



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

STUDENT MINISTER

Cool Spring Baptist Church
Mechanicsville, Virginia

STUDENT MINISTER

Cool Spring Baptist Church

Mechanicsville, Virginia



POPULATION OF COUNTY

Hanover County 110,603

COMMUNITY OVERVIEW

The Mechanicsville (Hanover County) area is a growing, thriving community and family oriented. Great location - close to Blue Ridge Mountains, Washington D.C., Williamsburg, Virginia Beach, and fifteen minutes into the capital city of Virginia - Richmond. There are a lot of opportunities for fun, food, entertainment, museums, and history. In our area, there is also the option to live in city, suburban, or rural areas.

WHY PEOPLE LIKE LIVING HERE

People love the community and the school system in Hanover County. Hanover County Schools offer opportunities to pursue several different types of diplomas, including an International Baccalaureate diploma. Advanced College Academy is also offered so students can earn their associate degree while in high school. Living in Hanover County, you are on the fringes of Richmond with all its unique restaurants and activities, while being able to drive quickly back to the quieter suburban atmosphere. Hanover County is a place where people rally around others who need care and support. It's a place of growth and transition that seeks to keep a wholesome family atmosphere.

CHURCH HISTORY

- The forerunner to Cool Spring Baptist Church began in 1867 at "Cedar Lawn", the home of Captain David A. Timberlake (CSA) and his wife Mary Winn Timberlake. Feeling a strong desire to build a church, Capt. and Mrs. Timberlake invited a few friends to their home for Bible study and prayer. As the group grew it became necessary to find a larger site. Later that year they moved to an abandoned log school house near the railroad track running beside the current Atlee Station Road, slightly less than a mile north of the existing church site. There is a small monument at this site, near Honey Meadows Road, behind the Atlee H.S./Chickahominy M.S./Cool Spring E.S. complex. They met here from 1867 to 1874, four years as an independent church and three years as a branch of Walnut Grove Baptist Church.
- Cool Spring Baptist Church was constituted on April 27, 1870 with a membership of 42 and admitted to Dover Baptist Association on July 19, 1870. On December 8, 1872, one acre of land at the present site was purchased for \$15.50, a frame church was built and the congregation moved to the new site in 1874. The church took its name from a beautiful cool spring located near the log school house. A nearby mill pond was used for several years to baptize new believers. Later additions to the first church building included a vestibule, steeple, and hanging of the bell in 1892, a baptistry in 1894, three new classrooms in 1902, and a parsonage in 1908. The church acquired additional land in 1890, 1908, 1972, 1976, 1984, 1995, 1998, 2001, 2005, and 2007. The current site consists of approximately 25 acres.

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- Perhaps the most interesting event in the church's history occurred on May 14, 1905, when lightning struck the steeple during the Sunday morning worship service. The Richmond Times-Dispatch reported in its front page article that the preacher's message was entitled, "Christ Will Guide You Through the Storms of Life", and the congregation was singing, "Jesus, Savior, Pilot Me." Fortunately, there were no serious injuries.
- The current Administration Building (then the new Education Building) was dedicated in 1951, a new parsonage was completed in 1954 with the old one being removed in 1957 and the Sanctuary Building was dedicated in June 1959. The current Children's Building was dedicated in April 1972. An addition of 16,300 square feet, containing a new fellowship hall and kitchen, parlor and 18 new classrooms was dedicated on April 3, 1995, coinciding with the church's 125th anniversary celebration. At this time the facility totaled about 46,700 square feet. On April 21, 2002 a dedication service and celebration was held for the addition of 36,500 square feet of new space, containing a state-of-the-art Recreation Center, which also serves as an 800 seat Worship Center, a large addition to the fellowship hall, kitchen expansion and upgrade and 12 additional classrooms. The current facility totals about 83,200 square feet.
- Around 2000 the church's form of governance and organization was changed to what is called the Twenty-First Century document. This called for the committee structure to be changed to seven ministry teams: worship, outreach, care, service, administrative, discipleship, and missions. In 2011 a major revision was made with the re-writing of the constitution, by-laws, and operations manual. Two new ministry teams were added, recreation and weekday child care. The ministry and mission of the church are accomplished through these nine ministry areas. The Deacon Board provides spiritual oversight while administrative and business matters are the responsibility of the Ministry Council, which is composed of representatives of the nine ministry areas.
- Cool Spring Church has been blessed with 23 outstanding pastors throughout its history. Pastor Emeritus Rev. C. Larry Frakes had the longest tenure (1984-2009) with Pastor Emeritus Rev. Zane Gray Ross serving 19 years (1963-1982). Dr. R. H. Pitt (1877-1880) became the owner and publisher of The Religious Herald. Dr. J. William Jones (1880-1886) was chaplain of Gen. A. P. Hill's army corps, spoke at the funeral of Gen. Robert E. Lee, and wrote several books about the Civil War. Dr. John G. Pollard (1891-1900) was the father of Virginia Governor J. Garland Pollard, Jr., and Dr. J. Hillis Miller (1924-1925) became President of the University of Florida. In August 2011 Dr. Bradley A. Hoffmann was called to be our Pastor. Our current professional ministry staff specializes in such areas as Children's Ministry, Discipleship Development, Care Ministry, Service & Administration, Missions, Music & Worship, Outreach, Recreation, and Student Ministry. The mission of Cool Spring Church is the same today as it was in 1870 – to reach and develop all people into fully committed followers of Jesus Christ.

