



CHURCH & CANDIDATE PROFILE

CHURCH NAME

Grace Church

CITY

Camby

STATE

IN

CHURCH WEBSITE

<https://discovergrace.net>

THE COMMUNITY

POPULATION OF CITY

Approximately 20,000

POPULATION OF COUNTY

72,000

COMMUNITY OVERVIEW

Grace Church is located in Camby, IN. Camby is an unincorporated community that spans three county corners and offers the best of country-type living with proximity to several smaller cities and just twenty minutes from downtown Indianapolis. If wide open spaces are to your liking, Brown County State Park is just forty-five minutes south of Grace Church. Shopping, schools, parks, hospitals, and entertainment surround our area. The cost of living in Camby is almost 10% less than the national average.

WHY PEOPLE LIKE LIVING HERE

Indianapolis is known as a sports capital and convention city. The NCAA headquarters are located downtown, with Indianapolis hosting annual college tournaments. The Colts, Pacers, Indians & Indy 11 provide year-round professional football, basketball, baseball, and soccer events. Not to mention, Indianapolis is home to the Indy 500 & festival annually in May. Indianapolis has all the amenities of a big city with a small-town feel. Getting around the greater Indianapolis area is easy with accessible interstate systems. Known as the Crossroads of America, you can take day trips to Cincinnati, Louisville, & St. Louis. Grace Church, located just fifteen minutes from Indianapolis International Airport, makes flying accessible.

THE CHURCH

CHURCH HISTORY

Grace Church began in 1950 in Mooresville, IN. Having a small group of committed followers of Jesus, they soon outgrew their building in Mooresville and moved just north to Camby in the mid-1960s. There, God continued to grow Grace, and through numerous building additions and renovations, the decision was made to purchase 5+ acres north and build the current building in 2006. In the last 34 years, Grace has had two Lead Pastors, with the current Lead Pastor in his 11th year.

DENOMINATIONAL AFFILIATION

Missionary Church

VISION, MISSION, VALUES

Mission: Love God, Love Others

Vision: Develop 1,000 disciple makers

Values:

Biblical application evidenced in love, grace, and truth - Scripture is our first and final authority. It shapes everything we do. We strive for the application of God's Word not just knowledge of God's Word. We pursue life with a passion to be fully alive, following the ways of Jesus as we work out our salvation by making disciples who make disciples. Making disciples is a mandate that is relational based on love, grace, and truth. We have benefited from God's intention of love, grace and truth; therefore, we eagerly extend it to others. We measure our success by our ability to make disciples who make disciples. James 1:22, Isaiah 40:8, Philippians 2:12-13, Matthew 28:19-20, Ephesians 4:15, 1 John 3:18, Ephesians 2:8-9

Passionate about people - All people (regardless of race, gender, socio-economic, past or present condition) matter to us because they have infinite worth to God. Jesus has called us to love others like we love ourselves and to serve others like he served us. Jesus came to seek and save the lost and has left us here, in part, to do the same. Our individual lives and our collective efforts will reflect this conviction. Genesis 1:26, Matthew 10:29-31, Luke 10:27, Mark 10:45, Galatians 5:13, Luke 19:10, Romans 15:5-7

Intentional investment in the next generation - Future generations are extremely important. They are the church of today and the leaders of tomorrow. Jesus valued, blessed, and believed in younger generations and so do we. Our investment in future generations includes our time, talents, and treasures. We take seriously the encouraging, equipping, empowering and safety of future generations. Deuteronomy 6:6-7, Matthew 19:14, Proverbs 22:6, 1 Timothy 4:12, Mark 9:42

Authentic relationships - New life in Christ is all about relationship with God and relationship with others. Belonging to His community, the church, requires a commitment to being intentionally involved with others in accountable and encouraging relationships. We believe life change happens best in the context of relationships. In clusters of caring people, participants share and encourage each other toward spiritual growth. People experience both the benefits of a larger church and relationships that only develop in small, safe settings. Authenticity, integrity, openness, honesty, and sincerity define us. We take pride in being the Bride of Christ and we constantly invite others to be a part of what God is doing at Grace. Hebrews 10:24-25, James 5:16, Ephesians 4:25, 1 Corinthians 12:21-26, 1 Timothy 1:5, 2 Corinthians 1:12

