



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**STUDENT MINISTRY
DIRECTOR**

Moraine Valley Church
Palos Heights, Illinois

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Population of City

9.7 Million

Population of County

5.2 Million

Community Overview

Moraine Valley Church is located in the southwest suburbs of Chicago - an area that is diverse both socio-economically and ethnically. The suburbs are small pockets of communities close together. Moraine is centrally located between both affluent and economically struggling communities along with almost every in-between. The diversity in our community provides an incredible opportunity to put the gospel on display in visible and tangible ways as we seek to reach everyone in every situation with the life-changing hope of Jesus.

Why People Like Living Here

The Palos Heights area is near great shopping and entertainment. The southwest communities are situated close to large nature preserves, bike paths, and outdoor experiences. The area is a short drive or train ride away from a thriving downtown culture in Chicago. Award-winning schools are also nearby making the area a great place for families.

Church History

Moraine Valley Church (MVC) has been established in our community for over 75 years. The community started as a small storefront church in the southwest side of Chicago with a desire to share the hope of the Gospel and the grace of Jesus to the surrounding community through Biblical teaching, discipleship, and an authentic Jesus-centered community. That heartbeat has continued to carry the faith family of MVC to this day.

Moraine has a long partnership with Converge MidAmerica (formerly the Baptist General Conference) and has helped partner in their mission of planting healthy and thriving churches in the midwest. Moraine Valley has a strong desire to equip and raise up emerging young leaders while it continues to work through the question "what does it mean to be a next-generation church in a multigenerational context?" With many changes ahead of us, Moraine is looking forward to a new season of ministry built on a firm foundation poised to reach the ever-changing communities of Chicago with the life-changing hope of the Gospel.

Vision, Mission, Values

Our mission is to EQUIP passionate followers of Jesus, committed to growing in Christlikeness, to RAISE up the next generation of disciples, and to radically IMPACT our communities through the hope of the gospel, one life at a time, one step at a time. Our Aim is to help everyone Be, Become, Bring. Be with Jesus Become like Jesus Bring Jesus to others. We believe that every believer has been gifted by the Holy Spirit for service.

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Values:

MISSION DRIVEN - Mission is why we exist

- We believe that we carry the hope of Jesus to the world. We have been placed in our church and community for the sake of others. When each of us plays our part families are strengthened, believers grow, the hurting are healed, the lost are found, and our community is blessed.

GRACE+TRUTH - Grace+Truth is our context.

- We believe we all need grace+truth. How God meets us in our brokenness is how we engage one another in our current culture.

FUTURE FOCUSED - The next generation is our sight.

- We believe our legacy is to raise a generation that knows and loves Jesus. We leverage our opportunities to help the emerging generation find their place in God's story.

TOGETHER STRONG - Together is our vehicle.

- We believe we are better together. We are committed to connecting in authentic community where discipleship takes place, burdens are carried and each is spurred on in our next steps with Jesus.

WORLD CHANGERS -Transformation is our destination.

- We believe our world is changed one life at a time. Every life matters. Every moment is an opportunity. We are sent ones (missionaries) bringing the love, life and truth of Jesus to our community.

Average Weekend Attendance

450

Overview of Weekly Worship Gathering

A recent phrase important to our staff culture is that "it is never just another Sunday." Every Sunday is an opportunity for lives to be changed. Every Sunday offers the possibility of new connections and deeper relationships with one another. We aim to help every team member, volunteer, and person in our body to come with a sense of expectation that God will move and meet us where we are. We make it our goal to serve with excellence and authenticity. Worship style might be classified as contemporary. The teaching style of MVC is primarily Biblical exegesis with a rotation of some topical series in the year to develop faith-life skills and navigate the push and pull we get from our culture. While Sunday mornings play a large part in driving our culture, the message of Moraine is to be a 7 days a week faith community.

Worship Style of Your Church

Contemporary Christian (Such as Hillsong United, Passion City Church, Young and Free, Elevation, Maverick City, Some Bethel) Hymns and other original songs, spoken word, and times of prayer for one another are also a part of our services throughout the year.

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Tell Us About Your Facility

Moraine has a continually evolving facility.

- The front end of the church marks the oldest portion of the church with additions added along the way.
- The south end houses our offices and a multi-purpose space chapel space used for youth and events for up to 200 people.
- The west wing of our facility is our dedicated children's wing with 2 floors (older elementary and 0-K).
- Centrally located in the building is a gym used for student ministry, men's basketball and a weekly volleyball group.
- The north end houses the classes, cafe, mid-size meeting space, and worship center. Our Worship center holds 1,200 capacity.

