

Title: Associate Director of Middle School Ministry
Reports to: Pastor of Middle School Ministry
Status: Full-time, Exempt
Preferred Start Date: May 2026
Schedule: Onsite most weekdays (with some remote flexibility); Wednesday evenings; occasional Sundays and weekends
Value to the Team: You care deeply about students and have a passion for seeing them take their next step with Jesus while in community with others. As an integral member of our team, you partner in the leadership and implementation of our Middle School Ministry.

➤ **Middle School Ministry (MSM)**

- Collaborate with the MSM Pastor to:
 - Develop ministry vision, goals, and direction. Participate in evaluation and feedback processes.
 - Foster environments that support students' spiritual formation and community-building.
 - Recruit and on-ramp volunteers and teams. Coach assigned interns and ministry leaders.
 - Be a regular presence at ministry gatherings and, as needed, Sunday services.
 - Lead identified special events (e.g., Lock-In, Party in the Park, Summer 6.0).
 - Provide care in personal life situations of students, families, and volunteers.
- Oversee and champion a healthy volunteer team. Equip, develop, communicate with, and care for the ministry's volunteers.
- Be a weekly presence at a specific Community Group location. Manage the space, volunteers, parent connection, and student experience.
- Develop curriculum in partnership with the Associate Director of High School Ministry.
- Manage and direct the Snow Camp weekend experience.
- Manage and direct one of the ministry's summer initiatives (GO Team or Madison Missions).
- As needed, support ministry logistics when the MSM Assistant is unavailable.

➤ **Teamwork**

- Collaborate with the High School Ministry team in areas of strategic overlap to foster alignment and continuity for students and families
- Other duties as assigned.

Qualifications & Skills

Stable, mature, growing disciple of Jesus Christ, committed to the values of Blackhawk Church
Passion for students, with a heart to see students take steps in their spiritual journey
Energized by volunteer development; values engaging and equipping volunteers for meaningful ministry
Demonstrated ability in project management
Exercises mature and independent judgment, with confidentiality and tact
Values multicultural ministry, and leads through a multicultural lens
Proficiency in Office 365 and database systems

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.