

# TRINITY CHURCH

TRINITY STUDENTS DIRECTOR



---

Since 2007, Trinity's mission has been to make disciples who exalt Jesus Christ and honor God's word in everything they say and do. Our four-part strategy invites people to **COME** to Christ, to **GROW** in their faith, to **SERVE** Him by serving others, and **REACH** those outside the church with the good news of Jesus. We are committed to the pursuit of building multi-ethnic, multi-generational congregations that reflect the communities around us and pursue unity in Christ. Trinity Church is one church with seven locations across the globe, averaging around 2,000 each Sunday for in-person attendance.

---

## + Position Description

We are excited to expand our team with a Trinity Students Director. This leader will collaboratively lead and provide vision, direction, and oversight to the student ministry for all campuses across Trinity Church. This role will also oversee our current student ministry, 6th—12th grade, and serve as the staff liaison for our emerging Young Adult Ministry. This director should be someone who has a proven record for building teams and developing leaders, has experience leading in multi-site contexts, and is deeply committed to the multiethnic and multicultural expression of the Kingdom of God. This position's goal will be to guide these ministries to make disciples who exalt Jesus Christ and honor God's word in all they say and do by empowering our teams to engage and disciple

students. Additionally, the Trinity Students Director will have a natural gift of teaching the Word of God in a dynamic and engaging way that relates to students and young adults.

## **+ Who We're Looking For...**

The Trinity Students Director will be a dynamic leader with the ability to cast vision and develop teams. This leader should be someone who loves equipping and releasing others into ministry. They can collaborate effectively with Campus Pastors, who have local authority over their campus, and other leaders to develop and oversee programming that engages students toward a deeper relationship with Jesus. This position requires excellent organizational skills to manage multiple tasks and projects simultaneously as well as strong leadership qualities to guide and mentor staff and volunteers.

Ideal Skill Set:

- Visionary Leadership
- Team Management & Shepherding
- Volunteer Development Strategies
- Biblical Competency & Teaching Ability
- Strategic Thinker
- Interpersonal Communication Skills
- Team-oriented and thrives in a collaborative culture

## **+ Leadership Roles**

Trinity Students Director (6th - 12th Grade)

- **Common Purpose** - The Trinity Students Director will cast vision and lead change for our student ministry. This person will work to develop and lead our campus student ministers in their integral roles with students. They will

help clarify the mission and goals for this ministry as Trinity seeks to make disciples of the next generation. This director will regularly advocate for the students within our church by reminding leadership to include them in sermon illustrations, volunteer opportunities, and other relevant ways.

- **Common Strategy** - The Trinity Students Director will oversee and provide a strategic vision for the purpose and rhythm of events in student ministry, focusing on the balance between spiritual and relational growth in one-church and campus-specific activities, while creating intentional onramps to the program. They will help build a thriving model that all our campus ministries can replicate.
- **Common Systems** - The Trinity Students Director will work with the Campus Pastors and the Director of Trinity Ministries to align processes and systems within the Student Ministry. Examples are to give leadership to volunteer recruitment and training, best practices for student follow-up, and a common curriculum.

## Staff Liaison for Young Adults

- Inform volunteer leadership of Trinity's mission and focus to ensure Trinity DNA is represented within the ministry.
- Liaison between volunteers, Trinity staff, and staff resources.
- Coordinate Young Adult ministry events with the churchwide calendar.
- Participates and provides staff resources for ministry-led events.
- Coordinate the promotion of events with Trinity's Creative Team.
- Coordinates with ministry leadership on annual budget planning and keeping to the budget throughout the year.

## + Preferred Education and Experience

- Minimum three years of multi-site church experience, preferably in Student Ministry
- Preferred Bachelor's degree in ministry or other related studies
- Strong organizational and leadership skills

- Capability to anticipate potential issues, create solutions in advance, and lead change
- Natural gifting towards teaching the Word of God in a dynamic and engaging way
- Proficiency with Google Workspace or similar platforms

## + Expectations

- The Trinity Students Director will report to the Director of Trinity Ministries and take part in regular performance reviews.
- The Trinity Students Director will collaborate regularly with the Trinity Kids Director to ensure alignment and ministry success across our entire Next Gen Ministry.
- This position is expected to support the leadership decisions of the Elder Board and act in accordance with the [Trinity Staff Culture Guide](#).
- This role requires an average of 40 hours per week, including Sunday evenings and occasional weekends depending on church event schedules.
  - The expected in-office schedule will be determined along with the Director of Trinity Ministries.
  - There may be occasional travel required to support Trinity's campuses outside Hampton Roads.
- All Trinity Staff are expected to maintain a strong spiritual life, including:
  - Christ-centered growth and development
  - A consistent commitment to prayer and scripture
  - Active participation in the Trinity Church community