With any older facility - there is usually a revolving door of repairs and updates. For example, currently, the parking lot is getting a refresh and the roof was recently replaced on the south end. The interior is always in a process of being updated, though updates take some time to work their way through the entire facility.

Overall Budget (this fiscal year)

\$1.4M

Overall Long-Term Debt of the Church

The mortgage for the North end addition is on schedule to be fully paid off in 2 years.

Denominational Affiliation and/or other Partnerships

Moraine is affiliated with Converge Mid America. Our Mid Week program will be partnering with AWANA again this fall.

Governance & Polity

Moraine is an elder-led church. Pastoral staff (5 currently) both serve as staff and board members. The Boards help provide guidance on policy, doctrine, vision, and use of resources. The staff are given a lot of freedom and empowerment to achieve that vision and implement the ministry according to their skill and gifting. The congregation plays a part in our church polity. While the boards oversee staff, the body also plays a part in approving the annual budget, pastoral staff, and any large initiative involving church funds or doctrine.

Current Paid Staffing Level

Full Time

- Senior Pastor
- Family Pastor
- Worship Arts Pastor

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- Care and Hospitality Pastor
- Children's Ministry Director
- Operations Director (FT volunteer)
- Facilities Manager (FT volunteer)
- Production Director
- Office Administrator

Part Time

- Communications Director
- Social Media / Asset coordinator
- Facility support staff (2 people)

Looking to Hire

- Student Ministries Director (FT)
- Mid-Week Children's Coordinator (PT)
- Possible Residency director or second Student Ministry Director for Young adults and Junior High (FT)

Major Ministries of the Church

- Small-Group Ministry
- Student Ministry (Junior High and High School separate)
- Young Adult Ministry (2 groups that are about 18-23, 23-30)
- Children's Ministry
- AWANA mid-week ministry
- Woman's Ministry
- Men's Ministry
- Worship Ministry
- Grief Share
- Emotional Resilience
- Sunday Sessions (rotation of classes and opportunities)
- Niche Ministries:
 - . Gardening Group
 - . Painting Group
 - . Motorcycle Ministry
 - . Men's Basketball
 - . Youth Basketball program

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Outreach Programs Overview

Currently, many of the outreach programs of MVC have not returned since Covid. Others are being reviewed in terms of their effectiveness. However, each ministry has a regular cycle of outreach. For example, our woman's ministry hosts a "Christmas tea" outreach in their yearly programming drawing in an additional 80-100 un-churched people to make connections and hear the gospel. The student ministry has several points in their annual programming specifically targeted to help students reach and include friends from outside the church community.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

The Scriptures, both Old and New Testaments, are the inspired Word of God, and the divine and final authority for all Christian faith and conduct. There is one God, and only one, Who is self-existent, eternal, and infinite in every excellence, and Who has revealed Himself as Father, Son, and Holy Spirit, the same in essence, though distinct in personality.

Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the Virgin Mary. He came into the world to save men from the guilt and condemnation of sin and the enslavement to sin, offering His blood as an atonement and rising from the dead to provide new life. He makes this salvation available to all who exercise faith in Him.

The ministry of the Holy Spirit is to glorify the Lord Jesus Christ, to convict men of their personal sin of unbelief, Jesus' righteousness, and the judgment upon this world, and to regenerate all who believe in the Lord Jesus Christ. The Holy Spirit indwells, guides, instructs, transforms, and empowers the believer for godly living and service.

Humanity was created in the image of God but fell into sin, becoming subject to death and to the eternal displeasure of God. The shed blood of Jesus Christ and His bodily resurrection from the dead provide the only ground for the justification and salvation for all who place faith, which includes repentance (acknowledgment of our sinfulness), in the Lord Jesus Christ. God has saved man by His grace in order to display His glory. This does not negate man's responsibility to respond to the Gospel nor render inoperative the proclamation of the Gospel to all. Nothing can separate true believers from the love of God. The sure evidence of one's personal salvation is the continuing in faith and growth in righteousness. The true church is composed of all such persons who, through saving faith in the Lord Jesus Christ, have been regenerated by the Holy Spirit and are united together in the body of Christ of which He is the head.

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The ordinances of the Church are Baptism and the Lord's Supper. Baptism symbolizes the fact of the believer's death, burial and resurrection with Christ. The Lord's Supper reminds us of His death on our behalf and all the benefits that we receive from that death.

