

DIRECTOR OF STUDENT MINISTRY
FOOTHILLS CHRISTIAN CHURCH - [BOISE, ID]



CHURCH AND OPPORTUNITY PROFILE

COMPILED BY



CHEMISTRY
STAFFING

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FOOTHILLS CHRISTIAN CHURCH

9655 West Church Street
Boise, ID 83714

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CHURCH & COMMUNITY PROFILE

OPEN POSITION:

Director of Student Ministry

MISSION, VISION, VALUES

Our Mission - Make fully devoted followers of Jesus Christ.

Our Win - When you are connected to Jesus, you are connected to authentic community and engaged in your mission in life.

The Code - Here at Foothills, we live and breathe by our code. To keep the vision clear we stick to these ten things to direct our actions.

IT'S ALL ABOUT JESUS - It's about Him, not us. We find ourselves in seeking Him, find life by giving it away, receive honor by serving, grow rich by giving.

HIS WORD ABOVE OURS - We want to know what Jesus said, why He said it, and how it applies to our lives.

REDEMPTION - The power of the gospel of Jesus is redemption. We are messed up broken people who need new life, fresh purpose, second chances.

STRIVE FOR THE PRIZE - What we are doing has eternal significance. Everything we do deserves commitment, passion, excellence, perseverance and sacrifice. Nothing less than our very best.

FOR THE ONE - Maturity in faith is caring about what Jesus cared about. Jesus left the 99 for the one. Maturity is doing the same. It's a messy and expensive process.

GIVERS INSTEAD OF TAKERS - When Christians give, people live. Generosity is the heart of the gospel. It's not about you but what Jesus wants to do through you.

UNIFY TO GLORIFY - We focus on what unites, not divides. We are intergenerational, inter racial, inter ethnic, inter economic, inter IQ, inter denominational. Nothing happens in God's kingdom when we are divided. We work hard to preserve the bond of unity in Jesus. We fight for it.

FAITH WALKERS - We walk by faith, not by sight. All things are good if employed in prayer and thanksgiving. Every method, strategy, form, or structure is a tool, not a theology.

LESS IS MORE - We play one game, not a bunch. We reach for one goal, not ten.

JUST DO IT - It's not what you know, but what you do with what you know. Meaning: we are all about serving, which is doing. Be a contributor not a consumer.

COMMUNITY PROFILE

We are very much a northwestern city, we have a little bit of Portland and Seattle in us but we resemble Salt Lake City more than anything. We have a large mormon population, our downtown has a great vibe, with lots of good food and fun. People in the Boise area love local and you can tell: farmers markets and lots of local activities.

We are situated on the edge of Boise in between the cities of Eagle and Garden City. Eagle has the highest average household income in the county and Garden city has the lowest. We have a very good blend of both communities attending our church. Boise is a friendly city which is seeing a great deal of growth and is considered a great community to live in based on cost of living and value.

People love living here because of all the incredible outdoor things to do! We have great winter sports and boast a ski resort that is only 40 minutes away. Our summers are full of mountain biking, water sports, camping, hiking, rock climbing, and fishing. If it is outdoors we have it! We are home to Boise State University, a division one school which the community rallies around.

Boise is a 4 season city: fall is full of pumpkin patch trips and corn mazes, spring tends to be wet and rainy, and our summers are warm and dry. During the winter, the mountains protect us from the worst of the snow, and when it does snow it doesn't last too long. Boise is a warm and welcoming city that is just big enough to have all the stores and restaurants you'd want, while being small enough to not have too much traffic, crime, etc. It truly is one of the greatest cities to live in.

Population of City - 220,000

Population of County - 400,000

CHURCH HISTORY

The Foothills Story

1925 – First Church of Christ is incorporated in Boise, ID. Although the name has changed, we have deep roots in the Treasure Valley. In June of 1925 they bought an old house on the corner of 16th and State.

1927 - They began meeting in the old Episcopal Church located at 15th and Ridenbaugh. The building was later moved and is now "Christ's Chapel" on the campus of Boise State University. Our history is deep. As you go by the BSU Campus and see the old church near the corner of Broadway and Myrtle, you'll be reminded of our passion to reach the unchurched community for Christ.

