

CARMEL BAPTIST CHURCH

Position Description

Young Adult Pastor

Ministry Area: Generations Ministry

Reports To: Adult Pastor

Supervises: none

FLSA: Full-time, Exempt

SUMMARY OF THE BASIC FUNCTION

The Young Adult Pastor is responsible for the oversight, administration, leadership, and implementation of all programs and ministries for young adults. This young adult ministry must reflect Carmel's vision, coordinate with other generational ministries, and maintain a balanced focus on worship, ministry, evangelism, fellowship, and discipleship. Young adult ministry aligns with the larger church ministry and impacts the family by linking church and home.

GENERAL QUALIFICATIONS

Education/Knowledge: A bachelor's degree is required. A minimum of a master's degree from a Southern Baptist or like-minded seminary is desired (MDiv preferred). Must have a working knowledge of pastoral ministry, leadership development, and discipleship strategies. Should be exposed to the current trends and developments in Young Adult Ministry and have an intimate knowledge of the Scripture and its application.

Skills: Recruiting and developing leaders, managing events, budgets, resources, and leading teams to accomplish strategic goals. Strong in servant leadership, strategic planning, communication, relationship-building, and mentoring young adults and young married couples in both formal and informal settings. Detail-oriented, self-motivated, and efficient, with the ability to teach the Bible effectively and train others to teach with clarity and confidence. Approachable, tactful, assertive, and relationally strong, with proven leadership experience and excellent interpersonal skills.

Expectations: Committed to aligning with church beliefs, strategy, and vision, with a clear testimony of faith and growing Christlikeness. Meets the biblical qualifications for pastoral ministry outlined in 1 Timothy 3:2-7 and Titus 1:5-9, while maintaining integrity, healthy boundaries, and a Christ-honoring example in ministry leadership.

Experience: A minimum of 5 years of teaching and leadership responsibility in para-church or pastoral ministry is preferred. Must have hands-on experience working with various ministry programs and resources related to Young Adult Ministry as well as working with volunteers.

Physical Demands/Work Environment: Vision, hearing, and speech are essential. Must be able to sit at a desk at least 50% of the time. Position also involves bending, stooping and lifting at least 50 pounds on a regular basis. Must be able to work the hours and days necessary to complete the essential functions of the position.

Mental Requirements: Attention to detail and mental concentration are necessary for performing many functions simultaneously and tolerating frequent disruptions.

ESSENTIAL FUNCTIONS

Young Adult Ministry Oversight

- Pastor and shepherd the Young Adults by developing and implementing a strategic vision for the Young Adult Ministry to foster discipleship, relationship building, evangelism, serving, and missions engagement.
- Lead and cultivate healthy small group and large group gatherings.
- Plan and lead retreats and special events related to Carmel's mission/vision/strategy.
- Develop and implement a follow-up plan with guests to facilitate meaningful connections with other Young Adults.
- Effectively leverage digital platforms and communication tools to engage and disciple young adults with clear, consistent, and inspiring communication.
- Plan and implement a budget for the Young Adult Ministry in coordination with the Generations Pastor.
- Seek to expand the Young Adult Ministry through creative ideas and opportunities.
- Regularly evaluate ministry effectiveness and adjust strategies to support spiritual growth and engagement.

Discipleship & Teaching

- Provide regular, engaging biblical teaching to lead Young Adults to deepen their relationship with Jesus.
- Equip young married couples for Christ-centered marriages.
- Facilitate intergenerational connections within men's and women's ministries.
- Lead the Young Adults in biblical adulthood, maturity, and leadership.
- Work alongside the Student Ministry to help graduates transition into the Young Adult Ministry.

Leadership Development

- Help the Young Adult community intentionally integrate into the church as active members through learning and practicing spiritual giftedness.
- Cultivate a culture of discipleship multiplication by identifying, mentoring, and empowering emerging leaders.
- Build and sustain a healthy volunteer culture marked by ownership, accountability, encouragement, and teamwork.
- Coordinate the mentoring of young adults sensing a call to ministry vocations.

Pastoral Care

- Provide spiritual guidance, counseling, and support during personal life changes.
- Counsel and support couples through early marriage.
- Provide care and support to Young Adults that are away from Carmel due to job/education.
- Assist the Senior Pastor with pastoral responsibilities including preaching, hospital visitation, weddings, funerals, counseling, and guest contacts as needed.

Other

- Communicate Carmel's vision, activities, and service opportunities to Young Adult groups.
- Attend appropriate staff meetings. Meet regularly with the Generations ministry team for planning, coordination, goals setting, etc. under the direction of the Generations Pastor.
- Other duties as assigned.