



*One Church, One Message, Many Expressions*  
[www.porticocanada.ca](http://www.porticocanada.ca)

**Job Description: Young Adult Ministries Pastor  
May 2025**

**PORTICO'S MINISTRY OVERVIEW**

PORTICO Community Church, is a Christian church, incorporated as a registered Canadian not-for-profit charity, affiliated with the Pentecostal Assemblies of Canada (PAOC), serving the Greater Toronto Area (GTA) with campuses located in Mississauga and Milton.

PORTICO's senior pastor, elected by the official members, reports to the board of elders on vision, direction, ministry and church operations. The senior pastor is empowered and monitored through policy governance for the hiring, management and care of all ministry staff and for the oversight of ministries, facilities and operational matters.

**PORTICO'S MINISTRY OBJECTIVES**

PORTICO Community Church is passionately committed to its mission, vision and core values as defined below:

**PORTICO'S MISSION**

*"Helping people find their way back to God."*

**PORTICO'S VISION**

*"One Church, One Message, Many Expressions."*

**PORTICO'S CORE VALUES**

*"CONNECT with Christ and His family"*

*"GROW together in Christ likeness"*

*"SERVE Christ's mission in the world."*

**PORTICO'S ENDS**

PORTICO strives to fulfill God's purpose and design for His church as expressed through PORTICO's stated ENDS.

*We believe that because of PORTICO, people will Be Disciples who:*

*CONNECT with Christ and His Family*

*Mathew 4:19 "Come..."*

*Mathew 11:28-30 "Come to me..."*

*GROW together in Christlikeness.*

*Mathew 4:19-20 "...follow me..." Mathew*

*11:28-30 "...learn from me..."*

*SERVE Christ's mission in the world.*

*Mathew 4:19-20 "...I will send you out..."*

*Mathew 28:19-20 "Go, and make disciples of all nations..."*

*And, there will be healthy, self-sustaining expressions of disciple-making communities that have capacity to reproduce themselves and are fully aligned with PORTICO's Mission.*

### **Young Adult Ministries Pastor**

Reporting to the Senior Associate Pastor, the Young Adult Ministries Pastor, plays a vital role in advancing PORTICO's mission and vision by providing dynamic leadership for the Young Adult Ministries at PORTICO. This role is responsible for leading and nurturing the spiritual growth of young adults and young professionals within PORTICO. This role emphasizes connection, discipleship, service, and leadership development, aiming to integrate young adults into the broader life of the church.

The Young Adult Ministries Pastor has a firm grasp on the church's mission, vision and strategy, and working in harmony with the pastoral team and ministry staff, equips leaders and ministry partners to carry out PORTICO'S ENDS. To accomplish the expectations of this role, their emphasis will be given to building robust systems of relational and spiritual trust amongst all staff, ministry partners and church attendees, in order to ensure that the church is healthy, vibrant, and growing.

This role necessitates a leadership style that is servant-hearted and characterized by Christ-like attitudes. The leader must embrace a passion for individual spiritual development, exercise open and honest communication, be intentional in committing to initiating reconciliation & restoration when in disagreements, and express and maintain loyalty, confidentiality & support of the church leadership. Strong technical and operational skills and experience, as well as a thorough understanding and commitment to working in a large church, multi-staff setting, will be critical for success in this role.

The Young Adult Ministries Pastor will be directly supervised by the Senior Associate Pastor, which includes but is not limited to: leadership support, goal setting, performance evaluation, mentoring and training.

### **Key Areas of Responsibility**

- **Facilitate Ministry for CONNECT, GROW, and SERVE:**
  - Facilitate ministry in the areas for CONNECT, GROW, and SERVE for all young adults who attend PORTICO, or live within the regions that PORTICO serves. This will include a regular large group meeting for young adults, young professionals and Growth Groups for both demographics.
  - Develop and implement strategies to engage young adults and young professionals in meaningful service opportunities within the church and the community.
- **Coordinate with Kingdom Builder Partners:**
  - Collaborate with local and global partners to provide service opportunities for young adults and young professionals, encouraging active participation in missions and outreach programs.
- **Provide Counseling and Pastoral Care:**
  - Offer spiritual guidance, mentorship, and support to young adults and young professionals, addressing their personal and faith-related concerns.
- **Implement an Apprentice Model:**
  - Develop and oversee a leadership development program that mentors and trains young adults and young professionals, promoting generational leadership within the church.
- **Establish Goals with Supervision:**
  - Work closely with the Senior Associate Pastor to set and achieve objectives for the Young Adult Ministries, aligning with the church's overall mission and vision.
  - Develop, oversee, and manage the annual budget for the Young Adult Ministries, ensuring alignment with PORTICO's strategic goals for the ministry.

### **Other duties:**

- Participate in the Pastor On Call schedule, offering pastoral support as required.

### **Accountability for CONNECT Dials**

- **Weekly Attendance and Engagement:**

Track weekly attendance at Young Adult Ministries services and events, ensuring consistent participation in programs. Analyze trends and develop strategies to increase engagement among young adults and young professionals. Identify participation trends and develop strategies to foster consistent involvement and connection among young adults and young professionals.
- **Newcomer Integration:**

Personally connect with newcomers through follow-ups such as phone calls, one-on-one meetings, and events. Establish intentional pathways for welcoming and connecting new young adults and young professionals into the ministry. Document these connections and evaluate effectiveness regularly.
- **Spiritual Formation:**

In collaboration with the Associate Pastor of Worship Arts & CONNECT, deliver teachings that

equip young adults and young professionals with a robust understanding of Christian faith and doctrine, emphasizing personal relationship with Christ, discipleship, and leadership in their communities. Include a focus on foundational doctrines, personal faith development, and the importance of I Said Yes to Jesus, Water Baptism, Growth Group participation and Serving.