VISION, MISSION, VALUES

- Our Vision for Cool Spring Baptist Church is to be a biblically functioning community of Christian believers who glorify God by reflecting Jesus Christ as we strive to accomplish His will.
- Our Mission is to reach and develop all people into fully committed followers of Jesus Christ.

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AVERAGE WEEKEND ATTENDANCE

Total 750 - 800 (550-575 in person and 181 digital attenders)

OVERVIEW OF WEEKLY WORSHIP GATHERING

Cool Spring Baptist Church (CS) offers three services on Sundays. Two services (8:45 and 10 AM) are offered in the worship/recreation center and are modern in style with Worship lead and team, band, and lighting. These services tend to have families and younger populations. The third service (11 AM) is offered in the sanctuary and is a contemporary traditional experience with an older population. Venues can be impacted on Life Group meeting schedules for those that meet on campus Sundays. The preaching style is expository and combines the use of specific book studies and series. Development of future focus and series and creativity are held in worship creative and planning meetings hosted by the Pastor weekly. While the Pastor does the majority of weekend services, other staff are encouraged and provided preaching weekends on the schedule to preach within the series or text during the year.

WORSHIP STYLE OF YOUR CHURCH

Two worship experiences are offered.

Modern is offered at 8:45 Am and 10 AM in the Recreation / Worship Center.

Traditional Contemporary is offered in the sanctuary at 11:15 AM.

- Contemporary Band driven and Modern
 - Drums, Bass, Acoustic, Electric Guitars, Keys, Multitrack Stems, 2-4 Vocals. -Artists we compare to/music we use - Phil Wickham, Brandon Lake, Red Rocks Worship, Elevation, Bethel
 - Technology we use - LED lights, haze, and Multiscreen projection.
 - Cameras and Live Stream / Digital Team and Sound Team
- Traditional Choir led
 - a. Organ, piano, choir
 - b. Songs are Traditional hymns / contemporary chorus and Southern Gospel; Utilizes soloists

TELL US ABOUT YOUR FACILITY

CS facility is unique. The facility spans a timeframe from the 1950s to 2002 and currently is developing an outdoor community play space. Within the structure, children and childcare share a wing of the facility for both weekday schooling and weekend formatting. The student ministry is located on the lower level with two large group rooms (seating for 75 each), a stage, and audio, and multiple classrooms along the outer walls. The traditional service is held in the sanctuary and accommodates 350 people. Special services are also held in this space as well as educational opportunities. The Recreation Center was built in 2001-2002 and hosts recreational programming and leagues, fitness programming, and community events. It is open Monday – Friday 6 AM – 8 PM. This space also is transformed into a worship venue and hosts the two modern services on Sunday. This space holds 700 people for service

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gatherings. It is equipped with staging, lighting, sound, and cameras. A new outdoor space is being developed for 'community at play' that will include 3 acres of recreation field space, a pavilion., and a children's playground.