1945 - The church leadership starts Boise Bible College with classes held in the basement of the church. Two and a half acres were purchased on 36th Street. This was the beginning of the Christian Children's Home, which was a needed outreach in our community. Today we continue outreach in our community through clothing, food, foster care and other community outreaches.

1972 - On August 6th was the groundbreaking on property for the college and church at it's current location at 8695 Marigold Street.

1977 - The church purchased property on Castle Drive and began building a new campus.

1996 - Doug and Kim Peake with son Zac (he was 1 year old) came to Pastor the First Church of Christ. They added Makenzie that year and Jake in 2005.

1998 - In July the congregation moved to 9655 State Street and is now known as Foothills Christian Church.

2000 – Auditorium is complete and the first service is held there on Easter.

2008 - Atrium is built. The church sees a need to create a deeper community and gathering place on Sunday mornings so they built the atrium. To this day, our Sundays are filled with a sense of family and community.

2015 - Foothills becomes accredited with ECFA - The Evangelical Council for Financial Accountability. The leadership team strongly believes in financial accountability and integrity. We follow the Seven Standards of Responsible Stewardship established by ECFA.

Current– We love our city and our desire is to bring you closer to Jesus Christ . Only through Jesus can you find your true purpose in life.

CHURCH OVERVIEW

Average Weekend Attendance: 850 at one campus (not multisite)

Attendance Trend: Growing

The Weekend: We have 2 services in the morning on Sunday's. Our music style is very current, Hillsong, Elevation, Bethel, Mosaic, etc. We do use lights and haze in our main service to create a specific atmosphere. We have a very talented worship and creative team and use media in creative and artistic ways. Our preaching is done by series, we pick themes based on scripture that speak into where our congregation can likely grow the most. Our pastor has great bible knowledge and uses it to tell compelling stories that bring a richness to the preaching. We constantly look for ways to do things differently in order to reach people in our community. Our desire is to lead them to a growing relationship with Christ.

Facilities: We are in the process of building a brand new youth facility off the back of the building, it should be completed in early 2018. Our auditorium seats between 450 and 600 and is in good condition.

Overall Debt: \$800,000 (mortgage)

Denomination: We began out of the restoration movement. We operate independently and like a non-denominational church.

Governance & Polity: We have a board of elders who are involved in decision making. Our Senior pastor has been appointed by the elders and trusted with the overall decision making in our church, he is held accountable by them. Our Senior Pastor, Associate Pastor, and Business Manager are the leadership of the church and meet weekly to make all the leadership decisions for our church.

Current Paid Staffing Level: Full time senior pastor, full time associate pastor, full time business manager, full time worship director, full time creative director, full time children's director, full time outreach director, full time production director, various other part time positions: Connect director, database manager, admin assistants, etc.

MINISTRY OVERVIEW

MAJOR MINISTRIES OF THE CHURCH

Main service, connect ministry, first impressions, children's ministry, outreach ministry, youth ministry, business office. Small groups falls under our connect ministry, we use it as a place to put all our groups, including things like divorce care, etc. Under Outreach we have community outreach, foster care, food pantry, clothing, etc.

OUTREACH PROGRAM OVERVIEW

Under Outreach we have community outreach, foster care, food pantry, clothing, Foster relief, etc. We encourage our small groups to be engaged in service projects throughout our community. We try to keep things simple in order to be really effective, next year we have about 3-5 big outreach events we are collaborating on. Church in the park, Good Friday service, community projects, Christmas , Easter.

THEOLOGICAL OVERVIEW: Evangelical - Conservative

THEOLOGICAL OVERVIEW

We are only saved by grace through faith. (If someone doesn't believe this they won't fit) Jesus is the only one who can save us. Salvation is a relationship with Jesus. Unity of the body takes precedence over systematic theologies, love is our calling and requires us to do something about it.

