



JOB DESCRIPTION

*“Whatever you do, work at it with all your heart, as working for the Lord, not for man.”
Colossians 3:23*

Job Title: Director, College-Age Ministry
Status: Full-time, Exempt
Department: NextGen Strategic Initiative
Reports To: Strategic Leader of NextGen Strategic Initiative
Date Reviewed: July 2021

General Summary

Develops and builds teams to minister to college-age students (18 – 23 years old) in the greater Lansing area. Creates and implements environments, processes and strategies conducive to making disciples who make disciples within that age group. Also creates and facilitates opportunities to coach, mentor, support and shepherd college-age students, and ensures that those under their care are appropriately overseen and shepherded. Works in conjunction with other Trinity ministries to assure that college-age students are represented, utilized and invited into other areas of ministry and church life, and will serve as the primary advocate and champion for college-aged students at Trinity Church.

Specific Duties

Team Building - Builds multi-generational teams of volunteers to minister to college-age students in the greater Lansing area, specifically at Michigan State University (MSU) and Lansing Community College (LCC), though “direct to workforce” students may be included as well. This also includes building disciple-making triads, groups and microchurches where possible in each context.

Partnership Building - Builds connections with students, with Trinity’s Go>Connect ministry, campus staff and para-church/campus ministry organizations to multiply the effect of college-age ministry.

Outreach Building – Promotes and organizes teams to meet and reach new students each semester. Maintains relationships with students and invites them to connection events (such as Discovery Bible Studies), campus meetings, and other events for the purposes of fostering spiritual transformation, authentic community and mission toward the Disciplemaking process.

Tracking and Reporting - Tracks all disciplemaking steps for individuals on the disciplemaking pathway for the purpose of reporting, metrics and storytelling to the larger Trinity Church body at established Checkpoints (approximately quarterly) throughout each ministry year.

Advises for Relevance and Innovation - Keeps abreast of current college-age ministry practices and develops new ministry endeavors and/or implements modifications to current Trinity ministry framework to provide for innovation, fresh approaches for (1) more effective disciple-making efforts and spiritual formation potential; and (2) our 3-pronged approach to college ministry: on campus (where students live and attend), off campus (on Trinity’s



campus at Dunckel Road, seeking ways to connect students in serving, for example), and finally, partnerships with other para-church organizations.

Spiritual Direction - Provides for college-age students individual lay-counseling and spiritual formation/directorship when appropriate, developing relationships which promote and provide opportunities for spiritual growth.

Trinity Advocacy - Interfaces and collaborates with Trinity's Student Ministries within the NextGen Strategic Initiative, connecting college-age students that may include serving and discipling high school students, as well as working with the student ministry leaders, especially with the occasional overlap and shared events/ministry experiences.

Performs other duties as may be assigned or required.

Job Specifications

Education: Bachelor's Degree or equivalent combination of education and experience in ministry, teaching or other appropriate field is required. Masters Degree or work toward such in Leadership, Theology or Spiritual Formation is desirable.

Experience: Three to five years of experience in a disciple-making, or teaching/mentoring role is required.

Work Skill Requirements: Job requires well-developed communication and interpersonal skills. Ability to communicate with a wide variety of people is essential; compassion, listening and conflict resolution skills are essential. Ability to train and encourage non-paid ministry partners for ministry work is desirable.

Mental and/or physical Requirements: Must be able to work independently, under pressure, with strict deadlines and with interruptions.

Spiritual Requirements: Must be able to articulate and demonstrate their Faith in Jesus Christ as central to their life and experience and must possess outstanding moral and spiritual character commensurate with a person in full-time vocational ministry.

Approved: _____
Strategic Leader, NextGen Strategic Initiative Date

Approved: _____
Interim Lead Organizational Pastor Date