



Job Title: Student Ministry Pastor/Director (Full Time, Exempt)

About FC: We are passionate about helping people move from unbelief to belief in every area of life. Through prayer and dependence upon God's Spirit we are a church with 650 kids, students, and adults in attendance each week...and growing! We are an Independent Christian Church and we've been on mission in Newburgh, Indiana, since 1979. Our staff and leadership are committed to spiritual and emotional health in all areas of ministry.

Position Objective:

To oversee the Intentional Growth Plan of the Student Ministry (6th - 12th grade).

Position Description:

The primary purpose of the Student Ministry Director/Pastor is to ensure that services and events across all 6th - 12th grade areas are designed, organized, and activated efficiently, effectively, and strategically with a focus on FC's mission to see people move from unbelief to belief in every area of life. The movement of belief includes salvation in Jesus Christ, discipleship, serving, and evangelism (multiplication) through team strategy.

Qualifications:

- Must be committed to Jesus Christ and leading self into a deep interior life with Christ through intentional disciplines of consistent daily prayer and Bible reading, weekly Sabbath practice, and sharing the gospel with "the ones"
- Must be committed to the mission and vision of FC: To prayerfully partner with the Holy Spirit's movement of people from unbelief to belief in every area of life for double Kingdom impact
- Must be a team player with a teachable spirit who works effectively with other staff members and volunteers, recognizing that ministry moves forward when we are better together
- Must be a self-starter who enjoys learning
- Must possess strong organizational and time management skills with attention to details
- Must be an influential leader who thrives within a team environment including FC staff, FC leadership, and volunteers
- 2 years of training and/or experience working with students (6th -12th grade) is preferred, but not required
- A working knowledge of Intentional Churches' ChurchOS/OneTeam is beneficial, but not required

Abilities:

- To coordinate several activities at once and quickly analyze and resolve specific problems
- To prioritize, facilitate, and complete projects with strategic input and oversight
- To handle confidential matters and material
- To duplicate yourself through recruiting, equipping, and mobilizing others for ministry
- To be a team player
- To be flexible in an environment that is subject to spur-of-the-moment changes

Primary Responsibilities:

Oversee middle and high school environments fostering discipleship through volunteer teams fulfilling FC's vision to help move people from unbelief to belief, activating "double kingdom impact" by mobilizing the 99 for the ONE.

1. Ministry Leadership & Strategy

- **Vision Alignment:** Lead the student ministry to fulfill the broader mission of FC, ensuring every program helps students move from unbelief to belief.
- **Core Rhythms:** Design, develop, activate and evaluate comprehensive Student Ministry experiences, including but not limited to:
 - **Catalytic Weekend Experiences:** Dynamic Sunday programming (large group/small group environments).
 - **Life Changing Relationships:** Bible studies and small groups; summer camps, retreat/conference experiences
 - **Selfless (Surrendered Living):** Strategic outreach initiatives.
- **Strategic Integration:** Ensure that the spiritual markers of serving, generosity, and inviting are deeply and strategically rooted throughout every layer of the Student Ministry.

2. Volunteer Mobilization & Leadership Development (The Jethro Model)

- **Decentralized Leadership Structure:** Build, implement, and oversee a "Jethro model" of ministry leadership. Focus primary energy on deeply pouring into, discipling, and equipping a core tier of high-capacity leaders, who are then empowered to lead and care for successive layers of volunteers.
- **Replicating Recruitment & Equipping:** Shift from being the sole recruiter to developing leaders who also invite, recruit, train, and mobilize adult volunteers and student leaders into a lifestyle of selfless (surrendered) living.
- **Scalable Spans of Care (Shepherding):** Create and maintain sustainable spans of care where pastoral oversight, emotional/spiritual health, and discipleship are distributed throughout the ministry. Ensure every volunteer and their family is known and cared for through this tiered leadership network.
- **Life-Changing Relationships:** Culture-build an environment where the Jethro structure directly equips volunteers to pursue and sustain meaningful, life-changing relationships with students.

3. Collaborative & Cross-Ministry Engagement

- **Team Player:** Actively contribute to the broader FC staff culture, collaborating with other ministry departments to ensure a cohesive family ministry strategy.
- **Special Initiatives:** Contribute to church-wide special events, holiday services, and specific programming as requested by leadership.

To apply, please submit your resume and cover letter or 2-3 minute introduction video to Holly Gillespie at hgillespie@fcnewburgh.com.