JOB DESCRIPTION
Young Adult Pastor
Job Classification: Exempt, Full Time
Date: July 2019

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

1. The vision of HCBC to be a movement of changed lives that impacts greater Austin and beyond for Christ is visibly seen in the lives of our Young Adults.¹
2. A spiritually vibrant, evangelistic community that is moving steadily toward a goal of 400 active² young adults.
3. Young adults are connected into the intergenerational congregation of HCBC in a way that mobilizes them to live out our core values: Responding to God’s Word, Engaging Generations, Celebrating Life Change, and Thinking Beyond Ourselves.
4. Effective ministry rhythms and environments which enable young adults to take their next step on their spiritual pathway:
   a. Following Jesus (weekly corporate worship and daily devotional time)
   b. Growing Together (active in small group community)
   c. Impacting Others (they know and are using their spiritual gifts in active service)
   d. Living with Purpose (experiencing life change and impact through Fully Formed Follower Discipleship, Gospel Saturation, Leadership Development, etc.)
5. Effective development and multiplication of leaders that produces leadership teams who are sharing ministry execution, ownership and responsibility.
6. Effective partnership with Small Groups ministry in order to consistently launch healthy young adult small groups, with the goal of 100% of active young adults participating in a small group community.
7. Regular outreach events (minimum of three per year) that have 50% of attenders unaffiliated with any church, 100% of the attendees followed up with personally and invited to take a next step at HCBC, a 25% year-over-year increase in the engagement score of young adults, and a 25% increase in the number of young adults who attend HCBC.
8. A collaborative approach with all campuses and church-wide ministries for the greatest impact.
9. A growing involvement of older generations who are actively pouring themselves into the lives of young adults through discipleship, relationships, community impact, GO trips and other serving, relational and discipleship opportunities across the HCBC family.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Develop and execute the annual Ministry Action Plan (MAP) which includes detailed planning to accomplish overarching HCBC goals of Gospel Saturation, Disciple Making (Fully Formed Follower), Leadership Development, and Growth & Impact.
2. Create clear and specific process for helping YAs take their next step on the spiritual pathway.

¹ The focus of Young Adults will be the 23 to 28-year-old, single young professional who is career minded and upwardly mobile. This is the 20-something version of the target of our For the One ministry strategy: 35-year-old married professional, who is career minded and upwardly mobile.
² Active young adults are those who are members, regular attenders, and/or involved in relational communities such as discipleship, small groups, Gathering, etc.
3. Execution and development of midweek environment, as both a front door to the church, as well as a pathway to age/stage connections for young adults in the context of a larger church.
4. Collaborate with small group ministry to best connect small groups involving young adults to the greater church; Create space for young adult leaders of small groups to connect, be equipped, and celebrated.
5. 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.
6. Oversee discipleship process of young adults, working with other ministries in creating a discipleship culture among the YAs and producing disciple makers.
7. Regularly collaborate with campuses and all ministries to educate in engaging young adults and maximize opportunities to connect young adults into involvement and leadership throughout our church.
8. Develop systems to ensure YAs are regularly serving in HCBC Sunday-by-Sunday.
9. Available to be relationally connected to and reaching YAs during evenings, weekends, and holidays.
10. Plan and execute outreach events across four campuses which increase the number of young adults at HCBC.
11. Perform duties of a pastor and serve as a successful member of our overall staff team – help in planning and execution of church-wide initiatives, special events, minister on call, baptisms, weddings, funerals, and communion.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. 3-5 years’ experience leading a growing ministry to students, college students or young adults; preference for large church experience.
2. Able to teach/communicate Biblical truths; fully aligns with the Core Beliefs of HCBC.
3. Spiritually vibrant and highly relational; possesses a winsome personality and proven ability to build relationships and trust with people of all ages.
4. Passion for Young Adults and a calling to see them experience life-change; evangelistic heart for people far from God and active in sharing the Gospel with them.
5. Activator – proactive in seeing what needs to happen, the opportunities available, and bent toward leading progress in the ministry without specific supervisor direction.
6. Leader of Leaders – able to identify, develop, and deploy leaders who become co-owners of ministry.
7. Disciple Maker – sees themselves as owning personally Jesus’ command to “go and make disciples.”
8. Humble Team Player and Owner – personally sees themselves in ministry to achieve the goals and objectives of Hill Country Bible Church first and how the ministry they lead serves that ultimate outcome.
9. Under grad degree required; Biblical studies or Seminary preferred, but not required.
10. Available to work Sundays, some evenings, Christmas Eve, and Easter.

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.