United worship and teaching - Unity comes when we understand who we are united in. We are united in Christ and everything we do is for His glory. The Bible does not tell us to use certain styles of music or to present our message only through words. The Bible makes it clear that we are to find ways to effectively bring the message "into all the world" in order to make disciples. We believe this will require careful scrutiny of everything we do - new practices and old - and a willingness to change when necessary within biblical parameters. We gather weekly for worship and teaching (faithfulness) to then scatter into our world to make disciples (fruitfulness). Ephesians 4:3-6, Acts 2:42-47, 1 Corinthians 9:22-23

Local and global impact focused on ministry and service - We are commanded to have an impact for Christ in our local, regional, and global world. This is accomplished as we connect locally at Grace, owning the responsibility to impact this world. Each believer has received a spiritual gift(s) to serve others in and outside the church. Every follower of Jesus is a minister. Spiritual giftedness and maturity determine where and how a believer serves. We believe excellence honors God and reflects His character. We strive for excellence, not perfection without compromise, in all areas of our ministry and lives. Acts 1:8, Psalm 67:1-2, 1 Peter 4:10, Colossians 3:17

Creating environments of prayer, generosity, hospitality & joy - Healthy environments take intentionality, forethought, and determination. When God's Spirit moves into a person, the environment of their heart changes. When God's people gather, the environment they bring reflects the goodness and glory of God. Prayer reflects our dependence on God. Generosity, hospitality, and joy are our responses to God. We are generous with our time, talent, and treasure, understanding everything comes from Him, and we are only managers of what we possess. Hospitality is based on the acceptance God has for us and that we have for others. We accept people where they are in their faith journey, no matter if they are skeptics of faith, investigating faith or followers of Jesus. Jesus is our source of joy. Laughter, fun, and all-out praise are results of an environment of joy. Romans 12:10-13, Ephesians 6:18, 1 Timothy 2:1-2, James 5:16, 2 Corinthians 9:6-8, 1 Peter 4:8-9, Nehemiah 8:10

**AVERAGE WEEKEND
ATTENDANCE**

542

ATTENDANCE TREND

Growing

HOW MANY CAMPUSES?

1

NUMBER OF WEEKEND SERVICES

2

WORSHIP STYLE OF YOUR CHURCH

Our worship style is modern, and we aim for an atmosphere that is engaging for both the seasoned Christian and the brand-new visitor. Our current rotation of songs includes music from Elevation, Hillsong, Vertical Worship, I AM THEY, and many others. We have a full band of musicians and most Sundays we feature a full band but love the creative freedom to do different things occasionally like acoustic or guest leader Sundays.

OVERVIEW OF WEEKLY WORSHIP GATHERING

We have two identical Sunday morning services at 9:30 and 11:00 a.m., featuring a modern worship style incorporating current worship music, lighting, video, and other creative elements. Pastor Marty's preaching style is relatable, understandable, spiritually challenging, and grounded in the Word of God. People often comment about the worship being engaging, the message being down to earth, and the service feeling very personable.

TELL US ABOUT YOUR FACILITY

We have just over five acres of property. Our current facility was built in 2006. It

has 43,000 square feet and houses a six-hundred-seat Worship Center, a full-size gymnasium, a Café, several children's classrooms, a designated youth space with break-out rooms, and two adult classrooms. Our staff offices are also housed within the church. We also have a community walking trail on the premises.

OVERALL BUDGET (THIS FISCAL YEAR)

\$875,000

OVERALL LONG-TERM DEBT OF THE CHURCH

We currently have a mortgage on the building, and by January 2024, it will be just under a balance due of \$2 million.

OTHER MINISTRY PARTNERSHIPS

We are part of the Missionary Church denomination. Organizationally, we are a denomination, but we really see ourselves as a family of churches. As a family of churches, we realize that we have a unique identity. Others may share in one or more of our traits, but we believe the combination of the following five traits (Core Values, Purpose, Roots, Beliefs, and Relationships) expresses this unique identity of the Missionary Church. Information regarding the denomination can be found at mcusa.org.

While we do not have formal partnerships with other ministries/para-church organizations, we consider several local ministries Mission Partners. We either support them financially, through serving alongside them or sometimes both. These organizations include, but are not limited to, Clarity Pregnancy Centers, Churches in Mission, World Vision, Youth for Christ (Campus Life), and One Mission Society. We are also currently partnered with four international missionaries.

GOVERNANCE & POLITY

We are Board-governed and Staff-led. The Leadership Board, comprised of three elders, three deaconesses, and the Lead Pastor, serves to guard Grace Church's spiritual integrity and policy governance. All ministry falls under the purview of the staff. All day-to-day ministry and staffing decisions are run through the Executive Team, which comprises the Lead Pastor, the Executive Pastor, and the Worship Pastor, with the Lead Pastor being the ultimate decision-maker. The Leadership Board oversees employment matters involving any issue of morality.

MINISTRIES, PROGRAMS, AND STAFFING

CURRENT PAID STAFFING LEVEL

Full-Time

- Lead Pastor
- Executive Pastor
- Worship Pastor
- Student Pastor
- Children's Director
- Finance Director

Part-Time

- Facilities Director
- Next Gen Ministry Assistant
- Receptionist
- Custodial Staff (2)

MAJOR MINISTRIES OF THE CHURCH

Grace Kids (Birth – 6th grade): In Grace Kids, we want to win, build, and send Grace Kids for Jesus. We want every child from birth to sixth grade to not just know about Jesus but to know Him as their forever friend. Grace Kids Ministries offers weekly opportunities to learn about Jesus. Classes for school-age kids include a large group environment and small groups for discussion and connection. Fifth and Sixth-grade students are invited to join us every other Wednesday evening for The Edge. Special events such as Daycamp, Camp Blast, and many more are intentional environments created to help kids know Jesus more.

We believe that discipleship is crucial for all ages and stages, and therefore, we have created the following definitions and expectations for kids within the Grace Kids Ministry:

Nursery children (0-2 years of age) will feel that: "God loves me" and "People at church love me" because of the way they are cared for by the Grace Kids Nursery Team and other adults at church.

Young Preschool (2-3 years old) can tell others that: "God loves people and is with them," "God sent Jesus because He loves us," and "God made everything."

Older Preschool (4-5 years old) can tell others that: "God loves people no matter what," "He can do all things," "Jesus died on the cross and then came back to life," and "The stories in the Bible are true and really happened."

Young Elementary (K-2nd Grade) understands and can tell others that: "God is the Father, the Son, and the Holy Spirit," "He always has been and always will be," "Jesus understands what it's like to be human," "People who love Jesus want to obey Him," and "The church is more than a building; it is Christians who gather together to worship and serve God."

Middle Elementary (3rd - 4th Grade) understands and can tell others that: "God is everywhere at all times," "He knows what people need and desire, but still expects them to pray," "Jesus died to pay the penalty for all my sins - salvation is the beginning of a growing relationship with Jesus that lasts forever," and "God uses the church to meet the needs of people in the community and around the world."

Upper Elementary/Preteen (5th - 6th Grade) understands and can tell others that: "God wants people to communicate with Him and study the Bible daily," "A growing relationship with Jesus is important and necessary," "A Christian experiences joy when he recognizes God is working in his life and the lives of others," and "God calls all Christians to tell people about Jesus and to teach them how to know and follow God."

GSM (Grace Student Ministries: 7 - 12th Grades):

We currently have ninety-nine students on the roster but only have a consistent impact on thirty-five.

