



REDEEMER

PRESBYTERIAN CHURCH

1505 N DELAWARE ST | STE 200 | INDIANAPOLIS, IN 46202

Job Profile: Redeemer Students Associate Girls Director

ABOUT REDEEMER

Redeemer is an urban church near downtown Indianapolis. For over twenty years we have been focused on connecting people to Jesus who is bringing wholeness to the city. We move forward in this mission by promoting seven core values:

- *Transforming Safety Of The Gospel*
- *Life-Giving Authority Of Scripture*
- *Thoughtful, Expectant Worship*
- *Meaningful Relationships In Community*
- *Creating Beauty Where We Are*
- *Respectful Evangelism*
- *Desperate Dependence On Jesus*

WHY WE'RE HIRING

As Redeemer's ministry to middle and high schoolers has grown, so has the need for more boots-on-the-ground leadership. To that end, Redeemer is hiring two new Associate Director positions (a man and a woman) to lead Redeemer Students in this next chapter of its ministry. Both roles will be expected to work collaboratively, reporting to the Pastor of Formation, and will share the bulk of vision and leadership. At the same time, particular responsibilities will be determined based on gifting, expertise, desire, and experience.

While leadership will be shared, the role of Associate Girls Director will give special attention to the discipleship of high school and middle school girls, along with the leaders who serve them. This position is ideal for a woman who's passionate about student ministry, wants to work in a collaborative environment, enjoys discipling leaders and volunteers, loves spending time with high school/middle school girls, and is excited about doing ministry in downtown Indianapolis. We envision this role to be full-time, but we are open to part-time arrangements for the right candidate/fit. A part-time arrangement could be on its own, or in a residency model for women pursuing seminary education (more details below).

PRIMARY RESPONSIBILITIES AND TASKS

- Design and oversee a ministry plan that connects students to Jesus and helps them become meaningful participants in the life of Redeemer
- Proactively identify potential leaders for the ministry, overseeing a pipeline and plan for volunteer recruitment and training
- Facilitate and lead regular gatherings that a) engage students' hearts and minds with the gospel, b) foster relationships across a variety of schools and backgrounds, and c) are welcoming and accessible to students who do not yet know Jesus or Redeemer
- Shepherd students, individually and in small groups, so that they are growing in their connection to Jesus

CANDIDATE PROFILE

- You are repenting and believing in Jesus as a way of life.
- You have a growing grasp of the gospel of the kingdom in your own life and in the social fabric of urban Indianapolis.
- You have a passion for youth ministry and seeing young people grow in the gospel.
- You like to create and build new structures.
- You enjoy teaching, discipleship, and facilitating good conversations.
- You prioritize living in and leading well from your marriage or your singleness, whichever God has called you into.
- You are emotionally intelligent: self-aware, able to connect well with people, and handle conflict maturely in a biblically wise way.
- You collaborate well, winsomely articulating your position, so that you are able both to persuade and be persuaded.
- You have a commitment to improvement and growth.
- You are aligned and in agreement with Redeemer's core beliefs and values.

HOW TO APPLY

Please check out the full job description on the following pages. If you think this position is the right job for you, please send a cover letter and resume to Sam Haist [sam@redeemindy.org]. Applications will be accepted through March 8.

Job Description: Redeemer Students Associate Girls Director

JOB PURPOSE:

To help oversee and develop Redeemer's middle and high school ministries in order to connect students to Jesus, to help them become meaningful participants in the mission and life of Redeemer, to reach unchurched students in our neighborhood and city, and to foster connection among students from a variety of schools and backgrounds. The Girls Director will give special care to the discipleship of high school and middle school girls, and the leaders who serve them.

RESPONSIBILITIES + TASKS:

1) Student Engagement

- Shepherd students, individually and in small groups, so that they are growing in their connection to Jesus; seek opportunities to build relationships and mentor
- Meet students "on their turf" when/where possible (e.g., visiting schools, attending performances or sporting events, etc.)

2) Leader Engagement

- Proactively identify potential leaders for the ministry, overseeing a pipeline and plan for volunteer recruitment and training
- Meet regularly with volunteers, individually and as a team, so that they are growing in a) their connection to Jesus and b) their readiness for ministry
- Encourage leader relationships with students for the purpose of effective relational ministry
- Resource volunteers to lead and facilitate small groups

3) Student Formation

- Collaborate on a ministry plan that connects students to Jesus and helps them become meaningful participants in the life of Redeemer
- Help plan, lead, and teach at regular gatherings that a) engage students' hearts and minds with the gospel, b) foster relationships across a variety of schools and backgrounds, and c) welcomes students who do not yet know Jesus or Redeemer
- Collaborate in planning social events, service projects, and other transformative experiences (e.g., annual retreats, etc.)
- Equip students for outreach and evangelism, connecting them to opportunities for mission in the city

4) Leadership + Oversight

- Help manage a well-run ministry
- Collaborate well with Associate Guys Director, effectively sharing tasks based on gifting and expertise

- Communicate well with students and households about what is happening in the ministry
- Oversee logistics for regular gatherings (e.g., snacks, technology, printing, etc)
- Help maintain accurate calendar and contact info for ministry
- Collaborate on a plan to engage students from Redeemer's own congregation, as well as church plants and daughter churches
- Work with the Pastor of Formation to ensure the Redeemer Students ministry is aligned and integrated with Redeemer's overall vision for discipleship and formation
- Participate in the regular rhythms of Redeemer staff (e.g., attending relevant meetings, collaborating with others, leading staff prayer, etc.)

YOUR COMPENSATION

Compensation for this position will be competitive and generous, whether full or part-time, and will consider experience and education. Don't worry: we know we're in a city, which means it costs more to live here. We want to take care of you and help ministry be sustainable.

Full-Time Model

- In addition to salary, full-time Redeemer staff members are also eligible for these benefits:
 - Medical Insurance (Redeemer pays 100% of the premium)
 - Dental Insurance (Redeemer pays 100% of the premium)
 - Health Savings Account (HSA) match (Redeemer matches your contributions 1:1 up to the legal cap)
 - Retirement match (Redeemer matches your contributions 2:1 – we contribute \$2 for every \$1 you contribute – with our contribution capped at 8% of your salary)

Part-Time Model

- Competitive hourly rate @ 20-25 hours/week

Ministry Resident Model

- As a Ministry Resident, roughly 60% of your hours would be devoted to student ministry, with 40% focused on seminary studies (based on a full-time work week)
- In addition to salary, your compensation package may also include these benefits:
 - Tuition reimbursement up to \$5,000/year (based on cost of M.Div at Indianapolis Theological Seminary)
 - A housing stipend (up to \$1,000/month), based on need and living situation
 - Medical + Dental Coverage
 - These benefits will be determined based on need and living situation, in conversation with candidates