



GENERAL DESCRIPTION

To lead High School ministry (9th-12th grade), designing and carrying out the student ministry of the church in co-operation with the Director of Student Discipleship as part of a six-member student ministry staff and a team of approximately fifty volunteers. Primarily developing leader and student relationships, creating relevant programming, and lovingly discipling high school students in a way that equips them to live ordinary life as the faithful presence of Jesus' love.

CULTIVATING LEADERSHIP AND RELATIONSHIPS

- Responsible for developing leaders (including adult volunteers, residents, and student leaders) for the high school ministry and its key experiences at Signal Pres: inviting, equipping, placing, and coaching. (Target: at least 20% of time)
- Cultivate relationships with high school students by seeking them out through weekly "time on their turf" and model it for other staff and leaders. Maintain a balanced presence at private/public school events and in personal visits at homes or meet-ups. (Target: at least 20% of time)
- Create and develop Student Leadership Teams for the student ministry in partnership with the other ministry staff and committee.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- *Regular Programming*: develop and lead programming that is consistently grace-first, gospel-centered, tailored to high schoolers, and in keeping with the values of Signal Pres. This includes (but is not limited to) Wednesday nights and small groups, developing new opportunities for mission, discipleship, service, and regularly communicating with families, leaders, and students. Work carefully with Director of Student Discipleship and other staff where students/programming overlaps with different ages (e.g. summer before high school, etc.).
- *Creating and Leading Key Experiences* (events, retreats, trips, projects, etc.) for high schoolers by developing and leading the volunteer teams and plans essential to those ends. Responsible for physically safe and relationally connected environments that guard our witness to Jesus Christ.
- *Gospel Formation*: to oversee and share in teaching the Scriptures to high schoolers in a variety of settings such as up front teaching, occasional small group leading, classes, regular one-on-one ministry or meetups. (Target: at least 20% of time)
- Manage staff assigned to your area of ministry potentially including Fellows, Residents, and Interns.
- Collaborate with the entire student ministry team and support middle school initiatives as needed.



PARTNERING WITH PARENTS/FAMILIES

- Work with pastors, Director of Student Discipleship, D-Group leaders, and parents to provide pastoral care and counseling for students (and their families) in crisis. When necessary, refer people with significant needs to counseling or care through the Pastor for Family Ministry or Senior Pastor.
- Work with the Pastor for Family Ministry and team on visitors, Disciple Classes, baptism, and membership.
- In coordination with the other staff and ministries, design and lead age/phase-specific mile markers (particularly transitions entering and exiting middle/high school years) to equip parents and students and partner with them in discipleship at home.

OTHER RESPONSIBILITIES

- Manage budgets/finances for middle school events and experiences.
- Participate in Student Ministry Committee meetings.
- Participate in Church Staff meetings and Family Ministry Team meetings.
- Work closely with Ministry Coordinator for Student and Family Ministry.
- Participate regularly in the overall life of the church as a member at Signal Pres.
- Prioritize caring for one's whole self in keeping with our staff culture values and encouraging the same in those they lead.
- Other duties as may be assigned by Director of Student Discipleship or Executive Director.

REQUIREMENTS

- To be a committed Christian, at home in the Reformed tradition.
- To demonstrate a commitment to the personal study of Scripture, prayer, and worship through the life and ministry of the church.
- To possess a strong desire and commitment to know Christ and follow him, living as becomes a follower of Jesus Christ in ALL times and in ALL places – understanding that students are observant in and outside the church.
- Proven personal experience in ministering to students, demonstrating a heartfelt love for students, a desire for them to grasp and live the gospel of Jesus, and the necessary relational skills to communicate that good news.
- Experience in all of the following: leading teams, equipping volunteers, planning or organizational development.
- To have obtained a Bachelor's degree.



EVALUATION

The Director of High School Ministry will be reviewed on an annual basis by the Director of Student Discipleship and the Executive Director. They, along with the Personnel Committee, will annually review the adequacy of compensation.

ACCOUNTABILITY

The Director of High School Ministry will be a member of the Family Ministry staff team, reporting to the Director of Student Discipleship and Executive Director and responding to the leadership of the Senior Pastor and the Session.

Interested applicants, please send your resume, introductory letter, and your responses to the below questions to info@signalpres.org.

SUPPLEMENTAL RESPONSES

Please limit each response to 250 words or less.

1. Please provide a summary of your personal testimony on coming to faith in Jesus and/or your own personal statement of faith.
2. Please let us know why you are interested in this particular position of working in student ministry; and why you might be drawn to work at Signal Mountain Presbyterian Church more generally.
3. Please review the [Leader/Teacher Covenant of Signal Mountain Presbyterian Church](#) and let us know of any questions, comments, or concerns that you have and that you think would be worth having a dialogue over during a potential interview.