



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**DIRECTOR OF STUDENT
MINISTRY**

Covenant Church
Greenville, NC

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Population of City

93,000

Population of County

180,000

Community Overview

Greenville, in eastern North Carolina, is a vibrant college town, home of East Carolina University, Vidant Medical Center, and Pitt Community College. Greenville is a necessary and attractive destination for towns and small cities throughout eastern North Carolina. With a college and university, there's a vibrant and youthful spirit to the city & community. Greenville also has a distinct professional feel with the medical center and a strong pharmaceutical presence. The city itself has its commercial shopping areas, including Greenville Mall and 11 Galleria, movie theaters, restaurants, and strip malls, but its greatest charm is found in "Uptown" Greenville. The historic buildings of downtown Greenville house local restaurants, breweries, and shops -- just blocks from the Tar River and East Carolina University campus! Over the past several years more than \$650 million has been invested in Uptown and the Dickinson Art District ensuring the area will continue to see growth and development for years to come!

Why People Like Living Here

It's been said of Greenville: It may not be an exciting place to visit, but it's an incredible place to live! Greenville may not have the attractions of large cities, such as Charlotte or Atlanta, but it has everything you could ever want: miles of Greenway for walking and bicycling, casual and upscale dining opportunities, special events such as Pirate Fest, Freeboot Fridays, and summer concert series at Town Common. Eastern North Carolina also boasts charming river towns, like historic "Little Washington" and New Bern (birthplace of Pepsi-Cola), unique style of barbecue, and close proximity to beaches, including Outer Banks. People love Greenville and eastern North Carolina because of its conveniences, amenities, and quality of life!

Church History

Covenant Church was chartered in April of 1993. Through its first four years, Covenant experienced exponential growth leading to the expansion of its facilities, completed in 1999. In 2005, Branson Sheets was appointed the Lead Pastor of Covenant Church, its fourth pastor in its history. As Covenant continued to grow in both size and ministry, land was acquired across the street from its original facilities, and a new worship center was constructed, offering a 900-seat auditorium. In 2015, Covenant Church became a multi-site church with the launch of its Washington campus (20 miles east of Greenville). Beginning in 2021, Covenant Church has plans to continue planting campuses and gatherings throughout eastern North Carolina and beyond!

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Vision, Mission, Values

The vision of Covenant Church is about intentionally following Jesus. We believe it's all about Jesus. Regardless of our past failures and successes, our current circumstances, or our future plans, we're all human, and all in search of love, acceptance, and significance that comes only from Jesus. He is why this church exists and why we want to connect people to Jesus.

Our Core Values:

// Worshipful Living //

A dedication to passionate devotion and intentional obedience. Jesus said that the Father is seeking those who worship Him in Spirit and in Truth. We must practice a life of worship that invites the presence of Jesus into all that we are and do. (John 4:19-26; Romans 12:1-5; Exodus 15:1-21; Hebrews 13:15-16; Psalm 100; Matthew 25:34-40; Matthew 6:19-24, 33)

// Humble Service //

A calling to be generous towards God and others. Jesus came to serve, not to be served. He modeled a servant life not only with His disciples, but also with society's lost, outcast and oppressed. Accordingly, we follow His example. (Mark 10:42-45; Philippians 2:1-11; John 13:1-17; John 12:20-26; Isaiah 53: 1-12; Matthew 15:34-40; Matthew 20:26-28)

// Authentic Relationships //

A commitment to respect and integrity. Jesus' relationships were honest and genuine. We too are compelled to relate honestly with those inside and outside the church. In so doing, we are refreshed and encouraged by our love for one another. (Acts 2:40-47; 1 Thessalonians 2:4-8; John 11:17-37; Matthew 18:15-20; 1 Corinthians 13; Ephesians 4:25-32; Hebrews 10:24-25)

// Loving Compassion //

A command to look beyond ourselves. Jesus looked at broken humanity through the eyes of love and compassion and came to give His life away. We are called to see the world from God's perspective and give ourselves away as messengers of salvation, hope and healing. (Luke 10:25-37; Matthew 14:13-21; Luke 15:11-32; John 15:9-17; Colossians 3:12-14; 2 Samuel 9:1-13; Ruth 2:1-16)

