



We are a redeemed community, reaching out at the intersections of life and culture.

We are a community together of Christ's grace and truth. We are a worshiping body of believers. We are a learning community. We want to reach out to the world, starting with where we live.

Highlands' core values:

Worship

Worship means the development of hearts that look to God in reverence and celebration. God's glory demands hearts and minds that focus on his glorious attributes and his mighty works. A biblical theology of worship emphasizes both the Transcendence (that God is holy, and above and beyond his creation) and the Immanence of God (the transcendent God is with us through Jesus Christ, Immanuel). God is both ultimately great and gracious. It's about reverence and joyful praise to God.

This value of Worship develops a heart for corporate worship, and a heart for private worship. That's why prayer is at the heart of it.

Teaching

Teaching means to communicate the truths of the Bible so that people learn and apply them. Teaching is not just informative. Because it is empowered by the Holy Spirit and grounded in the Word, it is also transformative. God's people should be lifetime learners with a goal not only to be "hearers" of the Word, but "doers" of it as well.

Nurture

"Nurture" means personally attending to the care and development of people in Christ. It is ministering to the "whole person" – to people's spiritual, emotional, and physical needs in the context of personal relationships.

Reaching

Reaching means seeking to be faithful to do our part in fulfilling Christ's Great Commission — locally and in all the world. We accomplish this through evangelism, mercy ministry, church planting, and world missions.

**Highlands Presbyterian Church
Director of Student Ministry
Position Description**

Purpose: To oversee, shepherd, and direct all ministerial programs related to the junior high and senior high students of Highlands Presbyterian Church.

Reports to: Senior Associate Pastor and the Personnel Committee

Relates closely with: The Student Ministry advisory group; Senior Pastor; the Session

Responsible for: Junior High Ministry Coordinator; Senior High Girls Coordinator; Junior High Girls Coordinator; Student Ministry Interns; Youth Volunteers

Responsibilities:

1. **Ministry Direction:** Oversee the entire student ministry program. Manage and oversee all staff, interns, and volunteers associated with student ministry. Communicate to the pastors and Session in a timely manner all serious emotional and spiritual issues involving youth and their parents.
2. **Discipleship:** Directly engage in, as well as foster a culture of, Biblically-rooted, intentional discipleship and shepherding of Highlands' youth.
3. **Biblical Instruction:** Provide Biblical instruction, both directly and through the coordination of other staff and volunteer leaders, to students involved in the ministry through weekly Bible studies. Manage and oversee the selection of appropriate materials for youth Sunday school and weekly small groups.
4. **Activities & Integration:** Create, organize, publicize, and lead youth activities and programs. Encourage and support youth engagement and integration into the broader life of the church.
5. **Service Projects:** Direct and implement mercy projects, providing regular opportunities for the youth to serve Highlands, as well as other ministries.
6. **Retreats:** Oversee all junior high and coordinate all senior high conferences, activities, and other church supported events.
7. **Missions:** Direct and implement missions projects and trips for youth, both state-side and abroad, as appropriate.
8. **Volunteer Leadership:** Consistently recruit appropriate adult and college leaders to assist in the planning and coordination of the Highlands youth programs.
9. **Parental Involvement:** Regularly communicate with parents of youth in order to maintain knowledge, support, and enthusiasm for Highlands student ministries.
10. **Worship:** Manage and support the use of music for worship within the youth program, as well as recruit youth and adult volunteers with musical talent to assist.
11. **Pastoral Ministry:** Preach, teach, visit, and assist in worship at the request of the Senior Pastor or Senior Associate Pastor, as appropriate.