

Student Ministry Director

Hours: 40+ Hours Weekly

Reports to: Executive Pastor

Compensation: Compensation is competitive and commensurate with experience

About New Heights

New Heights Bentonville is a non-denominational evangelical church located in Bentonville, Arkansas, in the heart of one of the fastest-growing regions in the country. We are a church of 800+ that holds to historic Christian doctrine and exists to make disciples who love God passionately and love people tangibly. We are in an exciting season of growth, including a new building project and a 2030 vision that is shaping every area of our ministry. We are looking for leaders who want to be a part of what God is building here.

Position Overview

The Student Pastor will lead all aspects of ministry to teens (7th through 12th grade) at New Heights Bentonville. We want to grow deep and wide because every student represents another soul who can be transformed by Jesus. Our 2030 vision calls for 200 students connected in gospel-centered community, and the Student Pastor will be the primary leader responsible for building toward that future.

We are looking for a pastor first and a programmer second. Someone who loves being with students, equipping leaders, and partnering with parents. A person whose theology runs deep, whose leadership runs with urgency, and whose heart runs toward people. We believe the best student ministries are the ones that take the Great Commission seriously: making disciples who make disciples. The right candidate will bring both vision and execution, the ability to dream about what student ministry could be and the discipline to build it week by week.

Key Responsibilities

Teaching

- Serve as the primary teacher for student ministry worship services
- Develop gospel-centered teaching and small group content that forms students in the faith
- Partner with the worship team to create a student worship experience that is excellent, engaging, and God-honoring

- Teach in other worship services and ministry contexts as requested

Team Leadership

- Lead and develop student ministry staff
- Coach and develop each team member through regular one-on-one meetings
- Delegate with trust, giving team members real ownership and authority in their areas of strength
- Build a team culture of accountability, celebration, and shared mission

Strategic Vision and Execution

- Develop and execute an annual ministry plan with clear goals and measurable outcomes
- Manage the student ministry budget with stewardship and transparency
- Think ahead, communicate early, and ensure nothing falls through the cracks
- Track ministry health through attendance, leader engagement, and student growth indicators

Volunteer Leadership and Development

- Recruit, train, equip, and shepherd a growing team of volunteer leaders
- Invest in the personal and spiritual growth of every volunteer through coaching and development
- Build a volunteer culture where leaders feel empowered, equipped, valued, and cared for
- Conduct regular leader gatherings for vision, training, prayer, and team building

Discipleship

- Personally invest in the discipleship of students through consistent, intentional relationships
- Develop student leaders who own the mission and carry it into their schools and friend groups
- Build a discipleship culture where every student is known, challenged, and growing

Outreach and Relational Presence

- Be present in the lives of students beyond programming: school campuses, games, events, meals, and everyday life
- Build and lead an outreach strategy that reaches new students through relational networks

- Create a ministry culture where every new student and family feels welcomed, known, and followed up with
- Plan and execute regular events that create on-ramps for students who are not yet connected

Parent and Family Partnership

- Build genuine relationships with student ministry families through regular communication and care
- Develop a parent partnership strategy that equips parents as the primary disciplers of their students

Church-Wide Contribution

- Be present and engaged through Sunday morning services, connecting with families and building relationships across the church
- Participate fully in all staff meetings, retreats, and planning seasons

Who You Are

- You love teenagers and are energized by being around them
- You are a gifted communicator who can hold a room full of students and ground them in Scripture
- You develop other leaders and give away responsibility, not just tasks
- You are a strategic thinker who can see the big picture and build toward it with discipline and consistency
- You thrive in a collaborative staff culture and contribute beyond your ministry area
- You are theologically grounded in historic Christian orthodoxy and committed to the authority of Scripture
- You are organized, proactive, and responsive in your communication
- You have a heart for the lost, not just the found, and you build ministry with an outward posture
- You are resilient, humble, and willing to take risks for the sake of the gospel and the next generation
- You have a shepherd's heart for students, families, and the people you lead

Qualifications

- Experience leading student ministry in a growing church
- Bachelor's degree and theological training preferred

- A demonstrated love for students, families, and the local church
- Agreement with the beliefs and mission of New Heights Bentonville
- A committed follower of Jesus with a life that reflects the calling

How to Apply

Apply online at NHBentonville.com/jobs

New Heights Bentonville Staff Values

1. **Trust:** "We are trustworthy people, building trust with students, families, and staff through integrity, reliability, and authenticity."
2. **Honor:** "We serve, respect, and defend one another, pursuing healthy conflict to strengthen relationships and ministry impact."
3. **Clarity:** "We over-communicate and strive for clarity in all interactions to ensure alignment and understanding."
4. **Grit:** "We work hard, take ownership, and embrace faith-filled risks to advance God's kingdom through student ministry."
5. **Growth:** "We pursue personal and spiritual growth and are committed to fostering growth in others through discipleship and encouragement."