



# HIGHLANDS C H U R C H

## Next Gen Female Advocate

The Next Gen Female Advocate serves as a spiritual mentor, advocate and resource to female youth (Students through Young Adult) and Volunteer Leaders within the church. This role focuses on discipleship and helping girls grow spiritually, emotionally and relationally; while navigating challenges at home, school and in personal relationships. The Female Advocate acts as a trusted bridge between female youth and parents, church leadership and other authority figures when appropriate. This is a part-time position that will require evening and weekend availability.

### Essential Job Responsibilities:

- **MENTOR:**
  - Disciple female students through biblical teaching, prayer and Christ-centered mentoring.
  - Foster spiritual growth and godly character in alignment with Highland's mission and vision.
  - Meet regularly with Volunteer Leaders one-on-one and in small groups for encouragement, guidance and accountability.
- **SUPPORT:**
  - Provide emotional and spiritual care to girls facing challenges related to school, family dynamics, peer relationships, dating or authority figures.
  - Offer a safe, confidential, and supportive environment where girls feel heard, valued and respected.
  - Pray with and for students, offering biblical counsel while recognizing when to refer to pastors, counselors or other professionals.
- **MEDIATION:**
  - Serve as a trusted go-between for girls and parents, teachers, school administrators, church leaders or other authority figures when concerns arise.
  - Help girls navigate conflict in healthy, biblical and respectful ways.
  - Communicate concerns appropriately while maintaining integrity, discretion and accountability.
- **COLLABORATE:**
  - Work closely with pastoral staff, volunteer leaders and parents to ensure consistent care and discipleship.
  - Participate in ministry meetings, training and planning as required.
  - Uphold church policies related to child safety, reporting and boundaries.
  - Train up and encourage adult volunteer leaders, staff and parents to provide support and encouragement to the youth of Highlands.

**Requirements:**

- 5+ years experience working with young girls (kids through young adult) in mentorship, counseling, education, ministry, small groups, etc.
- Ability to teach and lead young girls in a biblically true and loving manner; especially those in sensitive and difficult situations.
- Must be willing and able to accompany students to each camp held throughout the year or provide a suitable replacement to ensure students have adequate support at camps.
- A firm grasp of core Bible-based theological truths and the ability to clearly articulate.

**Spiritual Requirements:**

- Is a committed follower of Jesus Christ.
- Willing to become a member and attend Highlands Church, subsequently agreeing to Highlands':
  - Statement of Faith
  - Statement on Marriage and Sexuality
  - Highlands Bylaws, Article 7.5 – Church Discipline
- Abides by the policies and procedures of Highlands Church
- Strives to uphold the values of L.I.F.E.
  - Love, Integrity, Fun, Excellence

**Physical Requirements:**

Able to easily navigate Highlands campus and various off-site locations ( i.e., various local meeting places, airports, camps, mission trip locations, etc.)