// Empowering Others //

A process for equipping and sending Christ's followers. Jesus intentionally modeled, trained and empowered people to be disciple-makers. He has given us His Holy Spirit and commissioned us go to the ends of the earth. Accordingly, all of us as ordinary people are compelled to be prepared and empowered to accomplish a divine mission. (2 Timothy 2:1-7; Acts 6:1-4; John 21:15-25; Matthew 28:16-20; Ephesians 4:11-12; Nehemiah 2:17-18; Acts 18:24-28)

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// Ministering Together //

A strategy for accomplishing God's plan on earth. Jesus commissioned His followers in groups and teams as they went out with His authority to preach, teach, heal and care for those in need. We have been given different gifts and have been designed to work together for the fulfillment of the kingdom of God. (Luke 10:1-3; Nehemiah 3:1-32; Acts 13:1-3; Acts 16:1-6; Matthew 10:1-20; Ecclesiastes 4:9-12; 1 Corinthians 12:1-27)

Average Weekend Attendance

2,000

Is Your Church MultiSite?

Yes

How Many Campuses?

2 (plus online campus)

Overview of Weekly Worship Gathering

Covenant Church hosts three weekend modern worship experiences at its Greenville Campus, including a Saturday evening (5:30 PM) and two on Sunday (9:15 & 11 AM) with live, simultaneous online worship experiences throughout the weekend! Covenant Church in Washington hosts an 11 AM modern worship experience with live teaching at the central campus. Each weekend includes modern, dynamic, mainstream worship music, and an engaging, life-application message. Despite the size and robust worship experiences, people discover a sense of belonging at Covenant Church because of the warmth of people and dedication to hospitality.

Tell Us About Your Facility

Covenant Church has a sprawling 30-acre campus with two large buildings and four former houses that are used for small groups and ministry purposes. Building A, our primary worship center, was completed in 2009 and seats 900 in its auditorium. It also has a two-story space used for Covenant Kids during its weekend worship experiences. Building B, the original building, is home to our Student Center, a 7,500 sq. ft. space that has an indoor recreation space, a full stage for worship and teaching, and a cafe and game room. Building B is also the location of the Covenant Preschool & Kindergarten. The upstairs of Building B is the church's main office, staff suites, and workspace, recently renovated at the end of 2021.

Overall Budget (this fiscal year)

\$4,400,000

Overall Long-Term Debt of the Church

\$0

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Denominational Affiliation and/or other Partnerships

Currently, Covenant Church is part of The United Methodist Church of the North Carolina Conference. With the growing divide over theological and scriptural issues, the relationship between Covenant Church -- the largest in its conference -- and the denomination has reached an impasse that will soon result in a split. Covenant Church is currently aligned with the Wesleyan Covenant Association, a growing international association of evangelical churches but may consider becoming an independent, non-denominational church as well.

Governance & Polity

Ultimately, Covenant Church is governed by its Church Council. This Council is made up of various leadership teams who lead its facilities, personnel, finances, and nominate its non-staff leadership. The Lead Pastor, in conjunction with an executive staff team, provides visionary leadership to both the staff and the church as a whole.

Current Paid Staffing Level

Currently there are 27 full-time staff positions among the different ministry teams and an additional 25 part-time staff positions.

Major Ministries of the Church

Covenant Church has a myriad of ministries or teams, including: Covenant Life (congregational ministries), Campus Development, Communication, Creative, Kids, Students, Worship Arts, Connections, and Outreach.

Outreach Programs Overview

At Covenant Church, we've divided outreach into International and local. Since June 2021, our local outreach team has partnered with Beast Philanthropy to provide bi-weekly food distribution to local families. During this time, we have seen 229 volunteers help distribute food to over 3,000 households. Also, in February 2022, we partnered with the Tim Tebow Foundation to host a Night to Shine. The Night to Shine event is a prom night experience, centered on God's love for people with special needs ages 14 and older. A team of 180 volunteers welcomed over 100 special guests to our campus for this event. Internationally, the church has six global partners and sends teams at various points throughout the year.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

\\ Almighty God \\

The loving Creator who offers a covenant relationship with all humankind. We believe in one God-the creator of all things – infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.

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\\ Jesus Christ \\

The reigning Savior who overcomes the sins of the world. We believe in Jesus Christ our Lord – Son of God – who was born of the virgin Mary; died on the cross; was physically resurrected; rescuing us from sin and providing us the only way to abundant and eternal life with God.

