



Youth and Young Adult Pastor Harrisdale Campus Position Description

Context

At Carey our vision is to see the world transformed by the love of God. The church is at the heart of our campus spiritually and physically. Its mission is to be and make disciples who love and serve and by doing so to foster flourishing communities of hope. We do that in the midst of a thriving campus, where each day thousands of people come to engage in the Colleges (primary and high), Jump Early Development Services and Timber Cafe. And we do it with a fresh passion for what is coming.

Our Carey 2026 document, launched earlier this year, says “We feel called to a **new season of development**. From the strong foundation built, in the five years to 2026 we see Carey working to widen its reach, whilst digging deeper to better understand the contribution God invites Carey to make in the world.”

For this new season, Carey Church is seeking a leader to fill the new role of Youth and Young Adult Pastor.

Broad Role Description

The Youth and Young Adult Pastor should be a spiritually mature, enthusiastic, and inspiring Christian with a call to ministry, who has the vision, passion and leadership giftings to work with Church and College staff and develop existing and new ministries that present the gospel and discipleship pathways in ways that are relevant and engaging for the current and emerging generations of youth and young adults. This will require a desire to discern, in conjunction with others, where God is leading and to develop and execute potentially groundbreaking strategies. It will also require the cultivation of leaders and an ability to build constructive relationships with a wide range of people, including Church staff and volunteers, College staff, parents, youth and young adults.

In entering this ministry, the Youth and Young Adult Pastor becomes a Partner (member) of Carey Baptist Church with the associated responsibilities and privileges.

Role Purpose

The primary purpose of this role is to develop existing and new ministries that present the gospel and discipleship pathways in ways that are relevant and engaging for the current and emerging generations of youth and young adults.

Accountable to the Senior Pastor, the Youth and Young Adult Pastor will:

1. **Develop a strategic vision and plan for youth and young adults:**
 - a. Through, prayer and discernment, in conjunction with others, develop a holistic framework for the coming 5 years with the coming 10 years in mind;
 - b. This framework will integrate with the Carey Kids programs, the Sunday service and the College.

- c. The framework should take account of social changes and trends as well as being faithful to the heart of the gospel.
- 2. Oversee and develop our youth programs, including:**
 - a. Overseeing the Friday night youth program.
 - b. Overseeing the Sunday morning youth program as part of the Sunday worship service.
 - c. Developing and pastorally caring for youth leaders, overseeing pastoral care for youth and, in conjunction with the pastoral team, ensuring appropriate pastoral care for young adults;
 - d. In conjunction with the Sunday service music leader, continue to develop youth and young adult musical worship teams.
 - e. Engaging with the College leaders and staff to grow integration pathways for staff and students, including active participation in during-school-hour events, assemblies and camps.
 - f. Throughout these programs, for people at all points of the discipleship journey, from mildly resistant to Christianity to deeply committed followers, provide connection and engagement opportunities.
 - 3. Develop and grow the Carey Church young adult community:**
 - a. Envision, in conjunction with others, how Carey Church can best serve and love young adults;
 - b. Work closely with our Sunday morning service coordinator to ensure Sunday services are appropriately engaging for young adults today and of the future; and
 - c. Develop opportunities for young adults to grow and lead in Carey's missional context.
 - 4. Be an integral part of building a discipling culture at Carey Church;**
 - a. Our desire is to follow the words, works and ways of Jesus, and intentionally lead others on the same journey.
 - 5. Lead and serve other Youth and Young Adult staff team members:**
 - a. To take line responsibility (pastoral care, staff reviews etc) for other staff members in the Youth and Young Adult ministry.

Duties and Responsibilities

The duties and responsibilities of the Youth and Young Adult Pastor will include:

- Leading staff and volunteer leaders across youth and young adult ministries;
- Recruiting, developing and mentoring volunteer leaders in line with developing and growing youth and young adult ministries;
- Building broad and deep relationships with staff in the College;
- Managing the youth and young adult budgets;
- Custodianship of the Carey Youth Room environment, including booking calendar, store room and youth equipment;
- Ensuring training of all Youth and Young Adult ministry staff and volunteers in Carey Church policies and procedures and that a culture of care is fostered in line with these policies and procedures;
- Being an active member of the Church staff team;
- Preaching to the Sunday service congregation periodically;
- Working with the Senior Pastor and the Church staff team to implement strategic plans and systems for the Church beyond youth and young adult ministries;
- Participating in weekly team meetings, regular Partnership Forums and other significant Church community events.

Personal

The personal life of the Youth and Young Adult Pastor should:

- Cultivate a Jesus-centered, authentic spiritual journey that is grounded in the scripture and prayer;
- Model the attitude of giving the best to God;
- Be one of lifelong learning, actively pursuing training, teaching and opportunities to observe new models and ideas that could assist Carey Church in becoming a community after God's heart;
- Incorporate appropriate opportunities for rest, recreation and reflection;
- Identify one or two Jesus centered people to act as mentors and 'sounding boards', and meet regularly with them. These may be Christians in the wider community.
- Participate regularly in a Pastoral Peer Group.

Work hours

Applications will be considered for carrying out this role full time or part time (minimum 0.8 FTE), though full time is preferred. It is anticipated that the Youth and Young Adult Pastor will work on Friday nights and Sundays, but with commensurate time off during the week.

Applications

Applications close on 31 October (though applying earlier is encouraged) and should be sent by email to info@careychurch.asn.au and addressed to Peter Scott. For more information, including the purpose and history of Carey, the terms and conditions for the role, selection criteria and information we request to be included in an application, please see the **Youth and Young Adult Pastor Application Pack** in the [Employment section](#) of our website under Carey Baptist Church.