

POSITION DESCRIPTION

ASSOCIATE PASTOR - YOUTH



ROLE TITLE	Associate Pastor - Youth
KEY AREAS OF ACCOUNTABILITY	The evangelism and discipling of teenagers.
ACCOUNTABLE TO	While ultimately the Associate Pastor - Youth is responsible to Christ, the Pastor reports directly to and is accountable to the Senior Pastor for day-to-day oversight of their ministry and to the Church Governance Group.
LOAD	Full time - 5 days per week (including Sundays).
GOVERNANCE CONTEXT	This document should be read in conjunction with • the Glasshouse Country Baptist Church Constitution, • current Governance Policy documents, • the Queensland Baptist Code of Ethics and Ministry Practice, • the Queensland Baptist Registration and Ordination Guidelines and • appropriate GCC documents including Teacher's Handbook.

POSITION OVERVIEW
The Associate Pastor - Youth will encourage teenagers of both GCBC, GCC and in the broader community to: • Become followers of the Lord Jesus. • Grow as followers of the Lord Jesus. • Serve others as followers of the Lord Jesus. • Facilitate the integration of teenagers into the body life of GCBC. • Assist the College Pastors in their roles. • Foster a culture of love, acceptance, and care among the youth.

KEY ROLE REQUIREMENTS	
KEY ABILITIES AND QUALITIES	The Associate Pastor - Youth must: • Have a vital and growing relationship with the Lord Jesus. • Have an exemplary Christian character. • Meet the spiritual qualifications for leadership as set out in 1 Timothy 3:1-13, Titus 1:6-9, and 1 Peter 5:1-4. • Have a life that reflects the fruits of the Spirit as described in Galatians 5:19-24. • Demonstrates Christlike character and spiritual maturity. • Have a clear sense of a call by God for this role. • Be able to live and minister within the theological framework, ministry practices, and convictions of GCBC. • Be able to work alone as well as with others. • Relate well to, and lead the GCBC vision for, teenagers. • Build, oversee, and pastorally care for the youth leadership team. • Be able to teach the Bible in ways teenagers can understand and apply. • Embody the principles represented by the mnemonic SUSFAT (Submissive, Faithful, Available, Teachable). • Have strong planning skills and manage assigned budgets and resources effectively.
EXPERIENCE AND QUALIFICATIONS	• Holds or is pursuing undergraduate Ministry and/or Theological qualifications (or equivalent). • Demonstrated leadership experience, preferably in Youth. • Committed to the mission, vision, values, doctrine, and direction of GCBC. • Holds a Child Protection Suitability Card from the Commission for Children & Young People. • If married, the spouse must be supportive of their call and ministry.
KNOWLEDGE AND SKILLS	The Associate Pastor - Youth must: • Be skilled in preparing and presenting relevant, engaging, gospel focussed and biblical studies and talks. • Be capable of biblically engaging with key care issues associated with Youth Ministry. • Possess strong communication (written and oral) and interpersonal skills. • Be gifted in ministering to youth, and able to partner with parents. • Be able to build the Youth leadership team. • Be able to help people work through various life issues from a biblical perspective.

KEY ACTIVITIES	
PRIMARY WEEKLY ACTIVITIES	● Bible Study: Prepare and lead Wednesday night Youth Bible Study (currently approx. 12-20 people). ● Youth Group: Prepare and lead Friday night youth group (currently approx. 40-70 students), ensuring it is a well-planned, resourced, and fun program. ● Develop and implement a Sunday night Youth service. ● Participate in weekly prayer meetings. ● Participate in the Church Preaching Plan as required ● Participate in College Chapel Services as appropriate ● Form strong relationships with College Pastoral Staff ● Provide regular reports (monthly, quarterly, annual) to the Senior Pastor and Governance Group. ● Organize and lead 2 youth camps per year, with at least one focused on discipling and Bible study. ● Meet with the Senior Pastor weekly.
GENERAL PASTORAL DUTIES	● Assist in strategies to integrate teenagers into the church family. ● Maintain familiarity with current cultural trends and best practices within ministry areas. ● Assist in providing general pastoral support for the church in conjunction with the Senior Pastor and Elders, as appropriate.
PERSONAL AND PROFESSIONAL DEVELOPMENT	Devote time to personal spiritual and professional development through: ● Prayer and personal devotions. ● Implementing the QB PMDP (Personal Ministry Development Plan) as agreed upon with Senior Pastor and Elders
REMUNERATION AND CONDITIONS	● Remuneration in accordance with QB Remuneration Guidelines and other details as outlined in the Pastor's Spiritual Appointment Agreement.