Theological hills we will die on: Ephesians 2:8-9, John 14:6, Ephesians 4:1-3, 1 John 4:7-21. We are only saved by grace through faith. (If someone doesn't believe this they won't fit) Jesus is the only one who can save us. (If they don't want to introduce teens to Jesus then they won't fit). Salvation is a relationship with Jesus. Unity of the body takes precedence over systematic theologies, love is our calling and requires us to do something about it.

We follow the teachings of the bible. While we believe homosexuality is a sin, we welcome those who struggle with homosexuality in our church. We won't condemn them but we won't affirm them either. As for alcohol, drinking is acceptable and not a sin, being drunk is. We have staff and elders that will enjoy a beer or glass of wine, but we don't flaunt it or share it across social media platforms and we do not condone drunkenness.

WINS & OPPORTUNITIES

BIGGEST WINS IN THE PAST 18 MONTHS

Unity and collaboration between staff is getting stronger.

Vision and clarification for the future: Valuing next generation of leaders and their role

Fast Track: Sunday journey that clarifies our mission, vision, and culture

Team Night: Quarterly celebratory gathering that excites and unites our volunteers

BIGGEST OPPORTUNITY IN THE NEXT SIX MONTHS

New youth building

Community outreach growth and clarified vision

Continued growth of volunteer and giving culture based on Fast Track, Team night, and Outreach

CHURCH'S BIGGEST CHALLENGE

Growing beyond 1000 in average weekly attendance. We have so many incredible people in ministry here at Foothills and we have the heart and passion for our community. We need to continue to unify as a staff. We also need to see our Youth ministry flourish under passionate and out of the box thinking. We need to continue staffing people to their strengths. We also need to stick to our process of using Fast Track, Team Night, and community outreach to fulfill our mission and win statement.



THE OPPORTUNITY

POSITION TITLE

Director of Student Ministry

JOB STATUS

Full-Time

POSITION OVERVIEW

To direct and lead youth programming for Middle School and High School. The Director of Student Ministry needs to be highly relational and prepared to mentor and foster youth leaders in order to create a ministry that is unlike the traditional model. We are looking for a highly energetic person that is passionate about seeing young people grow into an active Christian faith that understands the value of being connected to the local church in serving and giving.

REPORTING RELATIONSHIP

This position reports to our Associate Pastor who reports to our Senior Pastor.

GOALS & EXPECTATIONS

Our desire is to approach student ministry with a brand new format of reaching students. We want to see someone getting out into the community and building relationships with unchurched youth in any way possible. We also want them to reach out to parents and students within our current congregation. We don't want a figure head, we want someone who is personable and a strong leader capable of rallying volunteers to lead throughout our student ministry areas. We want to get out of the traditional system and move to a small group, serving model. Slightly more traditional for our middle school but much different as students move into high school. We want them to be involved in the community of our church and not in their own little box. Serving, giving, and community should be taught by example.

JOB DESCRIPTION

Director of Student Ministry (Full-Time)

Position Purpose: To direct and lead youth programming for Middle School and High School. The Director of Student Ministry needs to be highly relational and prepared to mentor and foster youth leaders in order to create a ministry that is unlike the traditional model. We are looking for a highly energetic person that is passionate about seeing young people grow into an active Christian faith that understands the value of being connected to the local church in serving and giving.

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Responsibilities: Subject to adjustment in conjunction with the Associate pastor and Senior pastor.

The Director of Student Ministry shall:

1. Provide leadership for and function as the primary staff person relating to the Student Ministries.
2. Oversee the recruitment and training of volunteers to work with Middle and High School age groups.
3. Follow our current structure for middle school Sunday morning services and Tuesday night youth group. Including, planning, prepping, and volunteer growth.
3. Follow our current structure for High school Mid-week clubs/small groups. Including, planning, prepping, and volunteer growth. Must seek out new volunteers, parents, and host sites to extend our High School club/small group program.
4. Work with the Associate Pastor in preparation of an annual budget.

5. Coordinate activities that support special youth activities and trips.
6. Promote service through age appropriate service projects.
7. Oversee our 9th grade class on Sunday mornings by planning and coordinating with volunteer teachers, students, and parents.