We believe that discipleship is crucial for all ages and stages, and therefore, we have created the following definitions and expectations for kids within the Grace Student Ministries:

Grace Student Ministries exists to help students KNOW Jesus personally, GROW in spiritual maturity, SHOW commitment to God's family, and GO make disciples through life on mission.

Know Jesus Personally: A disciple has put their faith and trust in Christ alone for salvation, entering into a personal relationship with God.

Skill: Share their story of coming to faith in Christ.

Grow in Spiritual Maturity: A disciple is one who increasingly displays a life in which they think, speak, act, and relate to others in a Christlike manner.

Skill: Develop a Time Alone With God (TAWG) outside of corporate worship, including Bible reading and prayer.

Show Commitment to God's Family: A disciple is committed to forging an authentic Christian community through faithful participation in body life (church, youth group, etc.) where they receive from others, serve with their gifts, and contribute with their finances.

Skill: Faithfully attends GSM with a heart open to others—sharing one's perspective and lovingly listening to others in small group discussions.

Skill: Discovers and uses one's spiritual gifts to serve the body of believers.

Go Make Disciples Through A Life On Mission: A disciple regards no one from an earthly point of view but rather views and treats all relationships as opportunities to show and share the love of Christ.

Skill: Maintains a regular prayer concern for friends & family who do not know Christ.

Skill: Invites friends to participate in GSM activities and group times.

Skill: Participates in a mission trip during their GSM tenure.

We believe all students are loved by God, able to experience His power for daily living, and are called to a purpose bigger than themselves. Grace Student Ministries includes a large group environment, small groups for discussion and connection, special classes, conferences, fun outings, and mission trips. The launchpad for everything we do is on Sundays at 11 AM for middle school students and at 5 PM for high school students.

Young Adults: This area of ministry is lay-lead by a couple of our young adults. The need for this ministry is very small but is gaining momentum with about six current college students. We want to see this ministry area grow and expand to incorporate those aged eighteen to twenty-somethings, married and single.

Community Groups: Community Groups are integral to what we do at Grace Church. Discipleship happens when we are in a community, and community happens in circles, not rows. Community groups allow us to connect with others and grow our relationship with Jesus. Community Groups take shape at Grace in many ways, such as through Discipleship Groups, In-Home Groups (Small Groups), Man-Up Monday Events, Women's Bible Studies, Relate Strong, re|engage, and many more).

Discipleship Groups (D-Groups): A D-Group is a gender-specific closed group of

three to five believers (including the leader) who meet together weekly for the purpose of accelerated spiritual transformation. These groups challenge each person to get real about life and to help one another grow in love for God and out in obedience to God as disciple-makers. We rolled out this practical initiative in June of 2023. We are currently utilizing the six books in the DisciplesPath series by Lifeway. As a person completes the first three books, they are challenged to find a group of people to lead through the books in a new D-Group. Discipleship is about formation and multiplication. As of September 2023, we have about twenty-five adults and fifteen high school students involved in D-Groups.

In-Home Community Groups (Small Groups): A Small Group is an intentional gathering of people who meet regularly for the purpose of being developed as Christ's disciples. Groups are intended to help people learn how to love God with passion and faith, as they make Him the center of everything, and to love others as Christ loves us. Small Groups are a great way to get to know people - and to have a small group of people who invest in your life while you invest in theirs. It's about finding a group of people who share your interests or a group who are entirely different to branch out and try something new. Whether you are looking for a group for just men, women, singles, college-aged young adults, married couples, young families, empty-nesters, or a mixture of the above, we have a group where you can belong.

Man-Up (Men's Ministry): The Men's Ministry has been active for several years, but in 2021, they launched Man-Up Monday. Following a semester-type schedule, men have been joining together to explore what it means to be the men designed them to be while being disciplined and disciplining one another. There are currently thirty-three attending this session, but at least 67 men have completed at least one of the sessions, with many having attended all of them.