\\ Holy Spirit \\

The empowering Presence of God who indwells believers. We believe in the Holy Spirit – the active presence of God – who sustains and helps disciples live as obedient followers of Christ. We affirm the fruit of the Spirit as Christ-like characteristics that are increasingly evident in maturing disciples. We also affirm gifts given by the Spirit that uniquely equip believers to minister within the church and world.

\\ The Holy Bible \\

The authoritative guide that reveals God's plan for humanity. We believe the Scripture of the Old and New Testaments is the divinely inspired Word of God, completely trustworthy, the final and supreme authority, recorded with accuracy by authors who were inspired by God through His Spirit to perceive God's truth.

\\ Salvation \\

The gift of undeserved grace that is received by faith in Christ. We believe that humankind was created for a relationship with God, but separated from Him by sin. Only through repentance, faith and trust in Jesus Christ for salvation are persons reconciled with God.

\\ The Church \\

The called community of Christ's followers that is commissioned to transform the world. We believe that the church – the community of God's people – is called to love God first, invite all to salvation, equip disciples for urgent mission and work together as the hands and feet of Christ in the world.

\\ The Great Commandment \\

"Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength." The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these." Mark 12:29-31

\\ The Great Commission \\

"Then Jesus came to them and said, 'All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.'" Matthew 28:18-20

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What theological hills will you die on?

Two things: 1.) The supremacy of Christ and 2.) the authority of scripture are the two theological "hills" that cannot be compromised. Anything that relegates Jesus to just a teacher, prophet, healer, or historical figure undermines his divine nature, which compromises the purpose of his sacrifice and resurrection. In addition, Covenant Church upholds the authority of the Bible as the source of transformative power, truth, and guidance -- not a religious book or historical account.

Hot-Button Social/Cultural Issues for Your Church

One of the divisive issues that puts Covenant Church at odds with its denomination is over the issue of sexuality, particularly LGBTQ+. Covenant Church holds firm to a traditional view of a monogamous marriage between a man and a woman. Covenant Church also believes that scripture speaks clearly and authoritatively on the issue of sexuality and anything in contradiction to scripture is immoral and separates us from God.

Biggest Church 'wins' in the last 18 months?

Over the past 18 months, Covenant has celebrated the baptisms of more than 35 adults and kids, welcomed new members and met hundreds of guests at worship services and events. In the summer of 2021, Covenant KIDS engaged with 600 children at its annual VBS and Student Ministry hosted its first conference - REAL - welcoming more than 220 students from the church and community! The growth behind these great programs and initiatives is a vibrant and youthful staff. For the first time in 20 years, the entire staff has started working together, collaboratively, in a newly renovated staff suite that has promoted unity, accountability, and productivity. This new development has set Covenant up for big wins, both now and for years to come!

Biggest Opportunity for Your Church in the Next 12 Months

As the leading evangelical church in our conference, Covenant Church is leading the way for churches exiting The United Methodist Church, presenting vast opportunities for partnerships, networks, and future campuses! In addition, a bold and compelling vision for Covenant Church has been adopted that will guide us over the next 10 years!

Church's Biggest Challenge for the Future

The greatest challenge of Covenant Church is continuing to find innovative and relevant ways to connect people to Jesus. The challenge is not necessarily in the 'what' but in the 'how' -- how do we expand our ministry to eastern North Carolina and beyond? How do we create sustainable (and replicable) systems to maximize our ministry potential? How do we engage with unchurched people in our community?

Title of Position You Are Hiring

Director of Student Ministry

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Category of Hire

Student Ministries Pastor

Full Time Position?

Yes

Overall Description of this Position

The Director of Student Ministry develops, supervises, and executes all aspects of Student Ministry, including weekly worship for middle and high school students, annual retreats, conferences, and trips, as well as small groups and special events. The Director of Student Ministry is dedicated to reaching out to students in the community, empowering student leaders, and equipping/developing volunteers.

Reporting Relationship

This person will report to the Director of Next Gen.

Goals and Expectations

The greatest goal and expectation is to develop meaningful relationships with the students. Building relationships and trust with the students is paramount to any other goal or objective. In addition though, we'd love to see quarterly, dynamic, large-scale, community-wide events that draw middle & high school students from our community. As opportunities present themselves, we'd love for the Director of Student Ministry to have an increased presence in the local schools, connecting with current and prospective students. In addition, the development of three strategic, network-driven relationships with other student pastors/directors and leaders in the community.

