

Job Title: Associate Minister: Young Adults

Full-Time: (Main)

Department: Department of Ministries

Reports To: Chief Ministry Officer

Direct Reports: Volunteers

FLSA Status: Exempt

Prepared Date: March 25, 2025

OUR MISSION

The mission of the Eastern Star Church's ministry is evangelism and discipleship. We are committed to the great commission instituted by Jesus Christ that is to nurture and save souls. (Matthew 28:18-20). Everything we have done is to live out this vision that the Lord has given to our church family. From adding ministries to staffing, from building facilities to adding programs, from stewardship to membership, it has all been to be obedient to the commission of Christ.

YOUR ROLE IN OUR MISSION

The Associate Pastor: Young Adults, Preaching and Teaching will bring an authentic voice that engages young adults more deeply to help grow their faith and participate in the life of the church and faith community. This helps to ensure that members receive biblically based instruction by preaching and teaching, supporting ministry efforts, and providing exhortation to those in need.

PRIMARY RESPONSIBILITY

- Create and lead programs that develop strong disciples and expand evangelism among young adults.
- Build spiritually based relationships with young adults and provide spiritual direction and counseling when appropriate.
- Develop and maintain a system for effective communication with young adults.
- Develop and implement an ongoing evaluation process for ministry effectiveness.
- Submit an annual strategic plan of proposed ministry and budgetary requirements to engage young adults within the church.
- Effectively lead, grow, and enhance the young adult ministry with excellence.
- Assist with the oversight and development of the Minister's Ministers-in-Training Ministry.
- Recruit, train, equip, and encourage young adult volunteers to serve in various areas of the ministry.
- Participate in and teach Sunday School, Bible Study, and other Christian education programs.

ADDITIONAL RESPONSIBILITIES

- Represent the Lead Pastor's office, aligned with the Eastern Star Statement of Faith and the organization's mission.
- Serve as a worship leader as needed at all campuses.
- Preach and teach biblically based lessons on Sundays and Wednesdays, along with other times requested as well.
- Travel to all three campuses and any other assigned services as requested/needed.
- Preside over special ceremonies such as funerals, weddings, and exhortation visits, as needed.
- Work alongside the Communications and Production Teams to create engaging church announcements and marketing strategies that provide opportunities to evangelize and encourage both members and non-members to attend church regularly, and/or participate in church and various ministry activities.
- Coordinate with other affiliate entities.
- Other duties as assigned

Requirements

QUALIFICATIONS AND IDEAL CHARACTERISTICS

The representative for this role must have the knowledge, skills, and/or abilities that are required to perform this position at a satisfactory level.

The Associate Pastor of Young Adults and Preaching and Teaching must be an active member of Eastern Star Church and be a licensed or ordained minister and a consistent giver as an opportunity to show God Owns It All by giving back to Him the first of what He gives us (Please refer to the Eastern Star Church Discipleship Policy for additional details). The ideal candidate will also have a master's degree of Divinity from an accredited institution and at least three years relevant preaching experience in similar setting.

- Successful candidate must have prior leadership experience (minimum 3 years) in a Christian Ministry setting.
- Master of Divinity or related field from an accredited institution, preferred.
- At least three years of relevant preaching experience in a similar setting.
- A combination of education and experience will be considered.
- Solid understanding of basic Christian beliefs and theology.

- Must have the spiritual gifts of Evangelism, Shepherding and Serving.
- Creativity and innovation skills.
- Ability to develop and lead teams of volunteers.
- Exceptional written and oral communications skills that are clear and easy to understand.
- Strong administrative and organizational skills
- Strong interpersonal and exhortation skills with an ability to communicate with and provide counseling for members of diverse backgrounds.
- Professional acumen with the ability to plan and prioritize tasks, maintain organization, handle confidential information, and be flexible in terms of scheduling.

DESIRED RELATIONAL SKILLS:

- A Christian with personal spiritual discipline that is consistent in public and in private.
- A mature walk with Christ, evidenced by strong and well-articulated testimony, personal spiritual discipline, consistency in public and in private, a commitment to moral purity, healthy relationship with others, and healthy relationships with spouse and family (if married).
- The Associate Pastor of Young Adults and Preaching and Teaching must be willing to sign and comply with the Discipleship Policy which includes becoming a member of Eastern Star Church within 90 days of hire. As faithful stewards, Eastern Star Church leaders (YAPPA position included) who are required to sign the Discipleship Policy Agreement as a leader our goal and obedience to God is tithing (10%) minimum to Eastern Star Church as well as, regular attendance in worship and discipleship activities as leaders.
- Ability to effectively communicate with others.
- Ability to apply common sense understanding to carry out detailed and/or ambiguous written or oral instructions.
- Must be a self-starter, self-motivated with minimal supervision required in a Christian ministry setting.
- Ability to establish and maintain personally challenging achievement goals and exert effort toward mastering tasks.

PHYSICAL DEMANDS AND WORKING CONDITIONS

The physical demands described here are representative of, but not limited to, those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Must be able to stand, walk, sit; use hands to reach, handle or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch or crawl; talk and hear.

Must have a valid driver's license.