

Youth and Young Adult Director

Job Description | South Campus | Church on the Rock

Department	Reports To	Campus	Employment Type
Campus Ministry	South Campus Associate Pastor	South Campus	Full-Time, Salary

Position Summary

Church on the Rock is looking for a passionate, strong leader to serve as our **Youth & Young Adult Director** at the South Campus.

This role is responsible for leading, developing, and executing the vision for both Youth and Young Adult Ministries—helping students and young adults pursue God, pursue people, and pursue Kingdom while creating environments where they can encounter Jesus, grow in their faith, and live life to the full.

We are looking for someone who is a dynamic communicator, relational leader, and strong team builder who is fully aligned with the mission and values of COTR:

Love God. Love People. Make it Better. Choose Joy.

Core Responsibilities

Preaching & Teaching

- Preach and teach regularly during Youth services
- Develop engaging, biblically sound messages that connect with students and young adults
- Equip leaders and volunteers with teaching resources and direction
- Ensure all teaching aligns with COTR doctrine and discipleship strategy

Vision & Ministry Leadership

- Lead and oversee Youth and Young Adult Ministries
- Cast vision and create strategies for discipleship, outreach, and growth
- Build strong systems and leadership pipelines for long-term ministry health
- Ensure ministry alignment with the vision, culture, and leadership of Church on the Rock

Volunteer Leadership & Development

1. Recruit, train, and develop volunteers for Youth and Young Adult Ministries
2. Create leadership pathways for volunteers to grow into greater responsibility
3. Maintain consistent communication, encouragement, and care for team members
4. Equip volunteers with tools and training to effectively disciple students and young adults
5. Foster a healthy, life-giving team culture

Meetings & Collaboration

- Lead weekly meetings with Youth leaders and key volunteers
- Collaborate with campus staff and ministry teams for alignment

- Maintain strong communication with parents and families
- Help communicate ministry wins, vision, and next steps across the church

Parental & Congregational Communication Ministry Operations

Events & Camps

Success Metrics

This role will be evaluated based on:

1. Growth in student and young adult attendance and engagement
2. Volunteer recruitment, retention, and development
3. Consistency and quality of teaching and services
4. Effective execution of events and camps
5. Alignment with overall church vision and culture
6. Development of future leaders within the ministry

Qualifications & Requirements

General Skills & Competencies

1. Strong communicator and engaging teacher
2. Proven leadership and team-building ability
3. Highly relational and people-focused
4. Organized and able to manage multiple responsibilities
5. Self-motivated with strong work ethic

Biblical & Character Qualifications

1. Must be a born-again believer in Jesus Christ
2. Must be a committed member of Church on the Rock
3. Maintain a strong personal relationship with God
4. Live a life of integrity on and off the platform
5. Passionate about discipling the next generation

COTR Staff Commitments

1. Live aligned with the vision and values of Church on the Rock
2. Maintain strong spiritual disciplines
3. Support and collaborate with church leadership and staff
4. Represent COTR with integrity in all areas of life