



POSITION DESCRIPTION

- TITLE:** Shepherd of Student Ministries
- OBJECTIVE:** To provide leadership to students, their families, and the volunteer ministry team of Lake Avenue Church.
- SCOPE:** This position is in the Student Ministries Area of the Congregational Life Department at Lake Avenue Church
- CLASSIFICATION:** This position is classified as non-exempt

GENERAL QUALIFICATIONS:

Qualifications in this area identify characteristics expected of all Lake Avenue Church ministry staff.

- Committed to growing in Christlikeness with spiritual gifts of leadership and pastoring/shepherding. Model an authentic relationship with God and have demonstrated the ability to maintain a healthy balance between ministry and home life.
- Ability to equip and empower others to do ministry work and a passion for helping lead people into a life of discipleship and growth in Christ.
- Evangelistic heart and ability to build a ministry in which students come to personal faith in Christ.
- Capacity to lead and develop a team of volunteers to implement effective, innovative, and relevant ministry to increase the span of care.
- Exceptional leadership, interpersonal, organizational, communication, and time management skills.
- Capacity to work with and lead people with a wide range of gifts, strengths, personalities, and passions.
- Experience working with and leading people from diverse racial, cultural, and socio-economic backgrounds, and the ability to function and communicate the Gospel with them.
- Innovator and self-starter.
- Capacity to express care and compassion to those in need.

- Strong character with good judgment; exceptional interpersonal relational skills; team player.
- Agreement with the Lake Avenue Church Statement of Faith.

SPECIFIC QUALIFICATIONS:

Qualifications in this area describe characteristics needed for the specific ministry area of the position.

- Have a passion for discipling students and those who will lead them.
- Experience and ability to recruit and train/equip volunteer and paid staff to reach students effectively.
- With a pastoral heart, demonstrate a commitment to relational ministry and discipleship through a ministry of small groups, large groups, personal disciplines, and mentoring.
- Strong understanding of theology, the capacity to communicate practical teaching from the Word of God, and the ability to introduce and disciple students in Christ-centered faith.
- Experience with helping students discover and use their spiritual gifts.
- Proven track record of building a comprehensive ministry to students and their families.
- Ability to create and maintain partnerships with children's ministry, high school ministry, adult ministries, parents, STARS, and campuses.
- Creative thinker and ministry planner with the ability to create spaces for students to hear and respond to the gospel, develop healthy relationships, grow in understanding of the Word, and adopt them into the larger church body.

EXPECTATIONS:

- Be people-oriented, exhibiting genuine care for others, maintaining consistent and healthy relationships with students' families.
- Exhibit a 'can do' attitude and approach to other staff members, supervisors, and individuals you meet, when receiving daily tasks, taking on an area of responsibility, handling projects, and negotiating the challenges often associated with each item.
- Be a proactive self-starter - adopting a creative approach to completing and solving assignments. This may include researching or learning a new way of accomplishing the task but doing so with uncoached motivation.
- Have the flexibility to 'shift gears' several times throughout the day, handling a variety of details still maintaining focus and diligence toward task completion.

- Handle phone calls and emails in a personable and caring manner, with genuine concern and interest for each person’s requests and needs. Facilitating resolution, if possible, on matters as they occur.
- Adhere to all internal LAC processes and policies, which is an integral part of the performance expectations associated with every staff position
- Attend Worship services and special events at LAC.

SPECIFIC MINISTRY RESPONSIBILITIES:

- Leading excellent Student Ministry events, Sunday experiences, and Small Group Ministry.
- Partnering with parents and families to disciple students who become life-long disciples of Jesus.
- Build and develop a volunteer leader team to invest in students and families representing our multi-ethnic and multi-cultural community.
- Writing, developing, and utilizing curriculum to disciple our students according to scripture.
- Building strategic relationships with local schools and organizations to reach students and families in our community.
- Work with the pastor and other congregational leaders to develop a comprehensive ministry curriculum and ministry for students and their families.
- Keep in touch with current trends relating to Student culture and ministry. Dialogue with ministry counterparts at other churches and regularly attend seminars and conferences.
- Create opportunities for intergenerational ministry connections between students and the rest of the LAC family.
- Partner with the Family Ministries Division in surveying the needs and considering the areas of concern to be included in a ministry to students, adults, and families.

RELATIONSHIPS:

1. Reports to: Director of Next Gen Ministries
2. Works with: Family Ministries staff, LAC staff, students, volunteers, and parents
3. Member of: Congregational Life Division

HOURS: 15 hours per week; includes weeknight and weekend hours

SUBMISSION & APPROVAL:

Submitted by – Rufus Samuel
Director of Next Gen Ministries

Date

Approved by – Dr. Nick Barrett
Associate Pastor of Congregational Life

Date

Approved by – Tiffany Reynoso
Executive Director of Church Operations

Date

ACCEPTED BY:

[Employee Name]

Date

RECEIVED BY:

Steven Escobosa
People Operations Manager

Date