Women's Ministries: We seek to empower, strengthen, and encourage women to reach their full potential in God by helping women gain knowledge and understanding of God as they continually grow as disciples of Jesus. Women's Ministries includes Bible studies during the week and multiple events throughout the year, including opportunities for connection through fun events, conferences, and opportunities to serve. We have also hosted an IF: Local for the past three years.

Relate Strong: What if our relationships became what God intended them to be... a place where we grow in God's love and strength? RelateStrong (originally

known as MarriageStrong) began in August 2008 at Fuller Theological Seminary with the mission of helping seminary students prepare their marriages for a life of leadership and service. Since then, RelateStrong has grown beyond the seminary setting and has been used in churches, Christian organizations, academic campuses, overseas programs, multicultural audiences, and other leadership venues. Grounded in theology and the best of psychology, RelateStrong is a framework that provides emotion regulation skills and other tools for healthy relating. Through identifying our particular pain points and ways of coping, we are able to find personal healing and form new, healthy patterns of relationship. Grace Church began offering RelateStrong in 2019. It is a 12-hour experience of discovery, growth, and freedom. It is a group experience combining teaching, reflection, and interaction. Relationships are challenging, and we all struggle. The Relate Strong experience offers tools to empower us by helping identify the unhealthy ways we have learned to cope, learning the truth of who God says we are, visualizing the new ways of interaction that bring healing and peace, and replacing hurtful environments with loving atmospheres of "us" and safety.

Re|Engage (Marriage Ministry): Re|engage is a ministry developed by Watermark Community Church in Dallas, Texas. The basic re|engage structure was created in 2008 out of Watermark's desire to serve all marriages in our community well. As stories of improved marriages spread, other churches began inquiring about re|engage, which led churches outside Watermark to offer re|engage starting in 2012. We began our pilot group of potential leaders in August of 2023 and are working to introduce this ministry church-wide in January 2024 and to the community as a whole in August 2024.

Re|engage brings couples together to learn about God's design for marriage and apply biblical principles for building a healthy relationship. Re|engage is for one-man, one-woman couples who are married (in other words, this is not for seriously dating, engaged, or cohabitating couples). There is both a small group and a large group element. Participants break off into smaller groups, each led by a facilitator couple. Together, the small group will work through the 14-lesson curriculum and learn how to effectively communicate, resolve conflict, and grow closer to your spouse. Then, everyone comes together for the large group setting, where they will hear biblical teaching on the topic for that week's homework and stories of hope from other couples whose marriages have been transformed.

Financial Peace University: Offered through Ramsey Solutions, Financial Peace University is a ministry that we offer to help people say goodbye to debt and

begin learning how to manage their finances whether than their finances managing them. We believe that living in financial freedom as good stewards of what God has provided to us opens incredible opportunities for financial generosity that can leave a spiritual legacy beyond anything we can even imagine.

BUX: (Bethel University Extension Studies) Bethel University and Grace Church are partners in bringing an affordable, practical, and flexible Christian college option to Camby, Mooresville, and the surrounding areas. The Bethel Extension model (BU-X) allows students to stay in their communities while earning two-year or four-year degrees at an affordable rate. Financial aid is available for qualifying students. Classes are a mix of online and in-person formats and take place under the supervision of a church-hired site director, so students feel supported and encouraged. BU's mission is to transform communities through Christ-centered graduates. Every course is integrated with a biblical worldview. Students participate in weekly small group and mentoring activities.

Care Ministries: We have an incredible team of volunteers who are pivotal in this ministry area. The purpose of the Care Ministry is to ensure that all those within the congregation are cared for in the event of a physical, emotional, or spiritual crisis in their life that may require additional care than what the pastoral staff can feasibly provide. This is seen in the need for meals after surgeries, births of babies, the death of a loved one, or to alleviate a stressful need. They also provide care and encouragement through prayer, visits, phone calls, and cards.

Missions Ministry: We have a lay team of five individuals who have a passion for mission work and will be working alongside our Care and Mission Pastor to ensure that we are engaged not only financially with local and global missions but are also charged with navigating the tangible ways we can join these Mission Partners.

