



DO WHAT
YOU LOVE.



MISSION CITY CHURCH
GLOBAL LEAD STUDENT MINISTER
JOB PROFILE



A person with a backpack is walking from left to right in the foreground, slightly out of focus. In the background, the Manhattan Bridge spans the frame, with its steel structure and suspension cables clearly visible. The scene is set during sunset or sunrise, with a warm, golden light illuminating the bridge and the surrounding city buildings. The sky is a mix of orange and blue. The overall mood is urban and dynamic.

Gne
THIRTY NINE

WE EXIST TO BRING
TRANSFORMATION
TO PEOPLE AND
ORGANIZATIONS
ONE STRONG HIRE
AT A TIME

THE MISSION CITY CHURCH STORY

The story of Mission City Church is marked by the faithfulness of God across generations. In August of 1953, seven people gathered in a small house for the first meeting of what would become a new church. What began as a simple act of obedience grew beyond anything they could have imagined. Over the following decades, the church flourished, planting six other local churches throughout San Antonio and many more internationally.

In the 1970s, the church experienced a powerful revival. People would pull over on the side of the road, drawn by what God was doing. Lives were radically transformed through encounters with Jesus, and the church continued to grow in extraordinary ways. This season of rapid growth led to expanded buildings, new facilities, the opening of a school, television broadcasting, and the launch of additional ministries. After decades of growth, the church eventually entered a season of decline – but God remained faithful.

In 2014, Pastor Matt Surber accepted the role of Lead Pastor and began guiding the church through a significant shift in focus. God gave us a clear mission: engage people where they are with the gospel of Jesus Christ and lead them into lives of transformation. As we prayed through this mission, one question emerged that would change the trajectory of our church: If we are called to engage people where they are, don't we need to go to them? That question led us into a new season as a multi-site church.

In 2016, God opened the door for us to launch our second location, reaching new communities in the Northwest area of San Antonio. Our Northwest Campus began in a rustic – though iconic – dancehall. It was a powerful picture of the gospel, and a weekly reminder of how deeply people need Jesus. Even as Northwest was just beginning, God was already at work in ways we could not see.

Unknown to anyone at the time, a woman who had been part of the church for many years included the church in her will. Her generosity made it possible for us to purchase the land that became the permanent home of the Northwest Campus. And God was not finished.

Around the same time, a rare hailstorm damaged the Central Campus, covering the Worship Center in debris. God again provided through an insurance agent who faithfully ensured everything was covered above and beyond, allowing us to renovate the Central Campus and build the Northwest facilities. Only God!

In 2019, the church officially became Mission City Church, aligning our name with the mission God had given us. This was not about abandoning our roots, but about faithfully stepping into what we believed God had prepared for our future.

In 2023, God called us to step out in faith once more with the launch of our North Campus at Pieper Ranch Middle School. Each week, a school cafeteria is transformed into a place of worship, expanding our reach into the north corridor of San Antonio.

One of our core values is expecting big things, because we believe we serve a big God who can do more than we can ask, think, or imagine. That expectation has been the heartbeat of Mission City Church from the very beginning. We choose to live and give with open hands as we seek to make Jesus known and see lives transformed by the power of the gospel.

MISSION CITY CHURCH

MISSION

Our mission is to engage people where they are with the gospel of Jesus Christ and lead them into lives of transformation.

CORE VALUES

- We put God first
- We love people
- We submit to God's Word
- We are contributors
- We never stop growing
- We value community
- We expect big things

ROLE COMPETENCIES

- Leadership
- Vision casting
- Team development
- Communication
- Strategic thinking
- Discipleship
- Collaboration
- Initiative
- Creativity
- Execution
- Passion for alignment between Mission City Church and Student Ministry

WE ARE ONE THIRTY NINE

JOB SUMMARY

As part of the Mission City Church team, the Global Lead Student Minister will be responsible for leading the Student Ministries at Mission City Church. This position will provide vision, leadership, discipleship, and strategic direction for Student Ministry across all Mission City campuses. This role exists to ensure that Student Ministry remains aligned with the mission, values, and strategy of Mission City Church while equipping campus Student Ministry leaders and teams to effectively engage students where they are with the gospel of Jesus Christ and lead them into lives of transformation.

