



Role Description

Position Title	Young Adults Pastor
Position Reports to:	Executive Pastor
Department:	Pastor & Directors; MCIT
Schedule (may vary):	Weekdays, varied evenings and weekends (especially Sunday), typically 50 per week. Exempt Position, Full-time benefits
Salary Range	DOE 70k-85k

GENERAL DESCRIPTION

North Coast Calvary Chapel (NCCC) is seeking a spiritually mature, relationally gifted, and visionary leader to serve as Young Adults Pastor, overseeing a dynamic ministry for College Students and Young Adults (Ages 18 through 29). This individual will shepherd and disciple young adults during some of life's most formative years, guiding them into deeper relationships with Christ, meaningful community, and purposeful mission.

AREAS OF RESPONSIBILITY

1. Visionary Leadership
 - Cast and implement a clear, Spirit-led vision for the College and Young Adults Ministries. Create age-appropriate rhythms and strategies for spiritual formation, evangelism, and discipleship. Ensure alignment with NCCC's overall mission and ministry priorities.
2. Shepherding and Discipleship
 - Build and maintain a strong culture of pastoral care and mentoring.
 - Equip young adults to grow as disciples and leaders through small groups, retreats, and service opportunities.
 - Be present in the lives of students and young adults through active engagement and relational availability.
3. Teaching and Communication
 - Serve as the primary Bible teacher for regular gatherings in both ministries, and occasionally on weekend services.
 - Communicate biblical truth in relevant, inspiring, and transformative ways.
 - Coordinate guest speakers and ensure theological consistency.
4. Community & Outreach Development
 - Create pathways for outreach to local colleges and the broader young adult community.
 - Partner with other ministries (e.g., Missions, Worship, Life Groups) to integrate young adults into the life of the church.
 - Foster a welcoming environment for newcomers and unchurched individuals.
5. Team Leadership and Administration
 - Recruit, train, and develop volunteer leaders and teams.
 - Oversee the planning and execution of weekly gatherings, events, and retreats.
 - Manage ministry budgets, communications, and ministry evaluation metrics.

REQUIRED FOR THE JOB

- A growing, mature relationship with Jesus Christ, evidenced in lifestyle and character.

- A pastoral heart with a passion for discipling young adults in a biblically grounded and culturally relevant way.
- 3+ years leading a thriving ministry in a church or ministry context.
- Bachelor's degree in Theology, Biblical Studies, or transferable education or experience (Master's degree preferred).
- Strong organizational and interpersonal communication skills.
- Proven experience in teaching, discipleship, and team development.
- Proven pulpit/large group communicator.
- A high value on authenticity, prayer, and Spirit-led leadership.
- Committed to the mission, vision, and theological alignment of North Coast Calvary Chapel.
- Ability to multitask, manage schedules, and collaborate in a fast-paced church environment.
- Empowers others through collaboration, creativity, and a clear vision.
- Lives missionally and cultivates a vibrant community both within and outside the church walls.
- Able to connect across generations while focusing on emerging adult formation.
- Lifting, moving, or transporting equipment as needed (up to 40 lbs).
- Must be able to work primarily on-site (in person) and have flexible hours to accommodate special events and services.
- Able to commit to a 50-hour work week, including Sunday mornings/evenings, select evening events, and church-wide events.
- High emotional intelligence and relational intuition to disciple and develop others.

WORK ENVIRONMENT

- Predominantly at the NCCC campus and the surrounding local area for meetings with leaders, ministry partners, and congregants.
- Off-campus and online, staying connected with key volunteers to ensure mentoring structures.
- Events at venues in North County San Diego and beyond.
- National and international travel as needed, and according to family and work schedules.