



R E D E E M E R

**Job Position:** Jr. High Ministry Director  
**Department:** Student Ministry  
**Supervisor:** Student & Family Ministry Director  
**Classification:** Full-Time (Exempt)

**Job Scope:** Provide dedicated leadership to grow and sustain the 6<sup>th</sup>-8<sup>th</sup> grade student ministry of Redeemer Presbyterian Church to become a community secure in their identity in Christ, vibrant in their love for Him, His Church and the World and build a culture of disciples who make disciples.

Our ideal candidate will provide strategic leadership for Junior High ministry to ensure all programs and activities are high functioning and well-integrated into the mission and vision of the church. Comprehensive leadership and development responsibilities of staff, teams, systems and programs to effectively achieve the mission's objectives of reaching students with the Gospel and making disciples of the next generation.

**Ministry Vision:**

- Commitment to three-year strategy plan to develop and execute a discipleship culture in the Junior High Ministry conducive to spiritual growth and deep community.
- Ensure the ministry programs are aligned and serve the mission and vision of the ministry and collective church at large.
- Enable and oversee all aspects of youth programming and the spiritual growth of youth (Grade 6<sup>th</sup>-8<sup>th</sup>) in our congregation for the sake of helping them mature in faith through service, worship, study and fellowship.
- Lead in the development, implementation and evaluation of dynamic and practical ways to allow students to participate in the larger body at our church.
- Develop and execute effective ways to assess how students are growing, and where they need to grow in their faith, unity and connection.
- Effectively and consistently cast vision to staff, parents, students, and volunteer leaders.

**Programs:**

- Collaborate with ministry leaders on development and execution of ministry programs and curriculum content consistent with program goals.
- Provide creative and strategic leadership to oversee all aspects of Junior High programs utilizing highly interactive methods of engagement so students feel welcomed, known, loved and engaged to grow in the Word and in Grace.
- Orient and train staff to program(s), highlighting process and learning opportunities.
- Facilitate standard curriculum programs and growth of discipleship small group ministry in volunteer leaders, student participation and student replication.
- Build and strengthen relationships with key collaborative pastoral/ministry teams to develop and create a sustainable programmatic rhythm that is engaging and fun, fellowship oriented, and outward facing.



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- Coordinate logistics and plan program-related events with full engagement and participation in all Student Ministry wide events (winter retreats and summer camps)
- Expand the reach of Student Ministry programs by cultivating partnerships with various Redeemer ministries and outside community partners.
- Manage Confirmation Classes for Junior High students as directed by the leadership.
- Recruit, train, and maintain a strong and diverse pool of volunteer staff to help deliver various programs and infrastructure necessary to the success of Redeemer.

### **Ministry Functions:**

- Relationships – Be the public/leadership face for Junior High student ministry as well as being acquainted with the personal lives of students, student leaders, and other key leaders in the church family.
- Communication – Ensure students, parents, and the church family are aware and well-informed on student ministries. Provide frequent and consistent information and encouragement for the ministry.
- Leadership Development – Recruit, disciple, and empower leaders (both adults and students) to provide effective leadership for student ministries. Provide leadership development tracks (structured and relational) for students that integrate service and leadership among students and others with the church.
- Work collaboratively with the family team to develop and effectively communicate an annual calendar of events that provides a coordinated and sequential ministry program that meets the needs of junior high student ministries.
- Engage a ministry ‘network/community’ within staff, parents and volunteer base where there is a relevant exchange of ideas and input to sharpen creativity and expand skill base to bring ministry unity creating cohesion and engagement in the hearts of students

### **Strategy:**

- Develop and oversee a network of small groups (discipleship groups, etc.)
- Oversee clear and effective communication of all things JH to kids, families and church.
- Develop a strategy plan for transitioning graduates from Kids to Junior High and Junior High to High School.
- Recruit, inspire, train and empower volunteers to build relationships with students, and facilitate small group discussions on Sunday mornings and midweek gatherings alongside the Student and Family Director.
- Establish a plan for program growth to include unchurched kids into 6th-8th programs.
- Establish a plan for reaching, connecting the students who are on the “fringe.”
- Develop a missional, outward facing heart in students by conducting service opportunities/trips.

### **Development:**

- Develop and coordinate life-long spiritual formation and education within yourself and key leadership that demonstrate integrity and a positive role model.
- Provide teaching and learning experiences for junior high students to discover and use their spiritual gifts



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- Spend time developing and growing in all things Junior High culture, becoming the “expert” in leading, loving and pursuing the hearts of Junior High Students
- Grow in discipleship, ministry management and leadership with the Student and Family Director

### **Skills/Qualifications/Abilities and Characteristics**

- A devoted and maturing relationship with Christ
- Desire, experience and enthusiasm for working with Junior High demographics.
- Forward-thinking to lead the spiritual growth of students.
- Positive attitude and collaboration spirit, and be a great motivator working with teams.
- Strong personal commitment to the mission/values/and goals of Redeemer leadership.
- A familiarity with and understanding of issues of diversity and inclusion, with knowledge of how these issues are particularly navigated in the church environment.
- Ability to minister cross-culturally and lead students/leaders from various backgrounds.
- Strong facilitation & group leadership skills, both working independently/part of a team.
- Strong organizational skills, including time management, delegation, planning, budgeting and ability to balance multiple projects at a time.
- Ability to manage and engage key stakeholders including key parents, core team members, teenagers, staff members and adult volunteers.
- Willingness to work a flexible schedule that will often require evenings and weekends.
- An energetic and cooperative spirit
- Responsible, reliable, and punctual
- Exceptional moral and ethical character
- A willingness to listen, receive and provide feedback
- Gifted in the areas of (but not limited to), woo, connectivity, leadership, encouragement, developer
- A Bachelor’s degree in a relevant field is preferred.
- Minimum of 5 years of experience in similar ministry work or related fields.