OVERALL BUDGET (THIS FISCAL YEAR)

\$2.4 million

OVERALL LONG-TERM DEBT OF THE CHURCH

\$800,000

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

- Association with the Southern Baptist Convention
- Baptist General Association of Virginia
- International Mission Board of the SBC and North American Mission Board of SBC
- Awana

GOVERNANCE & POLITY

- Ministerial staff is responsible for leading and implementing the strategy for specific ministries in a team-based approach. The Ministry Council, under the leadership of the Pastor, is responsible for implementing and guarding the integrity of the Vision, Mission, and Principles of Ministry of Cool Spring Baptist Church. In addition to the Pastor, the Ministry Council is composed of the following:
 - Ministry Coordinators
 - The Deacon Leader
 - The Strategic Planning Team Leader
 - Clerk
 - All Other Staff Ministers
- Leadership decisions shall be made by Ministries and Councils, only after a period of searching the Scriptures for guidance, prayerful reflection, discussion, and coming together in Spirit-guided unity.
- The Deacons shall uphold and strengthen the ministry of the Pastor and ministerial staff, guarding the unity of the church. The Deacons shall, in partnership with the Ministries, lead in the ministry of care to members and prospects and shall seek to involve all members in the life of the church body.
- A Deacon Council shall be formed to coordinate the work of the Deacons who provide general watch care and oversight of the church. The council is comprised of the Deacon Leader, the Assistant Leader, the Deacon Ministry Coordinator for each of the Ministries, and one Deacon at large. The Leader, Assistant Leader, and Deacon at large are elected by the Deacons.
- The Deacon Coordinator for each Ministry will be chosen by the Ministry Staff Coordinator in consultation with the Deacons and Ministry Placement Team.

- The Deacon Council, on behalf of the Deacons, shall exercise judicial review authority for the church over decisions that do not conform to the Principles of Ministry, as stated in Article I of the By-Laws.

CURRENT PAID STAFFING LEVEL

FT: Pastor, Strategy and Development Minister, Service Minister, Outreach and Care Minister, Discipleship and Missions Minister, Children's Minister, Children's Associate, Student Minister, Digital Manager, Digital Editor, Worship Minister, Worship Associate, Recreation Director, Child Care Director, Child Care Assistant Director, After School Director, Financial Manager, Office Administrator, Recreation Administrator, Discipleship and Missions Administrator, Facilities Manager

PT: Student Minister Associate, Worship Administrator, Recreation Front Desk Liaison

MAJOR MINISTRIES OF THE CHURCH

- Children and Students (what we refer to as the Next Generation and who work together in the development of spiritual formation/pathways/curriculum)
 - Student Ministry hosts 10 specific small groups, and 24 volunteer leaders, Sunday averages 50's in attendance and Wednesday in the '80s. Wednesday night is the main point of outreach with food, gaming of all kinds, and social, and teaching time.
 - Children work with roughly 45 volunteer leaders/teams and have the active participation of 120 children and preschool combined.
- Recreation is a key component of outreach, and its facility welcomes community members (85% of which are not CS attendees) for fitness programs, individual and personal training, senior adult fitness classes, adult sports leagues, children's sports leagues, sports leagues for people with special needs/disabilities, pickleball, and special recreation events.
- Discipleship and Life Groups are a focus and we desire everyone to be connected to a Life Group. CS uses its own path that reflects its brand of Link, Learn, and Live. The path consists of a Bible Reading Tool, A prayer Tool, a Rest/ Sabbath Tool, and a Living Sent Tool. Life Groups currently meet on and off campus. Currently, there are 31 adult life groups meeting.

OUTREACH PROGRAMS OVERVIEW

Outreach focuses happen within life groups, special events, family ministries (Communio), and local/national mission partnerships. Recreation is a missional outreach for CS.

