

Job Description for Director of Student Community

Position Summary

The Director of Student Community will oversee the discipleship, growth, and direction of the Middle School and High School student ministry at CCC (“Oasis”). This person will be an active member of our church, an integral part of our staff, and will represent the vision, mission, and values of CCC in all areas of ministry.

The ideal candidate will have a genuine calling to see students thrive in their relationship with Christ. They will strive to teach God’s Word in a way that connects and supports students as they grow in disciple-making, Bible, theology, habits, and relationships. They will lead and equip a team of volunteers to help ensure a relational and gospel centered ministry that focuses on the students.

Reporting Structure

- Reports to: Lead Pastor
- Oversees and Directs: Student Worship Coordinator and Student Community Coordinator
- Provides regular ministry updates to: Lead Pastor, Director Team, and Elders
- Collaborates with: Other ministry leaders, pastors, and front-office staff

Key Responsibilities

Leadership and Vision

- Actively engage with CCC staff, attend staff meetings, and embody staff culture.
- Cast a compelling vision for student ministry aligned with CCC’s mission and values.
- Develop an annual ministry plan for grades 7–12 (e.g., Sunday Nights, events, retreats, and mission trips).
- Supervise the student worship coordinator and student community coordinator.
- Set annual goals, themes, and teaching plans that encourage spiritual growth.
- Evaluate and improve ministry effectiveness regularly.

Teaching and Discipleship

- Ensure large group teaching is scripture based, age appropriate, and practical.
- Develop a teaching calendar for Oasis, along with discussion materials for Oasis groups.
- Equip group leaders and students to teach and disciple others.
- Encourage students to live missionally in their schools and community.

Volunteer Development

- Recruit, train, and support adult and student leaders.
- Communicate clearly about expectations, schedules, and updates.
- Foster a culture that empowers leaders to lead and disciple.
- Mentor interns and student leaders in ministry skills and spiritual maturity.

Student and Family Care

- Build relationships with students through consistent presence and care.
- Provide pastoral support for students and families, including crisis response.
- Partner with parents through communication, encouragement, and discipleship support.
- Assist with baptisms and other ministerial functions as needed.
- Ensure student safety by implementing safety policies and procedures, conducting regular training, and adhering to thorough background-check practices.

Programming and Events

- Plan and execute weekly gatherings, retreats, mission trips, and other outreaches.
- Manage logistics, budgets, and volunteer teams for events.
- Communicate clearly with parents about schedules, details, and safety.
- Coordinate student involvement in the broader church and community outreach.
- Collaborate with the Director of CDT to explore student community options for Tuesday Connection.

Communication and Administration

- Maintain communication through emails, social media, planning center, and website updates.
- Manage ministry budget, expenses, and records in a responsible manner.
- Keep student databases, attendance records, and planning tools up to date.
- Collaborate with other CCC ministries for churchwide alignment.

Partnerships and Outreach

- Actively participate in churchwide events (e.g. VBS, Block Party, etc).
- Build connections with local schools, youth pastors, and ministries.
- Represent CCC in community and outreach efforts.

Qualifications

- A growing relationship with Jesus Christ and alignment with CCC's mission and values.
- Proven experience in student ministry leadership and team development.
- Strong communication, teaching, organizational, and relational skills.
- Ability to recruit, train, and lead volunteers effectively.
- Bachelor's degree in ministry, education, or related field (preferred).

Personal Attributes

- Authentic, approachable, relational – genuinely connects with students, parents, and leaders.
- Spiritually mature and emotionally grounded – models a consistent, Christ-centered lifestyle.
- Missional Heart – passionate about making disciples and investing in God's work locally and globally.
- Professional Presence – demonstrates excellence, integrity, and diligence in all responsibilities.
- Creative and flexible – able to adapt ministry to changing student culture and family needs.
- Sound judgment – handles sensitive or confidential matters with wisdom and grace.

Physical Requirements and Work Environment:

The physical requirements and work environment described here 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.

This position requires manual dexterity sufficient to operate phones, computers, and other office equipment. The position requires working at a desk for extended periods. The position requires the physical ability to kneel, bend, and perform light lifting. This person must be able to write and speak clearly in English to convey information, and to hear at normal speaking levels both in person and over the telephone. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus. Generally, working conditions are good, with minimal exposure to extreme conditions, health and safety hazards, or hazardous materials. Although work is typically performed in an office setting, this person must be able to travel as needed.

Category: Salary-exempt employee

Job Description Effective Date: TBD

Community Church of Columbus, Inc. provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, gender, national origin, age, disability, marital status, status as a Vietnam-era or disabled veteran, or any other characteristic protected by law. CCC complies with all applicable federal, state, and local laws, regulations, and ordinances prohibiting employment discrimination.