General Responsibilities

1. Be a part of the worshipping community, understand our CODE and be passionate about the mission and vision of Foothills.
2. Attend monthly staff meetings, weekly SM meetings, and any other meetings required by the supervising pastor.
3. Meet regularly with supervising pastor as needed at a time mutually agreed upon.
4. Coordinate youth activities with other ministries of the church in cooperation with staff.
5. Be in contact with office staff and provide a timely and accurate schedule of Student activities. Keep the staff informed of youth events by coordinating the publicity for youth activities through the appropriate vehicles provided by the church. (e.g. happenings, social media, posters, bulletin announcements, web page, etc.)
6. Manage the disbursement of budgeted funds for Student Ministry within the guidelines of the approved budget and in adherence with the purchasing policies of the church.
7. Keep administrative records. For example: attendance, volunteer information, service order, database upkeep, etc.
8. Encourage young people to participate in all areas of the church, including worship, youth activities, serving, giving, outreach, etc.
9. Refer prospective families for membership and unusual circumstances where follow-up is desirable to the supervising pastor.

Working Conditions The position of Director of Youth Ministry requires flexibility in hours available for work, including evenings and weekends. The position is a full time, salaried position and while the salary is based upon a projected 40 hours per week, the actual number of hours required during any given week are those needed to fulfill the responsibilities of the position.

It is understood that the Director of Student Ministry shall:

1. Maintain some regularly scheduled office hours in order to be accessible to youth, parents, staff and the leadership of the church.
2. Keep the church office informed as to how the Student Director can be contacted.
3. Notify the staff prior to all unforeseen and untimely absences from regularly scheduled events, and provide a suitable substitute in the case of anticipated absence.
4. In the case of extended time away from the office arrange to receive messages.
5. Be familiar with and operate within the guidelines set forth in the staff handbook

Qualifications: Since the Student Director plays a major role in the faith development of the younger members of the church, both as a leader, and as an example, Foothill's seeks a professional leader who has a solid understanding of the foundations of the Christian faith, and has a strong desire to nurture young people in the Christian faith. We seek a person who generates new ideas and programs and a person who values a team concept of ministry. Therefore the following qualifications are desirable.

- 1 . Youth and Family Ministry, Education or significant experience in Youth Ministry.
2. The ability to work with youth and adults.
3. Good organizational skills.
4. Great relational character that is passionate about recruiting and mentoring volunteer leaders.

Church Leadership Support

1. Encourage, pray and support you as a leader in this church.
2. Support you with a salary package competitive with similar positions in the area the details of which can be negotiated depending upon your needs.
3. Provide you with paid time off in accordance with the Staff guidelines of the church.
4. Meet with you weekly and support you in your in ministry.



THE OPPORTUNITY

PUBLIC JOB POSTING

Foothills Christian Church In Boise, ID is looking for our next Director of Student Ministry. We're a growing church of about 850 people that love our city, and desire is to bring our community closer to Jesus Christ.

We are very much a northwest city, meaning we have a little bit of Portland and Seattle in us with Salt Lake thrown in for good measure. Our downtown has a great vibe and offers tons to do and lots of good food. We are situated on the edge of Boise in between the cities of Eagle and Garden City. Boise is a very friendly city and we fall into a few top ten lists for best communities to live based on cost of living and value.

We're looking for a real leader to direct and lead our programming for Middle School and High School students. If you're highly relational, energetic, and passionate about seeing young people grow in their faith, we'd love to hear from you.

We are looking for a person that is that understands the value of being connected to the local church in serving and giving. You'll need to be prepared to mentor and foster youth leaders, and build community with your team. You'll also need a good head on your shoulders to creatively think and implement ideas to reach the next generation. We're a big fan of Orange.

We are currently building a new facility specifically for our middle school program, and we're passionate about seeing our high schoolers fully integrated into the life of the church.

Does this sound like you? If so, please tell us a little more about yourself by filling out your profile here: <http://chemistrystaffing.com/submit-profile>. (We've partnered with Chemistry Staffing to help us identify the right person for this ministry role.)