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Conservative

PUBLISHED THEOLOGICAL STATEMENT

Our Mission is to reach and develop all people into fully committed followers of Jesus Christ. To accomplish this, the following Principles of Ministry have been adopted:

Worship

1. All ministries will be performed in a manner which will glorify God. (1 Peter 4:11)
2. Jesus Christ is the Savior of the world and there is salvation in no other one or way. (John 14:6)
3. The Bible, God's Word, is the sole basis for our beliefs in all areas of life. (2 Timothy 3:16-17)
4. Prayer is God's gift of free access to Him and is the channel through which we receive the grace, guidance, an power, necessary to live the Christian life. (Philippians 4:6-7)
5. All people matter to God; therefore, they matter to His Church. (John 3:16)

Discipleship

1. The pursuit of spiritual growth and full commitment to Jesus Christ and His teachings are the norm for every one of His disciples. (Romans 12:1-2)
2. The church most accurately reflects Christ when patterned after the New Testament Christian community and uses the Spiritual gifts of both men and women. (1 Corinthians 12)

Service

1. The world is best reached for Christ in partnership with other Christians. (Philippians 1:27)
2. The church is to present the gospel of Christ to each generation in the most effective way. (1 Corinthians 9:19-22)
3. Loving, respectful relationships are the model for every aspect of church life. (John 13:34-35)
4. Excellence honors God and motivates people. (Philippians 4:8)
5. We will do all things decently and in order. (1 Corinthians 14:40)
6. We will abstain from all appearance of evil. (1 Thessalonians 5:22)

Ethics Statement

- We believe that all have sinned and fall short of the glory of God (Rom. 3:23). Because of our condition, we believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11)
- We believe that God has established marriage as a lifelong, exclusive relationship between one man and one woman and that all sexual activity outside the marriage relationship, whether heterosexual, homosexual or otherwise, is immoral and is therefore, sin. (Gen. 2:24-25; Ex. 20:14, 17, 22:19; Lev. 18:22-23, 20:13, 15-16; Matt. 19:4-6, 9; Rom. 1:18-31; 1 Cor. 6:9-10, 15-20; 1 Tim. 1:8-11; Jude 7)

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- We are not a reformed congregation. We're middle of the road identifying more on Tiessen's scale as a Redemptive Interventionist, that God is actively involved in the lives of individuals and that His grace is needed for

salvation. We have people who lean toward Reformed and those with Armenian leanings. The ideal candidate will need to flourish in a diverse respectful space. We're not leading a church to one side or another, just to Jesus.

- Cool Spring is not liberal nor fundamental. We're a little right of moderate - a conservative community church mindset. Someone more liberal or more fundamental would not be happy here.
- We are not political. We don't support candidate or party positions. A highly political candidate would not be comfortable here at Cool Spring.
- We adhere to a traditional orthodox sexual ethic. We believe marriage to be between one man and one woman. While we recognize that some may struggle with gender identity, we believe there are two genders, male and female. Our gender is God-given and should not be altered. Anyone holding a position outside of a traditional ethic wouldn't be happy here at Cool Spring.

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

- We don't have really hot-button issues. We strive to stay out of the political fray, which sometimes is costly. We support a local pregnancy center, but the call is not anti-abortion. The passion is supporting families faced with choices, helping them choose life, and committing to the journey.
- While we don't support the practice of homosexuality, we realize that people struggle with same-sex attraction - two very different scenarios. For example, we have some people who attend Cool Spring who have expressed a sexual struggle, but they have chosen singleness.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Discipleship Tools Pathway Developed (Bible Tool, Prayer Tool, Rest SabbathTool, Sent Tool)
- Challenger Sports Leagues | Special Needs families
- Recreation | Compass Sports is back on one main campus focused on reaching and developing families in the league(s)
- Night to Shine Special National Event | Special Needs families
- Next-gen and Journey Map developed and designed | Clarity for spiritual formation for Next-gen families to know a spiritual pathway
- Digital products and digital team resourcing
- Community Investment | Playground, Fields, and Pavilion being constructed
- Marriage Team | Events and disciplining opportunities for couples and families
- From Student Ministry Perspective -
 - We came together as leaders and worked through a book called Purpose Driven Youth Ministry and learned that student ministry doesn't begin with ideas but with spiritual leadership. We learned that developing relationships with the students earn us the privilege to be heard on spiritual matters. We created a mission statement and had it painted on the wall as a visual reminder of why we gather as a group while also creating "organizational values" to help us fulfill our mission statement. We decided we needed a balance of fun, fellowship, and laughter while seeking God first. A parent handbook was formed so the parents would be aware

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of our purpose as a student ministry. The leaders started meeting monthly as a time to encourage one another, play together, recalibrate as needed, and voice any concerns or visions we have.