The coming of Jesus Christ is imminent; His return will be for a blessing for those who know Jesus Christ and for judgment for those who do not know Jesus. There will be a bodily resurrection of the believer and unbeliever – the believer for blessedness and reward, the unbeliever for judgment and eternal doom.

What theological hills will you die on?

- Moraine believes Salvation is through faith in Christ alone as revealed in Scripture.
- MVC believes in the inerrancy of scripture - that the Word of God is perfect and true in all that it aims to teach and accomplish.
- Moraine Believes in the Holy Trinity - Fully distinct in perfect union with one another, Father Son Holy Spirit.

Hot-Button Social/Cultural Issues for Your Church

Moraine strives to be a "grace + truth" church. Believing that the way Jesus meets us in our brokenness (by being the embodiment of grace and truth Jn 1:17) is how the church is called to reach the world in its brokenness. We believe the call of scripture is to invite us into a life that God designed us for to express his kingdom on earth as it is in heaven. With those ideas in mind, MVC works to bring wholeness and healing to broken places. This includes marriage, racial tensions, substance addiction, and our sexuality.

As it pertains to the topic of sexuality - Moraine believes in what we see as the Biblical expression of personhood and sexuality in scripture. While sympathetic, caring and willing to walk in community with others who struggle, identify differently or disagree - we believe it is the call of the church to invite others into what we would call a "Christian Sexual Ethic." This would include a narrow definition of marriage as between one man and one woman as well as an understanding of gender as described as "male" and "female." Gender roles and even cultural expression of gender have the grace to be expressed in a number of ways, however, gender itself is something holy given by God. This is an extremely sensitive issue in our culture and one we hope to serve with enough nuance and care while not lifting our anchor from what we believe is Biblical truth.

Located in the Chicagoland area, there is a wide range of diversity. With that also comes a wide number of racial tensions. Moraine aims to be a place that is intentionally inclusive to the diversity around us. We believe we are better together and that the church of Jesus should be on the forefront of reconciliation and harmony among racial divides under our unity in Christ. This is always a work in progress and will take continual effort to learn from one another, find empathy and compassion for the unique challenges we all bring as well as discover the strengths each community

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brings in our faith expression. Moraine recognizes that it has room to grow in this area and as stated above - hopes to express diversity in a way that glorifies Jesus and his work of reconciliation on the cross.

Moraine does not have a hard stance on alcohol but encourages the body and staff to be considerate and aware of the people around them so as not to cause someone to stumble.

Biggest Church 'wins' in last 18 months?

Moraine has been working with a consultant to retool and refocus our staff and boards on what matters most right now. In the last 18 months, we have been spending most of our effort and energy on helping the body re-engage in what it means to be a part of a faith family. The challenges of the past 18 months really amplified areas that were already disconnected and in disrepair. We have seen some new strides in helping families connect with one another and say yes to the mission and vision of MVC. Some of the other wins include taking some steps to better reach and serve our community off-site as well as on site through digital means.

Biggest Opportunity for Your Church in the Next 12 Months

Moraine is in a season of significant transition. The combination of several staff transitions in the near future along with some new hires make this an exciting place for people who are willing to build, reimagine ministry and establish new normals with us. The work ahead of us is helping inspire and help others align and mobilize in our mission to help others follow Jesus and impact their world.

Church's Biggest Challenge for the Future

Similar to the answer above - with transition comes a challenge. The challenge to inspire, maintain trust and present a compelling future is on our shoulders. There has also been a significant migration of the body to northwest Indiana. This has been something impacting the Chicagoland area for 10 years but was amplified during Covid. This has impacted the size of our student and family ministries recently and has caused our teams to focus on what matters most in this new season. Covid has also had a deep effect on our student body creating a need to rebuild and reimagine youth ministry to reach our students where they are. There are some great opportunities to reinvent how students participate, engage and grow in this time in their lives.

Title of Position You Are Hiring

Student Ministry Director

Full Time Position?

Yes

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Overall Description of this Position

The purpose of the Family Ministry is “partnering with families to live Christ-centered lives - One life, one God, one step at a time.” We do this by creating winsome environments, equipping passionate leadership, fostering authentic community, and developing strong partnerships between church and home. Under that umbrella - the student ministry exists to build a student community where people far from God can come to know Jesus personally and be a force for good in their world. Moraine is looking to bring on a student ministry director to our team to provide leadership for our junior high ministry and high school ministry. With teams already in place, the director would have hands-on opportunities to shape a student ministry culture that disciples and empowers teenagers to live for Jesus. In addition to our weekly programming, there are great opportunities to step into as well as strengthen summer camps, summer missions, outreaches, and other events that help invigorate our student culture.