- **Goal Monitoring and Reporting:**

In collaboration with your supervisor and the Associate Pastor of Worship Arts & CONNECT, track and report on CONNECT-related metrics, including attendance, newcomer follow up, and spiritual formation milestones (I Said Yes to Jesus and Water Baptism). Provide updates to your supervisor with actionable insights and recommendations for improvement.

#### **Accountability for GROW Dials**

- **Discipleship Training and Engagement:**

In collaboration with the Associate Pastor of GROW, implement and monitor an intentional discipleship model tailored to Young Adult Ministries, ensuring young adults and young professionals are growing in their faith and understanding of spiritual disciplines. Collaborate with the Associate Pastor of GROW, to provide age-appropriate materials and activities that encourage spiritual growth. Equip young adults and young professionals to identify and operate in their spiritual gifts through mentorship and hands-on ministry opportunities. Teach young adults and young professionals how to share their faith with peers through practical tools.

- **Pastoral Care, Counseling and Prayer:**

Provide pastoral care and counseling to young adults and young professionals, documenting interactions and tracking follow-up actions. Develop and maintain a system to address prayer requests from young adults and young professionals. Offer timely spiritual care and mentorship, addressing their personal and faith-related concerns. Provide pastoral care and counseling to Ministry Partners under your care, documenting interactions and tracking follow-up actions. Update the Care board as you address prayer requests from Ministry Partners. Provide timely and meaningful responses and document interactions.

- **Resource Development:**

In collaboration with the Associate Pastor of GROW, develop and provide access to resources for spiritual growth, such as study guides, devotionals, and curated RightNow Media content specifically for Young Adult Ministries. Track engagement with these resources to ensure they are effectively meeting the needs of young adults and young professionals.

- **Goal Monitoring and Reporting:**

In collaboration with the Associate Pastor of GROW, track and report on GROW metrics, such as discipleship resource usage, pastoral care, counseling sessions and prayer requests. Share updates with your supervisor, highlighting successes and addressing gaps.

#### **Accountability for SERVE Dials**

- **Ministry Partner Recruitment, Training and Retention:**

Recruit, train, and retain Ministry Partners (volunteers) for Young Adult Ministries, ensuring adequate support for programs and events.

- **Community Service Opportunities:**

In collaboration with the Associate Pastor of SERVE, encourage and facilitate young adult and

young professional participation in local outreach efforts, fostering a missional mindset. Partner with the Associate Pastor of SERVE, to organize SERVE projects for Young Adult Ministries.

- **Risk Management Compliance:**

Ensure Ministry Partners comply with SERVE policies.

- **Goal Monitoring and Reporting:**

In collaboration with the Associate Pastor of SERVE, track and report on SERVE-related metrics, including number of new ministry partners and total number of existing ministry partners. Provide regular updates to your supervisor with recommendations to strengthen volunteer involvement and outreach initiatives.

### **Leadership Expectations**

As a member of PORTICO's pastoral staff, this role requires that you personally embrace, actively promote and support PORTICO's mission, vision, core values and Ends within all expressions of the church community.

This position is often involved in sensitive situations and the individual may become aware of privileged information requiring sound judgment and discretion. Strict confidentiality must be maintained when dealing with the elder board, pastoral or congregational related issues. A violation of confidentiality is grounds for immediate dismissal.

### **Leadership Competencies and Qualifications**

- Bachelor's degree in theology, or a related field.
- Minimum of 3-5 years of pastoral leadership experience.
- Ability to develop and communicate a clear vision for Young Adult Ministries, aligning with the church's mission to disciple others.
- Capable of nurturing and developing volunteers' leadership skills, spiritual growth, and talents.
- Excellent organizational skills and attention to detail.
- Adaptable and results driven.
- Capable of supporting cross-functional roles and church events.
- Strong oral and written communication skills.
- Effective problem-solving abilities.
- Self-motivated and able to work collaboratively with others.
- Leadership and Vision Casting
- Relationship Building and Mentorship
- Program Development and Implementation
- Cultural Awareness and Relevance
- Strategic Planning and Goal Setting
- Adaptability and Problem-Solving

The above-mentioned responsibilities are intended to describe the general nature of the work being performed by person employed in this role. This is not intended to be an exhaustive list of all assigned responsibilities, skills, efforts or working condition.

PORTICO Community Church reserves the right to change, amend, delete or otherwise assign any and all duties, responsibilities and position titles as is deemed necessary to meet the vision, mission and purposes of PORTICO Community Church

**Full time (37.5 hrs a week)**

**Tuesday to Friday: 8:30 am-4:30 pm, Sundays: 8 am - 1 pm.**

**Office Location: 1814 Barbertown Road, Mississauga ON L5M  
2M5**

**Salary range: \$52,000-\$55,000**

**To apply for this job, please submit the job application:**

**[PORTICO.cc/job-application](https://portico.cc/job-application)**