

**ASSOCIATE STUDENT MINISTER, NICEVILLE CAMPUS**

Position Title: Associate Student Minister  
(Full-Time; Exempt Position)

Date: July 2023

Supervisor: Student Pastor, Niceville Campus

Purpose: To champion the vision of connecting students to Christ by leading a dynamic, growing student ministry (5<sup>th</sup>-12<sup>th</sup> grade).

**PRIMARY DUTIES:**

1. Regular speaker and communicator at student worship services, events, Sunday mornings, etc.
2. Outreach into schools in Niceville (and the surrounding area) and be present at various local community events where students will be present.
3. Participate and help coordinate student community mission projects and service.
4. Participate in combined Crosspoint Student events, retreats, and mission trips. Assure that special events are well organized and coordinated
5. Execute the vision and create a “come as you are” culture to make Wednesday’s and Sunday’s the best night of the week.
6. Work with the rest of the Student Ministry Team to graduate students with their groups
7. Carry out the vision created by the Student Pastor for All Student programming for 5<sup>th</sup> – 12<sup>th</sup> grade.
8. Assist in Training, discipling and developing the High School Student Leadership team.
9. Develop and implement a specific plan regarding outreach for 5<sup>th</sup> – 12<sup>th</sup> grade students
10. Participate in Crosspoint adult worship services to be a presence for Crosspoint Students and connect with students/parents.
11. Maintain the Crosspoint Student budget.
12. Attend and participate in regular Staff Meetings and other associated staff events.
13. Other duties and tasks assigned by Student Pastor.
14. Uphold and adhere to the Staff Covenant.

**SKILLS DESIRED:**

1. Dedicated follower of Jesus.
2. Have a gifting and passion for Student Ministry and leading students to Christ.
3. Experience leading a staff (even a volunteer staff).
4. Experience leading a growing Student Ministry (or equivalent ministry).
5. Excellent preacher/communicator.
6. A self-starter who can multi-task, prioritize workload, and turn a vision into reality.
7. Ability to recruit, train, and deploy volunteers.
8. Understanding of Orange XP3 systems and ministry processes preferred.
9. Strong leadership, organizational, team building, and relational skills.
10. Must have basic computer skills (e.g. word processing, spreadsheets, email, publishing).
11. Must have basic understanding of general administrative duties, church database software, and communication etiquette.

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#### KEY PERFORMANCE MEASUREMENTS:

1. Constant and never ending improvement of the Student Ministry
2. The majority of students are attending and participating in church-wide retreats and events.
3. Decrease the number of students who become inactive or disengaged.
4. Students are making Professions of Faith and taking next steps toward deepening their faith to include being baptized, serving, being actively engaged in a life group, practicing spiritual disciplines (reading the bible, praying, etc), and sharing their faith.
5. Crosspoint Student staff/volunteer leaders are actively involved in local schools and community events/outreach.
6. Numerical growth in the Student Ministry
7. A growing number of decisions for Christ and Baptisms within our Student Ministry.
8. Do we have 70% of our High School and Middle School students connected in a Life Group
9. Creating fun and energizing environments and events that continually attract new students
10. Following our SEP policy and maintaining a safe environment for our students
11. Do we have a process for making disciples who make disciples within our student ministry
12. Individual goals and evaluations
13. **Implementing the Crosspoint "Playbook"**
14. Compliance to policies and procedures

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#### CONTINUING EDUCATION DESIRED:

Attend seminars, workshops and conventions appropriate to student ministry as requested and approved by supervisor.