

South Carolina Baptist Convention

Job Title	BCM Director – Benedict College and Allen University
Reports to	Director of Collegiate Ministries
Status	<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt (check one)

Job Purpose

Responsible for leading a dynamic ministry to see Columbia area Historically Black Colleges and Universities (HBCUs) saturated and transformed by the hope of the Gospel through developing, implementing, and evaluating strategies to make, equip, and multiply collegiate disciples at Benedict College and Allen University as defined by the Executive Board through its Collegiate Ministries area.

Duties and Purpose

- Serves as Baptist collegiate minister (BCM Director) for Benedict College and Allen University and is responsible for leading expansive ministries to saturate and transform these universities with the hope of the Gospel.
- Empowers evangelism by modeling, training, equipping and challenging students to verbally share the Gospel and to be bold and consistent witnesses to students, faculty, and staff.
- Develops, implements, and maintains a robust disciple-making strategy that challenges and equips students to be disciples who make disciples.
- Mobilizes students for mission service through: consistent teaching of the Biblical priority of global mission, executing regular missions service opportunities inside and outside South Carolina, and leading students on mission to places with little access to the Gospel.
- Builds and leads strong teams of students, alumni and church leaders who will serve as missionaries to Columbia-area HBCU college campuses.
- Serves as a coach and champion for local churches and their leaders by:
 - Assisting students in connecting to and being vitally involved in a local church.
 - Engaging church-based college ministry leaders through consultation and training by intentionally connecting college students to those ministries.
- Builds, leads, and maintains a local collegiate ministry advisory team of associational representatives, local church leaders, church-based college ministry leaders, and alumni and reports to them regularly.
- Administers the budget(s) of the local BCMs.
- Promotes, recruits for, and attends all state collegiate meetings sponsored by SCBC Collegiate Ministries.
- Serves as a liaison to other Baptist conventions in South Carolina such as the Baptist Educational and Missionary Convention of South Carolina.
- Serves as a statewide consultant for other locations seeking to begin Baptist collegiate ministry to Historically Black Colleges and Universities. Works to expand SCBC

ministries to HBCUs across South Carolina by training, equipping, and mobilizing teams to start new work.

- Performs such other tasks as requested by the director of the Collegiate Ministries.

Qualifications

Qualifications include:

- A college graduate with additional master's level degree(s) or equivalent training from a Southern Baptist seminary
- Experience serving as a vocational minister to college students or young adults
- Has demonstrated in ministry a clear calling to and vision for collegiate ministry
- Demonstrates passion, skill, and consistent effort in verbally sharing the Gospel
- Experience as a student leader or ministry leader at an Historically Black College or University
- Demonstrates the ability to contextualize and effectively communicate the Gospel to college students and young adults
- Has demonstrated a high degree of effectiveness in developing college students as witnesses, disciple-makers, and leaders
- Has ministry leadership skills in promoting and conducting retreats, mission trips, discipleship, and evangelism projects with college students
- Has a strong understanding of the unique environment of higher education and experience working with institutions to build trust and secure access for ministry
- Is relational and a team player who can build and maintain a wide base of support and involvement of students, volunteers, church and association collegiate workers, alumni and university faculty/staff
- Has the ability to lead collegiate students in developing and carrying out an intentional lifestyle and programs of ministry in unstructured student situations with a minimum of supervision
- Skillful in relating to others with respect to sensitive business and personnel matters.
- Has the reputation for honesty, integrity, confidentiality, and responsibility in all matters.
- Is well-versed in current topics and able to communicate Biblical truth and sound doctrine to college and university students, faculty, and administration
- Possesses sound leadership skills and is results oriented
- Committed to learning through opportunities such as educational seminars, advanced degree coursework and regularly reading relevant material for personal growth, to keep current with issues and practices pertinent to college and young adult ministry
- Active member in a local Southern Baptist church with a personal commitment to our cooperative vision of working together to evangelize and make disciples of all people
- Committed to the championing of the Cooperative Program among students, alumni, and churches
- Agrees to work within the parameters of the current *Baptist Faith and Message 2000*

- Possesses a high degree of Christian maturity and character
- Is a learner who constantly seeks new ways to reach students and the whole campus with the life-changing Gospel of Jesus Christ

Working Conditions

If the job requires a person to work in special working conditions this should be stated in the job description. Special working conditions cover a range of circumstances from regular evening and weekend work, shift work, working outdoors, working with challenging clients, and so forth.

Physical Requirements

While performing the duties of this job the employee is (note: reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions)

- frequently required to stand, walk, sit, bend, stoop, kneel, talk, hear, drive and ride.
- frequently lift and/or move up to 20 pounds and occasionally lift and/or move up to 40 pounds.
- required to use hands and fingers to feel, handle or operate objects, tools or controls; and to reach with hands and arms.
- required to have vision abilities that include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- required to have a valid driver’s license, a safe driving record, and proof of automobile insurance.
- available to travel overnight occasionally to fulfill job responsibilities.
- able to use reasoning ability to carryout written and oral instructions and to deal with work-related problems in a variety of situations.

Direct Reports

This position is responsible for the supervision of associates, interns, assistants, and other workers as requested by the Director of Collegiate Ministries and/or the local collegiate ministry advisory team.

Approved by:	<i>Chad Stillwell</i>
Date Approved:	<i>12/2025</i>
Reviewed:	<i>Date when the job description was last reviewed</i>