

<b>Title:</b>	<b>High School Ministry (HSM) Pastor</b>
Reports to:	Student Ministry & Internships Pastor
Status:	Full-Time, Exempt
Start Date:	January 1 or later, dependent on budget
Value to the team:	You care deeply about the development of high school students and leaders. As an integral member of our team, you lead Blackhawk's ministry to high school students.

## Responsibilities

### ➤ Ministry Leadership

- Lead HSM vision, goals, and direction, ensuring healthy ministry development across all sites as well as alignment with Middle School Ministry on overall Student Ministry goals and direction.
- Oversee strategy and content for HSM programming, events, trips, and student leadership. Be a regular presence at ministry gatherings, whether in-person, online, or hybrid.
- Recruit, train, and develop multigenerational, diverse leaders and teams to serve in HSM.
  - Foster an environment that equips volunteer leaders to be the spiritual shepherd to students as much (if not more) than you are.
  - In collaboration with the HSM Associate Director, oversee HSM interns and key ministry leaders.
- Oversee HSM curriculum in collaboration and alignment with Middle School Ministry.
- Oversee HSM teaching, including developing a team of teachers. Teach in other settings as needed.

### ➤ Connection & Shepherding

- Gather high school students into community and connection.
  - Be actively involved in the lives of students.
  - Develop and maintain connecting points within HSM and the Blackhawk Church community, encouraging an intergenerational church model rather than a church-within-a-church model.
  - Connect with students and their families on Sundays and other churchwide events.
- Provide leadership direction for parent partnerships with the ministry.
- Provide wise Biblical care in personal life situations of students, families, and volunteers; connect individually and corporately (especially in times of need or crisis).

### ➤ Teamwork

- Be present at Blackhawk sites on Sundays for connection and shepherding.
- Participate in the planning and staff presence for central Student Ministry events.
- Provide other pastoral duties as needed: teaching, weddings, baptisms, communion, funerals.

## Qualifications & 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 recruiting, coaching, and developing leaders and teams

Experience in strategic thinking, and able to anticipate and initiate change with grace and thoughtfulness

Team-minded with outstanding skills in relationship-building, emotional intelligence, and collaboration

Reliable, responsive, and a productive participant in project management

Provides wise biblical care in personal life situations

Has excellent interpersonal skills, and exercises mature and independent judgment, confidentiality and tact

Bachelor's degree required, and theological training strongly preferred

## **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 [www.blackhawkchurch.org/jobs](http://www.blackhawkchurch.org/jobs).**