

Position Title:	Youth and Young Adults Associate Pastor
Reporting to:	Youth and Young Adults Pastor
Partners with:	Pastoral Staff, Ministry Volunteers
Classification:	Pastoral Staff Full Time 32 Hours Per Week, including weekends and some evenings
Compensation:	Salary \$32,500 - \$36,000 per annum plus benefits

Purpose

The Youth & Young Adults Associate Pastor will provide leadership and cultivate growth for the young people at KAC. In alignment with KAC's strategic vision, the primary responsibility will be the formation and discipling of our young adults by developing spaces and opportunities for our young adults to grow deeper in their relationship with God, one another, and the broader church. We have a goal to develop a community where no one stands alone, leaders are intentionally developed, young people meet and are transformed by Jesus, and are equipped and empowered to reach their friends for Him.

Key Roles

- Leadership of the Young Adults Ministries.
- Formation and development of young people at KAC.

Areas of Responsibility

Young Adults Ministry (55%)

- In collaboration with the Youth and Young Adults Pastor, provide vision, leadership, and direction to create spaces and opportunities where young adults are transformed by Jesus and community flourishes.
- Implement a plan for online connections through the KAC Young Adults social media pages.
- Explore and develop opportunities and connections for students attending Thompson Rivers University.
- Provide leadership and care for young adult small groups.
- Provide spiritual direction and counsel to individuals when needed.
- Help young adults integrate well into the life of the church.
- Develop engaging content for teaching and spiritual formation of young adults.
- Develop and preach engaging and relevant gospel centered messages.
- Lead, recruit, equip, and encourage volunteer teams, ensuring that volunteers feel valued, know responsibilities, and have the skills to fulfill their role.

Youth Ministry (20%)

- In collaboration with the Youth and Young Adults pastor, help youth students transition well into the life KAC Young Adults.
- Provide leadership and care for students as needed.
- Develop and preach engaging and relevant gospel-centered messages.

Leadership Development (10%)

- In collaboration with the Youth and Young Adults Pastor:
 - Recruit, equip, and develop leadership teams
 - Develop and facilitate leadership training opportunities for the young people of KAC.
- Ensure leadership teams feel valued, know responsibilities, and have the skills to fulfill their role.

KAC Gatherings and Events (10%)

- Arrive at least 30 minutes before weekend gatherings and key KAC events to be a friendly, pastoral presence.
- Assist and support the Host Team in creating a warm and welcoming atmosphere in the foyer for guests.



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- Be intentional about connecting with guests both before and after gatherings with a focus on connecting with young adults in attendance.
- Be available to engage in prayer and guide conversations with those in need of care. A referral to a KAC Pastor or counsellor may be necessary.
- Follow the KAC Operations Manual to 'work one service; attend one service' unless you are on a scheduled weekend away.

Point Pastor (5%)

- See the *JD Point Pastor 2024.07* for further details and clarity.

Competencies and Qualifications

- Able to work as part of a strategic, goal-oriented team in a large, multi-staff setting and collaborate effectively in cross functional teams utilizing highly developed communication, project, and time management skills.
- Resourceful and creative self-starter with the ability to balance the details with the big picture perspective, who can manage responsibilities and delegate as necessary.
- Passionate about equipping and empowering youth and young adults.
- Experience in a church or other ministry context with building leadership teams.
- Experience in supervising, motivating, and encouraging others with a proven ability to work with and through leaders.
- Strong interpersonal skills, able to apply and communicate biblical knowledge and principles to life situations.
- Completed formal education in theology or church leadership or pursuing Christian higher education.
- Must be eligible for Official Workers credentials and/or be ordained or willing to be ordained with the Christian and Missionary Alliance.

General Responsibilities & Expectations

The Youth and Young Adults Associate Pastor ought to:

- know Jesus personally and love Him whole-heartedly. This should be evidenced through spiritual growing and an obvious love of Jesus.
- engage in practices that help grow in a personal relationship with Jesus.
- participate in church life through regular attendance at, and participation in, weekend gatherings and other group ministries.
- live by and contribute to the KAC Employee Culture Creed.
- agree to and sign the Christian and Missionary Alliance Statement of Faith, Statement on Human Sexuality, and the KAC Team Covenant.

Acknowledge and Acceptance

Employee Name

Date of Acceptance

Employee Signature

Tim Hoogenboom | Senior Associate Pastor