Reporting Relationship

Reports to Family Pastor. Supported by Senior Pastor

Goals and Expectations

We are in a “reset” in our student ministry. In a sense - creating a “start-up” culture in an existing framework. The students who currently attend have high loyalty and love for the program. Small group ministry is a core component of helping our students feel loved, connected, and spurred on. At the core of it all has been a leadership community of students who have helped set the culture and tone. There are a healthy number of leaders and students to be inspired with a God-sized vision to reach their peers for Jesus. Some early goals would include:

- Reestablishing student leadership opportunities.
- Increasing the visibility of youth ministry to the congregation on Sunday.
- Strengthening the pipeline to our student outreaches on school campuses through decision point.

Dreams and questions:

- What newer avenues of connection are worth exploring to build relationships with teens (twitch, social media engagement, etc.)
- What new means or methods of gatherings could make the most impact on where students are at now?
- How can we partner better with our local network of students to create a more strategic local impact for the gospel?

Do you have a job description for this role?

- Setting and implementing goals for the department
- Create winsome environments for students

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Weekly Programming:

- Develop and coach student & adult teams for ministry success
- Write, gather and prepare small group materials
- Craft messages and worship times
- Build and maintain systems for follow-up and student care
- Weekly communication through email, social media, and occasional print pieces
- Develop community and relationships with students and families
- Implement outings, camps, and summer serve experiences

Volunteer Development:

- Recruit, lead and develop volunteer teams
- Support and develop a core of team leaders to implement
 - . Worship
 - . Audio Visual
 - . Social Media
 - . Communication

Weekend Services and General Responsibilities:

- Utilize time before and after weekend service to create ministry visibility and awareness
- Connect with families, students, and newcomers as a part of the MVC staff team
- Participate and contribute to staff meetings and all staff functions
- Actively join the staff team in reaching global goals and all-church events

Educational Preferences

- Preferable - but not 100% necessary that it came from a traditional educational source. Candidate needs to know their theological convictions and be able to speak about them with conviction.
- Should bring a strong understanding of the scope and sequence of scripture.
- Have enough understanding of adolescent and cultural studies to be able to contextualize biblical truth for teenagers to grasp and follow.
- Must be able to understand and articulate the Gospel with clarity.

Age vs. Experience

We believe our sweet spot is a self-starter with enough experience to be able to drive to build into our student ministry where it is currently with the coaching and oversight and coaching of the family ministry team.

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Denominational Affiliation

Not important if we are a good fit doctrinally on the absolutes. I am not sure someone from a strongly charismatic or strongly conservative background may feel a fit here.

How important is geographical location to you?

Not important, though we would like someone familiar with student ministry in a city/suburban context.

What skills are you looking for specifically?

Heart and Character:

- Love for Jesus
- Dedication to God's Word
- Passion to reach people far from Jesus
- Humble and Hungry to grow and serve
- Love for the whole church and not just a part
- Must be in alignment with MVC doctrine and her positional statements with desire to be an active part of the MVC faith community.

Education:

- Preferably a degree in a field related to student ministry
- Clear and robust understanding of the Gospel
- Able to teach and lead others through Scripture
- Experience developing and leading volunteers
- Administrative sensibilities to ensure tasks are completed
- Comfortable learning new systems and technology such as databases, software, and AV equipment

Core Competencies include:

- Gospel fluency -understanding how the Gospel relates to all aspects of life
- Student oriented -must love and be able to connect with students
- People-focused -easily connects well with others with a servant's heart
- Coach-minded -willing to build up and direct teams & individuals for ministry success
- Creative communication -able to communicate clearly and concisely
- Goal-oriented -self-starter with enough drive to set and achieve ministry goals with excellence
- Lead learner -adapting and learning culture and theology to lead those we are reaching
- Any musical skills, design skills, or other gifts are always a benefit

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What technical abilities (if any) are required?

We have people and teams in place - but the director needs to be familiar with the systems to use on their own when needed. Other tools are of course an option - these are just the Tech Tools currently employed regularly in the ministry including:

Platforms:

- Instagram
- Tik Tok
- Facebook
- Youtube - for live stream and uploads

Apps/Tools:

- Pro Presenter
- Adobe
- Final Cut
- Canva/Studio/Video Leap for Reels
- Digital EQ board and sound EMI system for worship teams
- Lightroom express for light controls
- On Realm Data management
- Planning Center Online for worship teams and volunteer communication
- Mail Chimp for online emails to family

Equipper or Doer?