- Smooth transition from the last student minister. He left to follow a calling to serve as the lead minister of another local church with our full support and blessing. We had two wonderful people ready to step up to lead the students without any dead time.
- Wednesday Night Tribe. We have a new format on Wednesday nights which allows the students more time to socialize prior to the Bible study. Ga-Ga Ball, multi-player video games, and snacks break down walls, allowing the students to become friends.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Our new recreational fields with outdoor league play are a huge opportunity in how we staff and, more importantly, how we connect with families and children in league play.
- Our identity is a huge opportunity. As we move to a forming church, helping people form for a lifetime of transformation, we become not just a community church addressing community needs. Still, we become a church that does only what a church can do: model, teach, and share Jesus.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- First, enlarging a meaningful connection in a growing and changing community.
- Secondly, our ability to connect families with each other and the mission.
- Finally, staffing and transitions, with retirements and realignment of the organization to support the mission as we advance.

TITLE OF POSITION YOU ARE HIRING

Student Minister

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

- To oversee the development and execution of a comprehensive ministry to students in the 6th – 12th grades and their parents/families.
- The Student Minister will work with Student Minister Associate and Children Minister and Associate to provide alignment and direction of the church's mission and equip volunteer leaders in the development of the spiritual formation of both student and parent(s).

REPORTING RELATIONSHIP

- Reports to Strategy and Development Minister meeting bi-weekly for one-on-one meetings for review of 30-60-90-day goals and yearly goals.
- Will also receive a yearly performance review.
- Will collaborate with children's ministry team and discipleship team for curriculum development and tracking of the Journey Map and spiritual formation.
- Will work in alignment with total staff to ensure teaming and mission are being fulfilled

GOALS AND EXPECTATIONS

Goals for year one would be to:

- Connect well with students and families (learning names, interests, etc.)
- Be patient – currently have a good volunteer team serving.
- Be a learner – take stock of what is from a fresh view and what could be over a period of time.
- Bring energy and new excitement while taking advantage of a good operating system.
- Create a presence back in the schools.
- Engage with students outside of the church.
- Continue to connect with leaders and develop leaders.
- Develop a good relationship with Student Minister Associate and Cool Spring Staff.
- Acclimate well and timely in the community and the church.
- Cultivate Trust.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Student Minister

Position Status: Full-Time, Benefited, Exempt

Position Summary: To oversee the development and execution of a comprehensive ministry to students in 6th-12th grades and their parents.

Reports to: Strategy and Development Minister

Essential Duties and Responsibilities:

- Provide vision and direction to all aspects of Student Ministry, including programming, relationships, student leadership development, and physical space.
- Establish and maintain healthy and supportive relationships with students and parents as you partner with parents in developing relationships and equipping them in discipling their student(s) towards becoming a Jesus Follower.
- Oversee and lead in the weekly planning and programming currently on Sundays and Wednesdays.
- Identify, equip, encourage, and regularly provide feedback and oversight to small group and special needs leaders.
- Recruit and train student and adult leaders for service in the ministry.

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- Work with Next Generation team in developing and implementing programs such as activities, missions, and curriculum resources for families.
- Implement and maintain policies and procedures to ensure the safety and security of all students.
- Collaborate and coordinate regularly with various church ministries to plan large-scale events.
- Prepare and submit an annual budget for the Student Ministry to the Finance Team; supervise the budget's expenditures during the fiscal year in consultation with the Ministry Teams and practice good stewardship of the funds allocated.
- Perform hospital and bereavement visits as necessary or assigned.
- Serve on the Ministry Council..
- Provide counseling.

Job Skills and Requirements:

Education:

- Degree from an accredited four-year college or university.
- An ordained minister with Seminary preferred.
- Special consideration is given to Biblical studies, student ministry, or other related majors.
- Three or more years of experience in a paid student ministry position is preferred.
- Willingness to seek additional education through degree programs, workshops, seminars, or conferences.

Skills:

- Background in Biblical teaching/speaking preferred.
- Skills in leadership development, administration, and personal relationships.

Personal Objectives:

- Maintain a growing relationship with God.
- Have a personal sense of God's call to vocational Christian ministry specific to student ministry.
- Must be a committed Christian who supports the beliefs, values, and practices of Cool Spring Baptist Church

EDUCATIONAL PREFERENCES

- A degree from an accredited four-year college or university.
- An ordained minister with Seminary preferred
- Three or more years of experience in a paid student ministry position is preferred.
- Willingness to seek additional education through degree programs, workshops, seminars, or conferences.