Worship Ministry: Our Tech Team, Vocal Teams, Instrumental Teams, and Stage Teams are all engaged in relationship-building with one another. There is an element of intentional discipleship with our Worship Pastor on each team level.

OUTREACH PROGRAMS OVERVIEW

Upward Basketball; Various Children's Ministry Events; Community Event for 4th of July; Annual Church on the Lawn and Picnic (Memorial Day Weekend); Annual Church on the Lawn and Ministry Kick-Off (Labor Day Weekend); Oil Change

Event for Single Moms (initiated by In-Home Community Groups); and Partnering with local Mission Partners as opportunities are presented. The re|engage Marriage Ministry will be rolled out to the community in Fall 2024. We are also in the process of creating a Pickleball League

WINS, OPPORTUNITIES, AND CHALLENGES

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- We launched multiple D-Groups.
- We have made a full recovery from Covid, both in attendance and giving. We have remained in the black in weekly giving based on necessary giving to meet the annual budget for 2023 thus far.
- We completed a Clarification of our Values and have worked to ensure that all we do is through that lens.
- We have watched God develop Grace into a consistent environment of praise, joy, and unity.
- We have launched a pilot group for Re|engage (Marriage Ministry) after seeking God's guidance for three years.
- Thirteen men from our thriving Men's Ministry attended Man Camp this fall in Michigan.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- The biggest opportunity is working toward the debt elimination of the mortgage.
- Our next biggest opportunity is the continued involvement in disciple-making through connecting new people into community groups at Grace and seeking ways to enhance what is already being done as we continue to pray for revival in our community.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- Debt-Elimination
- Making Disciples

THEOLOGY

PUBLISHED THEOLOGICAL STATEMENT

Under the umbrella of the Missionary Church Denomination's Constitution, certain beliefs and doctrine elements are outlined in topic-specific position papers. These include Articles of Faith, Articles of Practice, and Position Papers. All of these elements can be found at <https://mcusa.org/constitutionaldocs>.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

A candidate must meet Missionary Church requirements for licensure with a theological alignment that adheres to the positions outlined above. Non-negotiables for us would include possessing convictions contrary to Faith through Christ alone, in the Inerrant Word of God, the command for Relational Disciple Making. There must also be an affirmation of women in ministry, including licensure and ordination. However, per our denomination, women are not candidates for a senior pastor position, but we can see a time when that may change.

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

A candidate must hold to marriage as between one man and one woman. We have compassion for LGBTQIA+ individuals, and all are welcome at Grace, but we do not affirm their lifestyle and choices. Per our convictions and denomination, we are forbidden from performing weddings for same-sex couples.

Regarding alcohol, we defer to the scripture of being a person above reproach and not being drunk.

DESCRIBE YOUR CHURCH'S POLICIES ON PARTICIPATION OF LGBTQ INDIVIDUALS IN THE LIFE OF YOUR CHURCH

We have compassion for LGBTQIA+ individuals, and all are welcome at Grace, but we do not affirm their lifestyle and choices. Therefore, as we would for anyone intentionally living in sin, these individuals are not eligible to serve in any capacity that would exercise spiritual authority over anyone else.

THE POSITION

POSITION TITLE

Student Ministries Pastor

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

We are seeking a full-time Student Ministries Pastor who is passionate about Jesus, His Church, and helping the next generation navigate their lives, doubts, and relationship with Jesus. Grace Student Ministry is a high priority in our church, as students are not only the most spiritually responsive segment of our society but are generally the most successful in winning and discipling their peers for Christ. Therefore, this strategic ministry must balance outreach, growth, and ministry opportunities for students.

REPORTING RELATIONSHIP

Executive Pastor

GOALS AND EXPECTATIONS

Within the first year, we would see this individual build relationships with the existing middle school and high school students and volunteer staff, and there would be a leadership team established to give guidance on the ministry. A vision for the future would be developed and communicated, including disciple-making, outreach, and leader development in students and volunteers.

