



## **MERCY ROAD CHURCH**

CARMEL

**Job Title:** Student and Young Adult Pastor

**Status:** Full-Time

**Supervisor:** Next Gen Pastor

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### **About Mercy Road Church**

Mercy Road Church exists to see people far from God disciplined into a passionate relationship with Jesus. We believe that we are all "on mission" and that the church is not a building, but a movement of people empowered by the Holy Spirit to bring transformation to our communities. We are committed to multiplication, discipleship, and raising up the next generation to know and follow Jesus.

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### **Summary Description**

The Student and Young Adult Pastor is responsible for leading Mercy Students (grades 6–12) and Young Adults (ages 18–26) in a way that fosters discipleship, belonging, and faith ownership. This role builds and leads volunteer teams, develops engaging environments, and partners with parents to create a dynamic spiritual growth pipeline from adolescence to early adulthood. The student and young adult ministries are distinct in both rhythm and approach and are not fully integrated.

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### **Primary Responsibilities**

#### **Ministry Leadership**

- Provide pastoral leadership, programming strategy, and vision for middle school, high school, and early young adult ministries
- Develop separate but cohesive ministry rhythms for students and young adults (e.g., Sunday night student programming, midweek young adult events)

- Recruit, train, and shepherd volunteer leaders for both student and young adult ministries
- Equip and empower student leaders and young adults to serve within and beyond the church
- Oversee the planning and execution of retreats, outreach events, and discipleship environments for both age groups

### **Teaching, Discipleship, and Outreach**

- Regularly teach in large group settings and coordinate teaching calendars for Sunday nights and young adult gatherings
- Create small group environments that foster meaningful relationships and faith formation
- Identify and invest in emerging leaders, interns, and residents across both ministries
- Develop relationships with parents, supporting them as key partners in discipleship
- Promote and equip student and young adult participation in Outposts and Sunday services

### **Communication and Administration**

- Partner with the Next Gen Pastor in developing a cohesive discipleship path
- Communicate ministry goals, wins, and needs clearly with staff, volunteers, parents, and participants
- Maintain digital and logistical systems for volunteer scheduling, event registration, and attendance tracking
- Oversee ministry-specific budgets, curriculum planning, and media content in collaboration with central teams
- Collaborate with the Engagement Pastor on transition strategies into young adult and adult ministry life

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### **Required Skills & Abilities**

- Strong teaching and communication skills, particularly with youth and emerging adults
- Experience developing teams and discipling both students and young adults
- Strategic thinking with a high relational EQ
- Strong planning and organizational ability
- Proficient in volunteer coordination and ministry systems
- Gospel-centered ministry approach rooted in Scripture

## Preferred Skills & Experience

- 3+ years of student or young adult ministry experience
  - Experience managing interns, volunteers, and multi-environment programming
  - Familiarity with Planning Center, Rock RMS, and standard church communication tools
  - Bachelor's degree in ministry, theology, or a related field (preferred but not required)
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## Classification

- Exempt (Salaried)
  - Full-Time
  - Work Schedule: Sunday–Thursday with flexibility for nights, events, and pastoral care needs
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## Physical Requirements

- Ability to sit or stand for extended periods
  - Ability to lift up to 40 pounds for ministry setup as needed
  - Ability to move between indoor and outdoor venues and ministry spaces
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## Personal Responsibilities

- Maintain God-ordained priorities by putting Christ first, family second, and ministry third
  - Demonstrate a lifestyle of relational evangelism and active discipleship
  - Be an advocate for the vision, leadership, and unity of Mercy Road Church
  - Uphold the standards of the Mercy Road Leadership Covenant
  - Attend weekly worship services and actively participate in a discipleship group
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*This job description is not exhaustive and may be revised as ministry needs evolve. The Student and Young Adult Pastor is a key member of the Next Gen team and is expected to carry out other duties as assigned in service to the mission of Mercy Road.*