AGE VS. EXPERIENCE

- Prefer experience and someone who has worked in student ministry for more than three years
- Also, other specific and student/family ministry-related positions

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DENOMINATIONAL AFFILIATION

Cool Spring is a member of the Southern Baptist Convention. Having an alignment is important.

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Ability to connect well with students.
- Ability to manage/inspire/lead a team of volunteers well, thoughtfully, and creatively.
- Good understanding of own strengths and weaknesses
- Organized, (or able to get people to be organized on their behalf)
- Learner, Teacher, Communicator
- Biblical Literacy
- Leadership development, administration, and personal relationships.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

- Having the ability and knowledge to use technology in creative and impactful ways that connect with students for reaching and developing.
- To be able to use to enhance attention and connectedness in group settings.
- To have a working knowledge of media and digital programs that can be used to provide resources to families and students.

EQUIPPER OR DOER?

CS desires an equipper. We believe in equipping and developing leaders on the lay/volunteer team to be equipped for the work of ministry. The focus for staff is to lead out, equip, and delegate.

ATTRACTIONAL VS. MISSIONAL

Has both an attractional and missional component. Working more in terms of providing more interactive and missional components for worship.

BUDGET AREA SUPERVISION

The current budget for the total student ministry is \$35,000 – 40,000.

PERSONAL CHARACTERISTICS DESIRED

- Humor, organization, communication ability, understanding, compassion, friendship, and encouragement.
- Passionate about youth ministry, fun, funny, personable, approachable, not easily offended, transparent, and trustworthy.
- Appropriate behavior around and with the students that are above reproach.

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- Appropriate understanding of communication with students and social media that is safeguarded and follows the guidelines of CS.
- Gratefulness, professional, listens well.

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

- No Experience
- Background Check / References reporting on the history of inappropriate relationships/communication with students and or other knowledge of unethical and unlawful activity(ies)
- Should information come to light, such as previous marriages or children, would want to understand the faith story that accompanies the specific information.

URGENCY

Would like to have a hire by August – September 2023

OTHER "MUST HAVE" SKILLS

- Experience working with a team and team environments
- Transformational
- Enjoys Life – laughs, playful, compassionate
- Takes calling to students and family as a high priority

FINALLY...

A student minister who loves God (faith), is passionate about connecting to students and parents and is committed to helping them form spiritually.

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Public Job Posting

Student Minister

Cool Spring Baptist Church

Mechanicsville, Virginia

Cool Spring Baptist Church in Mechanicsville, Virginia, seeks to reach and develop all people into fully committed followers of Jesus Christ. They are looking for a student minister to join their team. This person will oversee the development and execution of a comprehensive ministry to students in the 6th – 12th grades and their parents/families. The Student Minister will work with Student Minister Associate and Children Minister and Associate to provide alignment and direction of the church's mission and equip volunteer leaders in the development of the spiritual formation of both student and parent(s).

What you'll be doing:

- Providing vision and direction to all aspects of Student Ministry, including programming, relationships, student leadership development, and physical space.
- Establishing and maintaining healthy and supportive relationships with students and parents as you partner with parents in developing relationships and equipping them in discipling their student(s) towards becoming a Jesus Follower.
- Overseeing and leading in the weekly planning and programming currently on Sundays and Wednesdays.
- Recruiting and training student and adult leaders for service in the ministry.
- Collaborating and coordinating regularly with various church ministries to plan large-scale events.

What you need to have:

- Three or more years of experience in a paid student ministry position
- Ability to manage/inspire/lead a team of volunteers well, thoughtfully, and creatively
- Organize, (or able to get people to be organized on their behalf)
- Learner, Teacher, Communicator
- Biblical Literacy

The Mechanicsville (Hanover County) area is a growing, thriving community and family oriented. It is in a great location - close to Blue Ridge Mountains, Washington D.C., Williamsburg, Virginia Beach, and fifteen minutes into the capital city of Virginia - Richmond. There are a lot of opportunities for fun, food, entertainment, museums, and history. There is also the option to live in city, suburban, or rural areas, as well as many excellent educational opportunities.