Beyond the first year, we would like to see the roster of students involved double, with those being active increasing significantly.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Summary:

The position of Student Ministries Pastor for Grace Church plays a vital leadership role in the daily operations of our ministry. This individual will lead 7th through 12th grade ministries, with the primary goal being to lead students into fully devoted followers of Jesus. They will encourage and equip students to live out their faith at home and in other areas of influence and connect in the community with other students. The incumbent will seek to use their personal gifts for the benefit of the church by contributing to the overall leadership and

influence of this particular department.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. This individual must love God and people and have a vital, growing relationship with Jesus Christ. The ideal candidate will possess leadership ability to set strategy, budget and tactical execution of department's plans and programs. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Spiritual Health:

This individual must maintain a passionate and growing relationship with God that is expressed through one's own personal and corporate worship experience. He or she exhibits a heart of compassion, dependability/responsibility, and is a servant leader. This individual is actively involved in disciple-making relationships. This individual also has a healthy balance between ministry and family life. They will foster an environment of mutual respect and accountability. He or she will also strive to work effectively with others in problem solving and issue resolution according to the parameters set before us in Matthew 18. The individual will live a life above reproach.

Essential Duties and Responsibilities:

Duties are outlined by general guidelines and require creativity and initiative to set the structure and scope of the department. Other duties may be assigned as deemed necessary by the supervisor. A listing of standard tasks anticipated include:

- Create and implement the overall Student Ministries vision while creating and executing strategy, ministry plan, and calendar to support students in grades 7-12.
- Recruit, lead, train, and develop staff of volunteer leaders and internal support staff, hiring, advising and equipping them to train others.
- Oversee middle school and high school ministries volunteers and staff, crafting a vision and accompanying ministry initiatives, including outreach, small groups, programming, teaching, camps, retreats, to name a few.
- Research, develop, and choose curriculum and scripture-based teachings.
- Execute and orchestrate new and on-going studies and events.
- Establish clear ministry needs and objectives for interns and create a leadership development strategy for them.

- Equip and support students, parents and leaders in crisis situations.
 - Develop and execute department budget.
 - Ensure and own overall effectiveness of 7th-12th grade ministries.
 - Lead student ministries staff team, facilitating the development of cohesion and team success.
 - Recruit, develop and lead volunteer staff teams.
 - Present and teach regularly at Student Ministry events and Gatherings.
- Ongoing teaching at retreats, camps and other student ministry events.
- Develop, lead, and train students to own, lead, and execute ministry to their peers.
 - Create and implement an annual Grace Student Ministries ministry plan. Evaluate the plan as to its success through strategic and intentional tracking of execution and relation to achieving the mission and vision of Grace Church.
 - Support full church ministry programs, performing weddings and funerals, partnering as Staff on Call, perform baptisms, and other congregational spiritual outreach.
 - Attend and participate in all Staff Lunch and Ministry Leader meetings and events.

Supervision:

This job has full department supervisory responsibility of the Student Ministries department, youth interns, and volunteer ministry leaders.

Competencies:

To perform the job successfully, an individual should demonstrate the following:

- Job Knowledge – Education and experience guide needs of this department. Initiate and create strategy. Little to no supervision or direction provided. This role needs to identify congregational need and use judgement and experience to create programs that will meet those needs.
- Use of Technology - Adapts to new technologies; uses technology to increase productivity. Use and proficiency of Microsoft Office/ G-Suite, email, and other office tools to provide communication support.
- Cooperation – Collaborates with peers, interdepartmental initiatives and the external community to create and execute complex programs. Orchestrate events and initiatives cross functionally.
- Teamwork - Contributes to building a positive team spirit. Develops team atmosphere as department lead. Execute vision, values, direction and strategy in alignment with Grace's overall mission, vision and values.
- Adaptability – Uses judgement and decision making to adapt to problems and

resolve situations as they occur. Often addresses problems unique and complex in nature. Know established policies and procedures to solve problems.

