

<b>Title:</b>	<b>Pastor/Director of High School Ministry</b>
Reports to:	Lead Pastor of Blackhawk Fitchburg
Status:	Full-Time, Exempt (Ministerial Exception)
Value to the Team:	You care about reaching and developing high school students, as well as the volunteers who serve them. As an integral member of our team, you lead our High School Ministry.

## Responsibilities

### ➤ High School Ministry (HSM)

- Lead central HSM vision, strategy, implementation, budget, and evaluation. Ensure healthy ministry development across all sites.
  - Oversee programming, events, service projects, GO Teams, etc. Be a regular presence and connector at ministry gatherings.
  - Ensure the creation of resources (e.g., tools, systems, training) so staff and volunteers can implement ministry with quality and consistency.
  - Oversee content/curriculum in collaboration with Middle School Ministry (MSM). Teach in applicable settings.
  - Ensure our multicultural value continues to be developed and incorporated into the ministry.
- Lead the HSM Team.
  - Supervise HSM staff and interns.
  - Recruit, train, and develop multigenerational, multicultural volunteer leaders. Foster a culture where volunteers are spiritual shepherds to students.
- Gather high school students into community and connection as part of the local church.
  - Ensure connecting points for students within HSM and the church community.
  - Connect with students and their families on Sundays and other churchwide events.
  - Provide wise Biblical care in personal life situations of students and families.

### ➤ Student Ministry

- Partner with the MSM Pastor for a cohesive Student Ministry, collaborating on areas of strategic overlap (e.g., content/curriculum, supporting parents, leader training, student serving opportunities).
- Participate in the ideation and implementation of shared initiatives.

### ➤ Teamwork

- Be a regular presence on Sundays.
- Other duties as assigned.

## Qualifications and Skills

Stable, mature, growing disciple of Jesus Christ, committed to the values of Blackhawk Church

Has a passion and fresh energy for ministry to high school students

Demonstrated ability in building rapport and trust with students and their families

Demonstrated success in recruiting, coaching, and developing leaders and teams

Gifted teacher

Exhibits a calm demeanor in uncertainty, and provides wise biblical care

Exercises mature and independent judgment with confidentiality and tact

Values multicultural ministry, and leads through a multicultural lens

(Preferred) Theological training and at least 3 years' experience in youth ministry leadership

### **About Working at Blackhawk**

*At Blackhawk Church, we want to build a loving community that follows Christ in order to reach a community that is lost without Him. On Blackhawk staff, we consider it an honor and privilege to take part in this mission.*

*Our staffing philosophy is simple: connect people to roles they'll thrive in. Our hope is to – as much as is feasible – ensure people's skill, experience and passion align with their role so that they're not just doing the job but thriving in it. Our staff culture values collaboration, coaching/development, humble service and healthy relationships. Our team works really hard, and we have fun doing it. Lastly, we aim to provide a competitive benefit package, and we offer flexibility in schedule when possible and practical.*

*We are an Equal Opportunity employer committed to growing a diverse staff. We don't just accept ethnic and cultural difference – we celebrate it, we support it and we believe it's what God envisions.*

**To apply, visit [blackhawk.church/jobs](https://blackhawk.church/jobs).**