This position includes leading and developing healthy and growing Student Ministries through weekly gatherings, discipleship, volunteer leadership development, student engagement, events, camps, and outreach opportunities. In addition, the Global Lead Student Minister will provide leadership for global Student Ministry initiatives, helping create consistency, alignment, and excellence across all campuses.

This role places high value on student discipleship, leadership development, volunteer recruitment and training, strategic planning, team collaboration, and cultivating environments where students can know Jesus, grow in their faith, and discover their purpose. The Global Lead Student Minister will work closely with Global Leadership, Campus Leadership, and Student Ministry teams across all locations to develop ministry strategies, execute global events and initiatives, and ensure the continued health and effectiveness of Student Ministry throughout Mission City Church.



PERSONAL PROFILE

- Collaborative, humble, teachable, and mission-focused.
- Positive and goal-oriented, with a strong desire to see Student Ministry aligned with the mission and culture of Mission City Church.
- High-capacity relational leader who values working within a team.
- Able to build, develop, and empower other leaders.
- Strategic thinker who can create alignment and partnership across multiple campuses and teams.
- Demonstrates humility, emotional intelligence, and a willingness to learn.
- Culture fit who reflects the values and leadership style of Mission City Church.

EXPECTATIONS & REQUIREMENTS

- At least 5 years of experience in a Student Ministry role that included leadership opportunities.
- Experience leading in a Student Ministry context of at least 250 students preferred.
- Multi-site Student Ministry experience is valuable, though not required.
- Bachelor's degree in Theology preferred.
- Cultural fit and leadership ability will be prioritized alongside education and experience.
- Must be able to lead with vision, communicate clearly, and collaborate well with campus leaders and ministry teams.
- Must demonstrate evidence of being teachable, relational, mission-focused, and aligned with the church's culture.



ESSENTIAL DUTIES & RESPONSIBILITIES

Student Ministry Leadership:

- Lead all aspects of Student Ministry across all campuses.
- Recruit, train, develop, and shepherd adult and student leaders.
- Build relationships with students and families.
- Oversee weekly student services, groups, and discipleship environments.
- Create opportunities for students to take next steps in their faith.

Administrative Leadership:

- Manage budgets, calendars, ministry systems, and communication.
- Ensure excellence in planning and execution of ministry environments.
- Maintain alignment with church-wide vision, goals, and ministry standards.



ESSENTIAL DUTIES & RESPONSIBILITIES

Global Student Ministry Leadership:

- Champion the vision and strategy of Student Ministry across all Mission City campuses.
- Work with Campus and Global Leadership to provide coaching, encouragement, and development for campus Student Ministry staff.
- Lead the planning and execution of global Student Ministry initiatives and events.
- Create alignment in philosophy, programming, discipleship strategy, and ministry culture.
- Evaluate ministry effectiveness and develop systems that help campuses succeed.

Leadership Development:

- Develop staff, interns, and volunteers.
- Identify and raise up future ministry leaders.
- Foster a culture of invitation and discipleship throughout Student Ministry.





SAN ANTONIO, TX

San Antonio, Texas, is one of the largest and fastest-growing cities in the United States, offering the energy and opportunity of a major city while still feeling like a welcoming, family-friendly community. Known for its rich history, cultural diversity, and strong sense of local pride, San Antonio provides a unique blend of big-city amenities and neighborhood warmth.

Residents enjoy a wide range of outdoor activities, from nearby rivers and natural swimming areas to parks, trails, and family attractions. With destinations like the Alamo, SeaWorld, Fiesta Texas, and a vibrant downtown, the city offers plenty to explore for individuals and families alike.

San Antonio is also home to military bases, the University of Texas at San Antonio, major healthcare systems, and large employers such as Valero, H-E-B, and USAA. With its growing population and diverse ethnic, cultural, and religious backgrounds, San Antonio represents both a thriving place to live and a meaningful opportunity for gospel-focused, biblical churches to serve and make an impact.

WHO WE ARE

We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.

OUR WHY

We exist to bring transformation to people and organizations, ONE strong hire at a time.

OUR VALUES

EXPERTLY SKILLED
WILDLY EFFECTIVE
AUDACIOUSLY INNOVATIVE
BOLDLY AUTHENTIC
PASSIONATELY TRANSFORMATIONAL
UNUSUALLY GENEROUS