- Attendance/Punctuality - Is consistently at work and on time; ensures work responsibilities are covered when absent.
- Dependability – Actions follow vision of church and direction of Senior Pastor.
- Initiative – Proactively identifies and initiates new programs and practices, anticipating and meeting need of congregation and students.
- Planning/Organizing - Sets direction of department and prioritizes outcomes to ensure greater good of and alignment with the organization's vision. Establishes budgets and ensures financial success of department.
- Quality - Demonstrates accuracy and thoroughness and well-thought out plans. Ensures creativity in high quality programming and curriculum for students.
- Quantity – Prioritizes work and manages time in a way to achieve all objectives.

Education and/or Experience:

Successful completion of 4-year degree; 5 years of related experience in working with and/or serving students, preferably in a church environment.

Acknowledgements:

The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow policies and guidelines as provided in the Employee Handbook and other instructions, and perform any other related duties, as assigned by their supervisor.

SKILLS, PERSONALITY, AND EXPERIENCE

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Commitment to the Word of God
- Possesses a growing and thriving relationship with Jesus
- Management of Ministry
- Relational abilities
- Cultural awareness of next-gen
- Disciple-making mind-set
- Leadership training and empowerment of students to own the ministry and development of volunteer leaders
- Sense of Humor
- Team-player
- Great work ethic
- Integrity
- Understands and respects chain of command while also being a contributing member
- Willingness to think outside the box

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

- A basic technical knowledge will be needed to use tools like gmail, word, online forms, and the Churchteam database.
- Ideally, this person would have knowledge of or be willing and able to learn how to effectively use ProPresenter 7 and Planning Center Online.

BUDGET AREA SUPERVISION

\$15,000

PERSONAL CHARACTERISTICS DESIRED

- Relational
- Team player
- Honest
- Trustworthy
- Visionary (Think outside the box)
- Respect for command
- Sense of humor

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

- Same-sex affirmation/relationships

- Any Illegal activity
- Current Sexual Impurity
- Addiction to substances
- No formal training
- Theological misalignment

OTHER "MUST HAVE" SKILLS

We cannot think of anything that has not already been addressed through previous questions.

OTHER "NICE TO HAVE" SKILLS

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DESCRIBE THE PERFECT CANDIDATE

We cannot describe what does not exist.

PUBLIC JOB POSTING PAGE

PUBLIC JOB POSTING

GRACE CHURCH
STUDENT MINISTRIES PASTOR
CAMBY, INDIANA

Grace Church Camby, located in Camby, Indiana, is looking for a new Student Ministries Pastor who is passionate about Jesus, His Church, and helping the next generation navigate their lives, doubts, and relationship with Jesus. Grace Student Ministry is a high priority in our church, as students are not only the most spiritually responsive segment of our society but are generally the most successful in winning and discipling their peers for Christ.

WHAT YOU'LL BE DOING:

- Creating and implementing the overall Student Ministries vision while creating and executing strategy, ministry plan, and calendar to support students.
- Recruiting, leading, training, and developing staff of volunteer leaders and internal support staff, hiring, advising and equipping them to train others.
- Empowering students to own the ministry through equipping, modeling, and releasing ministry to them to make disciples that make disciples.
- Overseeing student ministry volunteers and staff, crafting a vision and accompanying ministry initiatives, including outreach, small groups, programming, teaching, camps, retreats.
- Researching, developing, and choosing curriculum and scripture-based teachings.

SKILLS YOU NEED TO HAVE:

- Possesses a growing and thriving relationship with Jesus
- Relational abilities
- Cultural awareness of next-gen
- Disciple-making mind-set
- Sense of Humor

THE AREA:

Grace Church is located in Camby, IN. Camby is an unincorporated community that spans three county corners and offers the best of country-type living with proximity to several smaller cities and just twenty minutes from downtown Indianapolis. If wide open spaces are to your liking, Brown County State Park is just forty-five minutes south of Grace Church.

WE'D LOVE TO HAVE YOU APPLY!

<https://bit.ly/3MqadUn>