Do you have a job description for this role?

>> Develops a student ministry with curriculum and events that will be executable across all campuses of Covenant Church

>> Creates a compelling culture and environment that students are excited about and into which they are excited to invite their friends

>> Helps students and adult leaders discover their gifts and helps connect them to appropriate ministry and serving opportunities in the church and where they live, work, and play

>> Works with kids ministry and college ministry on programming and transitions that will make a consistent discipleship plan for students as they move on to next steps

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>> Primary communicator for high school and middle school ministry at the Winterville campus while developing the communication skills of other student ministry staff on other campuses

>> Engages, invites, deploys, equips, and develops adult and student leaders for student groups

>> Generates enthusiasm among adult leaders so that they have a strong desire to invite other adults to serve

>> Develops and manages ministry budget and assists other student ministry staff on other campuses

Educational Preferences

Theological training is not required, but fruitful ministry experience, leadership, and competency are imperative!

Age vs. Experience

Experience is essential for this position for this season of ministry at Covenant

Denominational Affiliation

This is not of primary concern for this particular position, Covenant Church is open to most denominational affiliations.

How important is geographical location to you?

We want the right person and are prepared to help compensate for moving expenses, so from coast-to-coast, the right person is the priority with no bearing on geographical location.

What skills are you looking for specifically?

Effective and dynamic communicator, ability to develop systems to efficiently advance ministry and communication, astute leadership, ability to connect with middle and high school students.

What technical abilities (if any) are required?

Ability to leverage social media for communication and connection to students.

Equipper or Doer?

Equipper - 100% -- someone who will empower and equip students and student leaders.

Attractional vs. Missional

Attractional - a majority of our ministry happens on/around weekend worship experiences. We recognize our need to shift the focus to become more missional in order to reach the unchurched in our community & expand into new communities throughout eastern North Carolina.

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Budget Area Supervision

Including staffing, the general budget for Student Ministry is around \$150,000.

Personal Characteristics Desired

Confident, personable, outgoing, heart for evangelism, passionate

What would immediately disqualify someone?

Someone focused more on social justice, LGBTQ+, or issues than Jesus; someone who is apt to respond to complex issues like suicide by saying, "Everything happens for a reason"; anyone cohabitating with a future spouse (or non-spouse).

Urgency

To begin during Summer 2022 or before fall semester. Sooner is certainly welcome.

Other "Must Have" Skills

Keen self-awareness, strong leadership, ability to collaborate with others

Other "Nice to Have" Skills

Detail-oriented, eye for quality graphics/images (what looks good vs. poor quality), understanding nuances and differences among theological traditions (differences between reformed theology vs. Wesleyan/Arminian theology), experience managing people

Finally...

Dynamic, passionate, high-capacity leader with the ability to communicate effectively, a heart to see lives changed by Jesus, and a commitment to do whatever it takes to make it happen!

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Public Job Posting

Director of Student Ministry

Covenant Church

Greenville, NC

Covenant Church in Greenville, NC, is in search of their next Director of Student Ministry. This multi-site church is looking for a strong, collaborative leader to oversee all aspects of student ministry across all campuses. They are looking for someone dedicated to reaching out to students in the community, empowering student leaders, and equipping/developing volunteers.

What you'll be doing:

- Developing and leading weekly worship & programs for middle and high school students
- Coordinating student annual retreats, conferences, trips, small groups, and special events
- Creating large-scale, community-wide events that draw middle and high school students
- Increasing Covenant's presence in local schools in order to connect with current and prospective students
- Helping students and adult leaders discover their gifts and connecting them to appropriate ministry and serving opportunities

Skills you'll need to have:

- Ability to develop student ministry curriculum that will be executable across all campuses
- Ability to connect with middle school and high school students
- Effective and dynamic communication skills
- Ability to develop systems to efficiently advance ministry and communication
- Strong leadership skills
- Social media skills that connects with students
- Ability to create a compelling culture and environment that students are excited about and into which they are excited to invite their friends
- Fruitful ministry experience

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Please apply at the link below: www.chemistrystaffing.com/covenant-students