



Job Description

Position Title: Young Adults Director

Reports To: Executive Pastor

Revised: 6/18/26

Department: Young Adults

Status: Fulltime

Pay: Salary

The Young Adults Director's primary role is to develop and lead the Young Adults Ministry of Stonehill Church. The Young Adults Director will provide care, leadership, discipleship, and resources to young adults as they seek to find and follow Jesus. This role will be responsible for creating environments where young adults can connect in community, grow spiritually, serve others, and become fully engaged disciples of Jesus Christ. The Young Adults Director will work alongside the Executive Pastor to implement Stonehill's discipleship strategy within the Young Adult ministry.

Overall Responsibilities

Young Adults Ministry

- Lead, oversee, develop, and grow the Young Adults Ministry through weekly gatherings, groups, discipleship opportunities, events, retreats, and outreach initiatives.
- Oversee and develop a preaching team for Young Adults.
- Develop and implement a clear discipleship pathway that helps young adults grow in their relationship with Jesus and become spiritual contributors.
- Recruit, train, develop, and care for Young Adult facilitators, mentors, and volunteers.
- Build and maintain a healthy leadership structure that equips others to lead and multiply ministry efforts.
- Ensure that young adults are connected to biblical community through groups, serving opportunities, and mentoring relationships.
- Create environments that encourage worship, biblical teaching, authentic relationships, and spiritual growth.
- Develop a culture that intentionally notices, pursues, and connects those who are new, isolated, or struggling to find community.
- Oversee communication strategies for the Young Adults Ministry, ensuring timely and effective communication with participants, leaders, and families when appropriate.

- Plan and coordinate ministry events, worship nights, retreats, service projects, and other discipleship opportunities throughout the year.
- Partner with other ministries within Stonehill Church to create clear next steps for young adults and facilitate integration into the broader church family.
- Provide pastoral care, encouragement, and spiritual guidance to young adults as needed.
- Manage the Young Adults Ministry budget and resources in alignment with Stonehill Church policies and priorities.
- Track and evaluate ministry effectiveness through attendance, engagement, leadership development, and discipleship outcomes.
- Participate in church-wide initiatives and events as directed by the Executive Pastor.

Leadership Development & Mentoring

- Recruit, train, develop, and care for Young Adult facilitators, mentors, and volunteer leaders.
- Create and maintain a healthy mentoring culture that prioritizes spiritual growth, leadership development, and relational discipleship.
- Equip mentors to invest in facilitators by helping them grow in their walk with Jesus, leadership abilities, and group facilitation skills.
- Provide ongoing coaching, encouragement, accountability, and resources to ministry leaders.
- Develop a leadership pipeline that identifies, trains, and empowers future facilitators, mentors, and ministry leaders.
- Foster a culture where leaders intentionally pursue those who are new, disconnected, overlooked, or in need of community.
- Ensure leaders model Stonehill's mission, values, and discipleship pathway while creating welcoming and spiritually healthy environments.
- Schedule regular leadership gatherings, training opportunities, and development experiences throughout the year.
- Create systems that encourage healthy ministry rhythms, sustainability, and prevention of volunteer burnout.
- Regularly evaluate leadership effectiveness and provide feedback, coaching, and opportunities for growth.

Professional Competency

- Committed disciple of Jesus Christ, living in dependence on His indwelling Spirit and desiring to be obedient to Him as Lord.
- Ability to preach and communicate God's word effectively and relationally.
- Demonstrates a passion for reaching and discipling young adults.
- Be a leader of leaders. Allow, teach, and empower leaders to lead.
- Displays strong moral character, integrity above reproach, and honesty.
- Personal initiative and diligence that produces follow-through in tasks.
- Strong interpersonal skills—ability to communicate persuasively and compassionately, both orally and in writing.

- Demonstrates relational intelligence and the ability to build trust with a wide range of people.
- Ability to recruit, develop, coach, and care for volunteer leaders.
- Promotes a positive attitude and working environment, desires to have fun, and is flexible.
- Strong organizational and administrative skills.
- Supports and advances the mission, vision, values, and culture of Stonehill Church.

STONEHILL'S PARTNERSHIP PATHWAY

Staff Team Members have an expectation of upholding the Partnership Pathway of Stonehill.

Gather – Each Staff Team Member needs to be committed to being at Sunday services on a regular basis. Our Community Groups are an integral part of our church so it is vital to be part of a Community Group.

Grow – It is hard to lead somewhere you have never been. It is critical that Staff Team Members are personally growing in their walk with Christ. This should include daily Bible Study and Prayer.

Give – Each Staff Team Member should give of their Time, Treasure, and Talents. A staff team member should serve in some ministry at Stonehill as well as commit to giving their tithes to Stonehill (10%) and offering.

Go – This can look different, but a Staff Team Member is going by serving in and out of Stonehill (local community) and by creating discipleship relationships where they are pouring spiritually into others.

This job description includes the essential functions of the job that an incumbent must be able to perform with or without reasonable accommodation. This document does not create an employment contract, implied or otherwise. The organization maintains “at will” employment. This job description is subject to review and may be revised or updated at management’s discretion.