit; reach with hands and arms; climb or balance; stoop; kneel; crouch; hear or smell. The employee may be required to lift and/or move up to 20 pounds.