

## COMPASSION CHRISTIAN CHURCH JOB DESCRIPTION

| Position Title                                                                                                      | Department                                                                     | Reports to             |
|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|------------------------|
| Young Adult Leader/Pastor - Central                                                                                 | Worship Experiences - Central Generations                                      | EP Worship Experiences |
| Employment Status                                                                                                   | FLSA Status                                                                    | Effective Date         |
| <input type="checkbox"/> Temporary <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time | <input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt | 11.2025 – cdb/HR       |

### WHO WE ARE

We are guided by our fundamental values, our **CORE4**, which define our culture, but it's our mission that drives everything we do: to **LEAD OTHERS TO A LIFE-CHANGING RELATIONSHIP WITH JESUS**.

- Roof Wrecker (RW): Willing to go above and beyond to help others connect with Jesus.
- Game Changer (GC): Committed to doing whatever it takes to advance the Kingdom.
- Ephesians 4 (E4): Focused on raising others up to fulfill their potential and contribute.
- We Over Me (W/M): Prioritizing the good of the team over personal gain.

### POSITION SUMMARY

The role's primary focus is to research and develop a sustainable young adults ministry model designed for replication at other CCC Campuses near colleges, aligned with the church's vision. Additionally, it involves leading and inspiring the Young Adult ministry at our Downtown Campus through engaging programs, spiritual growth initiatives, and meaningful relationship-building, and connection to service and engagement opportunities.

### ESSENTIAL DUTIES & RESPONSIBILITIES

The essential functions include, but are not limited to the following:

#### CENTRAL RESPONSIBILITIES

- **Develop Ministry Model (GC):** Research and develop a sustainable young adults ministry model, designed for replication at other CCC campuses near colleges, aligned with the church's vision.
- **Deploy & Export Model (W/M, GC):** Provide leadership of the Downtown ministry and develop strategies to export the model to other campuses, using best practices learned from Downtown, to create a scalable, repeatable ministry.
- **Seamless Generations Transition (E4):** Work with the Central Kids Pastor and Central Student Pastor to develop a seamless transition plan from high school to college. Track participation, spiritual growth, and engagement, and gather feedback to adapt and improve ministry initiatives.

#### DOWNTOWN RESPONSIBILITIES

- **Oversee Weekly Gatherings (W/M, E4):**  
Plan and lead dynamic, impactful gatherings for college students, incorporating worship, teaching, and fostering a welcoming environment for connection. Develop relevant curriculum, teaching series, and content tailored to young adults' spiritual growth.
- **Cultivate Community (E4):**  
Encourage meaningful relationships by facilitating small groups and mentorship opportunities, ensuring students feel connected and supported in their walk with Jesus. Provide pastoral care, mentorship, and support for young adults navigating life challenges like careers, relationships, and faith questions.
- **Equip and Empower Leaders (W/M, E4):**  
Identify, recruit, and train volunteers and leaders, building a strong leadership team within the young adult ministry.

- **Additional Duties (E4, W/M):** This job description is not all-inclusive. Additional responsibilities related to campus or community engagement and ministry support may be assigned as needed.

#### **COMMITMENT TO CHRIST and CCC**

- Demonstrates a personal relationship with Jesus Christ and actively engages in spiritual growth.
- Participates in regular accountability with a designated staff partner or approved individual.
- Adheres to the Mission, Vision, Core Values, Philosophy of Ministry, and Statement of Faith of CCC.
- Supports and upholds the policies and procedures outlined in the CCC Employee Handbook.

#### **TEAMWORK and PROFESSIONALISM**

- Embraces a collaborative team mindset and actively contributes to the objectives of the Vision & Strategy Team (VST).
- Maintains the highest standard of personal conduct and lifestyle, as outlined in the Team Assumptions.
- Demonstrates a commitment to excellence in all work, recognizing its significance.

#### **MINIMUM QUALIFICATIONS**

##### **Education:**

- A Bachelor's degree from an accredited Christian/Bible college or university is required.
- Consideration will be given to candidates with extensive experience and demonstrated proficiency in ministry leadership, particularly in Generations roles, preferably college or young adult ages, as well as Outreach..

##### **Experience:**

- A minimum of three (3) years of experience in ministry or a related field is preferred.

##### **Knowledge, Skills, and Gifts:**

- **Visionary Leadership & Strategic Thinking:** Passionate about and proven results in developing engaging programs and outreach efforts that promote spiritual growth and community connection. Skilled in inspiring teams, motivating volunteers, and building strategic partnerships to extend outreach impact.
- **Relational & Interpersonal Skills:** Adept at building authentic relationships across diverse groups with emotional intelligence, humility, and integrity. Capable of fostering a welcoming environment that encourages engagement and connection.
- **Team Development & Mentorship:** Experienced in recruiting, mentoring, and empowering volunteers and leaders. Committed to fostering unity, spiritual maturity, and cultivating a strong leadership pipeline.
- **Event Planning & Outreach Strategy:** Proficient in implementing impactful events, and collaborating with community partners to enhance outreach and engagement.
- **Spiritual Character & Servant Leadership:** Deep personal faith characterized by humility, integrity, and a serving mindset—modeling Christlike leadership in all aspects of ministry.

#### **EMPLOYEE ACKNOWLEDGEMENT**

I understand and acknowledge that my employment with Compassion Christian Church is "at-will," meaning it can be terminated by either party at any time, with or without reason, and with or without notice. This job description, along with any other provided documents, does not constitute an employment contract or guarantee of continued employment. I have read and understand the contents of this job description. I understand that it may be subject to change and does not alter my "at-will" employment status.

Reviewed with employee by

Signature: \_\_\_\_\_ Name (print): \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_

Received and accepted by

Signature: \_\_\_\_\_ Name (print): \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_