Equipper - can they demonstrate a proven track record in developing others to succeed in ministry? (This is defining equipper as someone who helps prepare, coach, and equip someone for the task - not delegator, nor starting with "what do you want to do - go do it".

Attractional Vs. Missional

Missional (with an Attractional bent): We desire Monday nights to be the best night of the week for students. The student ministry becomes a "lab" of sorts where motivated and committed students can grow in their gifting and leadership to communicate and reach their peers. More than checking off the "game and lesson of the day" we want to create a space where students develop the skills they need to thrive in their faith and be active participants in Kingdom work. By the time a student graduates from our ministries - we hope they are grounded in God's word, better equipped to serve the church and their community, have a heart for the lost, and are actively engaged in reaching others for Jesus. This happens in a space that helps students feel known, loved, seen, and encouraged. Currently about 40% of our students are from outside our church community.

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Budget Area Supervision

\$15,000 is the budget for programming the director will help with. There are other budget line items for student ministry, that work in conjunction with the family pastor and family ministry oversight.

Personal Characteristics Desired

- Easy going
- Self Starter
- Sense of humor
- Ability to read others and "read the room" to know their audience they are talking to
- Servants heart
- Confidence - but with an open hand

What would immediately disqualify someone?

- In a sexually active relationship outside of marriage
- Not willing to honor boundaries and safety procedures between adults and minors in the student ministry
- Not agreeing with the statement of faith (or the theological absolutes)
- Encouraging, supporting or promoting identity politics (This is different than being welcoming and loving towards those in the LGBTQ+ community)
- Not willing to walk in sync with the Family Pastor and Elder oversight

Urgency

We have been in the search for a year. I would like to say we are in a level 7-8 in urgency. There are a growing list of demands on the current youth pastor that are outside the field of student ministry that need to be attended to.

Other "Must Have" Skills

- Connects well with students and parents
- People person - connects well with staff
- Self starter
- Coachable - teachable
- Enthusiastic and motivated

Other "Nice to Have" Skills

- Graphic or music skills are always a plus.
- Connection/ experience with other ministry possibilities outside our present scope (like twitch or camping models or mission ideas) is always a perk.

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Finally...

The ideal candidate would light up when talking about Jesus, the Gospel, and students. They would be a team player with a desire to build, inspire and motivate others to partner in reaching youth for Jesus. We are in a season where we believe what is "next" hasn't been built yet - the ideal candidate would be willing to re-imagine youth ministry and help build new things, knowing the hidden cost of construction is messy, hard work, and even a disruption for while before it gets better. The candidate would need to help articulate the vision and tasks clearly enough to inspire others to keep building with them.

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Public Job Posting

Student Ministry Director

Moraine Valley Church

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Moraine Valley Church (MVC) in Palos Heights, Illinois is looking for a Student Ministry Director to join their team. At MVC, the student ministry exists to build a student community where people far from God can come to know Jesus personally and be a force for good in their world. The Student Ministry Director would provide leadership for the junior high ministry and high school ministry. With teams already in place, the director would have hands-on opportunities to shape a student ministry culture that disciples and empowers teenagers to live for Jesus. In addition to weekly programming, there are great opportunities to step into as well as strengthen summer camps, summer missions, outreaches, and other events that help invigorate the student culture.

What you'll be doing:

- Setting and implementing goals for the department
- Creating winsome environments for students
- Developing and coaching student & adult teams for ministry success
- Write, gather and prepare small group materials
- Recruiting, leading, and developing volunteer teams
- Utilizing time before and after weekend service to create ministry visibility and awareness

What skills you need to have:

- Gospel fluency -understanding how the Gospel relates to all aspects of life
- Student oriented -must love and be able to connect with students
- People-focused -easily connects well with others with a servant's heart
- Coach-minded -willing to build up and direct teams & individuals for ministry success
- Creative communication -able to communicate clearly and concisely

Moraine Valley Church is located in the southwest suburbs of Chicago - an area that is diverse both socio-economically and ethnically. The diversity in our community provides an incredible opportunity to put the gospel on display in visible and tangible ways as we seek to reach everyone in every situation with the life-changing hope of Jesus. The Palos Heights area is near great shopping and entertainment. The southwest communities are situated close to large nature preserves, bike paths, and outdoor experiences. The area is a short drive or train ride away from a thriving downtown culture in Chicago. Award-winning schools are also nearby making the area a great place for families.

Apply here: <https://www.chemistrystaffing.com/moraine-valley-student>