



# HILL COUNTRY

## BIBLE CHURCH

### **JOB DESCRIPTION**

### **DIRECTOR OF YOUNG ADULTS MINISTRY**

Job Classification: Exempt, Full Time

Date: September 2019

### **OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:**

1. Young Adults are owning the vision of HCBC to be a movement of changed lives that impacts greater Austin and beyond for Christ (YA's in our community are typically twenty-something professionals who are single and upwardly mobile).
2. Young adults are connected into the intergenerational congregation of HCBC in a way that mobilizes them to multiply disciples, celebrate life change, and think beyond themselves.
3. Successful leadership of the ministry rhythms and environments which enable young adults to connect, grow and thrive as they take next steps on their spiritual journey.
4. The YA ministry is growing faster and more effectively because the YA Director is a gifted leader of leaders. Effective development and multiplication of leaders that produces leadership teams who share responsibility, ownership and leadership for the ministry.
5. Regular outreach events (minimum of three per year) that have clear goals to reach and engage Young Adults far from God.
6. A collaborative approach with all HCBC campuses and church-wide ministries for the greatest impact.
7. A growing involvement of older generations who are actively pouring themselves into the lives of young adults through relationships, mentoring, discipleship, community impact, global outreach mission trips, and other serving, connecting, and discipleship opportunities.

### **MAJOR RESPONSIBILITIES AND ACTIVITIES:**

1. Develop and execute the annual Ministry Action Plan (MAP) for the YA Ministry which includes specific planning to accomplish overarching HCBC goals of:
  - a. **Gospel Saturation** - sharing the love of Jesus with those around us and engaging in missional practices through a BLESS approach (where we live, work and play)
  - b. **Disciple Making** - living out Jesus' Commission to make disciples who make disciples -Fully Formed Followers of Christ
  - c. **Leadership Development** – a growing passion and practice to be hero makers and to continuously identify, empower and deploy leaders
  - d. **Growth & Impact** – helping people on their spiritual journey as they visit our church, small groups and special events; growing in practice to reach “the one” that God brings to our door
2. Create a clear and specific process for helping YAs take their next step on the spiritual pathway, including Discover Hill Country, Discipleship, Small Groups, etc.
3. Discover the environments and spaces that work best for connecting and engaging professional young adults in our community.
4. Develop systems to ensure YAs are regularly serving Sunday-by-Sunday across all campuses; help them see themselves as owners of the vision, mission and values of HCBC.
5. Execution and development of midweek environment, as both a front door to the church, as well as a pathway to age/stage connections and community for young adults in the context of a larger church.
6. Relationally connect and reach out to YAs during evenings, Sundays/weekends, and holidays.
7. Partner and collaborate with Small Groups ministry in order to consistently launch healthy young adult small groups (and intergenerational small groups) where people connect relationally, grow spiritually and BLESS those who don't yet know Christ.
8. Oversee development of young adult leadership teams that are executing and owning ministry execution and outcomes. Spend time with people – envision, inspire, encourage, develop and deploy.
9. Connect College grads to YA engagement and community; work closely with the High School and College Ministry staff and lay leaders.
10. Regularly collaborate with campuses and all ministries; serve as an expert in engaging young adults and maximize opportunities to connect young adults into involvement and leadership throughout our church.
11. Teach, lead and communicate across a broad variety of channels.
12. Plan and execute outreach events across all HCBC campuses which increases the number of young adults who are connected, engaged and experiencing life change.
13. Perform duties at the pastor/director level and serve as a successful member of our overall staff team –ownership and execution of church-wide initiatives/goals, and active participation in seasonal opportunities and special events (Christmas Eve, Easter, Great Adventure, etc.).

**REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:**

1. 3-5 years' experience **leading** a growing ministry to students, college students or young adults; experience in a similar staff leadership position may be considered; preference for large church experience.
2. If lack of church staff experience in a leadership role, this person must have equivalent marketplace experience in a leadership role along with 3+ years of church lay leadership/volunteer experience in a high-capacity ministry area with spiritual and directional leadership.
3. Leader of Leaders – catalytic leader who is able to identify, develop, and deploy leaders who become co-owners of ministry.
4. Able to teach/communicate Biblical truths (large and small gatherings) and to reproduce disciples.
5. Passion for Young Adults and a calling to see them experience life-change; an evangelistic heart for people far from God and active in sharing the Gospel with them.
6. Available to meet with Young Adults when they are available, some evenings, weekends, etc.; expected to serve on Sundays, Christmas Eve and Easter.
7. Sees themselves as an owner of the mission, vision, values and pathway of Hill Country Bible Church.
8. Theologically aligns with the core beliefs of HCBC and becomes a church member within 3 months of hire (if not already a member).
9. Under grad degree required; Biblical studies or Seminary preferred, but not required.

**CULTURE AND CLIMATE:**

1. Position reports to Eric Creekmore as part of the Strategic Ministries Team.
2. Staff culture is goal-oriented, collaborative, with accountability; priority of personal evangelism.
3. Core Values of Responding to God's Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves.