

Director of Student & Family Ministry

**HERITAGE BIBLE CHURCH, GREER, SOUTH CAROLINA
PROFILE AND JOB DESCRIPTION, UPDATED SEPTEMBER 2024**

Heritage Bible Church is a non-denominational church located in the growing and strategic Greenville area in South Carolina. In dependence upon our Lord, we are searching for a man to serve as our Director Student and Family Ministry. For a more thorough introduction to our church, see the Church Profile included with this job description.

In this Profile and Job Description we will do our best to describe the kind of man we're looking for and how we mean for him to serve among us. Admittedly, this is an idealized portrait. We can imagine a man ticking all the boxes who is nevertheless not for us. We can also imagine a man who doesn't tick all the boxes who is perfect for us. We expect the Lord to grant us wisdom throughout this process. With that important qualification in mind, if the following portrait resonates with your character, capacity, and desires, let's talk.

What Kind of Man We're Looking For

We are looking for a godly and capable shepherd with unique strengths suited for the ministry of the Word and equipping among students and their families. We could imagine a man who is fresh out of seminary without children but who has unusual maturity, a man perhaps desiring one day to plant a church or pastor in a lead preaching role. We could also imagine a man with kids in high school or out of the house who has been around the block as a parent. Whatever his age or life-experience, he must be a man matched to the needs of this role.

Here's the kind of man we're looking for.

A Biblically Qualified Pastor and Teacher

This role will begin as a director role but is intended, in the years ahead, to mature into an elder/pastor role. Given the nature of his leadership, this man must meet the qualifications for eldership found in 1 Timothy 3:1–7, Titus 1:5–9, and 1 Peter 5:1–4. He must be a proven example to the flock in his character, humble, able to work under authority with joy, and a patient laborer for the church's unity. He must be able to teach and defend sound doctrine, as one who will be given to teaching and equipping others to teach our young people. Since this is a staff role, he will need to be mature enough in his teaching to both teach and oversee teaching across middle school, high school, and college. Given the scope of the man's theological influence, we prefer for him to hold a Master of Divinity, though this is not required. We can imagine a wonderful and capable fit without this degree, but we want to highlight the importance of theological study. Finally, he must love the church of the Lord Jesus Christ, and his plan to manifest his grace and glory in the local church. In this way, before he is a student minister, he is a church member, a churchman, and an example to our families in love for Christ and his bride.

An Equipper of Parents and Disciplemakers

This man will minister the Word in many direct ways to students—when our students are together for various meetings, as one offering counsel, perhaps on high school campuses as the Lord gives opportunity, etc. But as important, he will need to develop two other kinds of disciplemakers: parents and members involved in these ministries. Ephesians 4:11–12 figures prominently into our approach: “And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.” Regarding parents, it is important to acknowledge that our church’s most important ministry to parents is the ordinary means of grace. It is not all on this staff role to see our parents parenting in godly ways. Nevertheless, this is the kind of man who thinks strategically about how to support and equip parents with resources, relationships, and instruction. He will also equip members for discipleship. To a good extent, this kind of multiplying ministry requires an interest in and even some history in identifying and developing other people and teams. He must be an eager and able student of the Word, but this role requires a man who is as excited about seeing others equipped to minister the Word.

A Man with Zeal to See Students Know Christ and Love His Church

It is not necessary that this man desire a career in student ministry. We could just as well imagine a brother desiring to be a lead preacher one day taking this role on for a number of years. Nevertheless, he must be zealous for students to know Christ and to cherish his church. To that end, this man should be prepared to settle into this role for at least four years. Related, he must think carefully about how that commitment shapes student ministry. Several articles by Job Nielson express our own approach well: “Why Youth Stay in Church When They Grow Up,” “Family First in Youth Discipleship and Evangelism,” and, “Youth Ministry Done Well for the Benefit of the Church.”

What We Need Him to Do

No ministry can be divided into neat time divisions. But here's a general expectation to help guide the man.

Lead Our Student and Family Ministry (80%)

- *Oversee our middle school, high school, and college ministries.* Each of these ministry areas has their own discipleship teams, teachers, annual traditions, and weekly meetings. Each of these ministry areas include a small group component, socials, etc. We are grateful for volunteers who love our students with such energy and biblical wisdom.
- *Teaching and Teaching Calendar Design.* Since this ministry involves three broader areas with students maturing with us over time, he will need to think systematically about how he will approach the ministry of the Word for each group. For many years now on Sunday mornings, we have taught our middle schoolers systematic theology based on Wayne Grudem's Systematic Theology: An Introduction to Biblical Doctrine. For the last several years our high school and college students have worked expositively through one book across each year with instruction that is high on both doctrinal clarity and contact with the pressing ethical and worldview challenges our students face.
- *Nurture Relationships with Students, Volunteers, and Parents.* Personal relationships with students, team members, and parents will factor importantly into his own schedule. This has looked a variety of ways over the years and the man would design his own plan for team and one-on-one equipping.
- *Planning, Administration, etc.* Student ministry always involves a fair bit of calendar work, event planning, scheduling, etc. His role will involve doing some of this himself and supporting others. However he gets it done he will be responsible for an orderly ministry.

General Shepherding (20%)

As a ministry director, he will be involved in the normal work of shepherding.

- Participant on various teams and in various meetings
- Teaching and instruction
- Discipleship and counseling

Contact Us

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