

## POSITION DESCRIPTION

**Position Title:** Youth Pastor

**Department:** Family Ministry

**Load:** Full-time

**Location:** 47 Jennifer Street, Seventeen Mile Rocks QLD 4073

### Position Overview

The role of the Youth Pastor is to help lead Riverlife to reach, integrate, connect, care, and disciple High School age youth. They will build, oversee and enhance the Riverlife Youth Ministry through weekly programs, Life Groups, coordinated events, personal relationships and discipleship ministries.

The Youth Pastor should be visionary and creative in both problem-solving and communication. They will cast and carry out a fresh vision for reaching out to youth and incorporating them into the Riverlife family and a meaningful relationship with Jesus.

The primary responsibilities of this position include:

- Regularly assessing the discipleship and outreach (ReachOut) processes and programs of the Youth Ministry, working with volunteers to develop new and relevant outreach processes and programs.
- Regularly assessing the needs of youth for the purpose of responding appropriately to those needs.
- Helping develop the spiritual growth, pastoral care and leadership potential of all volunteers associated with the Youth Ministry.
- Ensuring youth are pastorally cared for.
- Developing and leading a vibrant and healthy Youth Core Team (key leadership team).
- Participating in wider church ministry functions as assigned by the Family Pastor or Senior Pastor.

The Youth Pastor will collaborate with the Pastors and staff to ensure a matrixed approach is achieved to strengthen the Youth Ministry.

### Key Relationships & Accountability

|                         |  |
|-------------------------|--|
| <b>Reports To:</b>      | Family Pastor  |
| <b>Direct Reports:</b>  | Youth Core Team (and all volunteers)                               |
| <b>Key Interaction:</b> | Pastoral Leadership Team, Youth Core Team, Youth, Parents of Youth |

| Key Result Areas                               | Outcomes  |
|--|---|
| 1. Ministry Visioning, Planning and Evaluation | (a) Deliver a Youth Ministry vision in consultation with the Family Pastor that is: <ul style="list-style-type: none"><li>i. biblical, relational, purposeful, and relevant.</li><li>ii. aligned with the Riverlife Vision, Mission and Values.</li><li>iii. communicated to the Ministry staff, volunteers and other stakeholders (youth, parents of youth).</li></ul> |

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|---------------------------|--|
|                           | <ul style="list-style-type: none"> <li>(b) Roadmap and programs that accomplish the objectives of the Youth Ministry, are identified, evaluated, established, implemented and regularly reviewed to meet the needs of the ministry.</li> <li>(c) Information and advice are assembled and used to facilitate proper budget and resource planning for all aspects of the Youth Ministry portfolio.</li> <li>(d) Ensure timely and accurate database records and workflows across the Ministry.</li> </ul>   |
| 2. Leadership Development | <ul style="list-style-type: none"> <li>(a) Programs and processes designed to select, train and develop the leadership necessary to meet both current and expanded needs of the Youth Ministry.</li> <li>(b) A Youth Core Team is developed, trained and empowered in their leadership and discipleship.</li> <li>(c) Regular meetings and performance reviews of associated key volunteers.</li> <li>(d) Develop and implement a leadership development pathway for youth to engage in.</li> <li>(e) Ensure all volunteers complete regular Child Safe Training to comply with the respective Riverlife policy and procedures.</li> </ul>   |
| 3. Care and Connection    | <ul style="list-style-type: none"> <li>(a) Strong relationships are built within the Youth Ministry modelling kingdom family among members.</li> <li>(f) Identify and implement clear age-appropriate onboarding opportunities for newcomers in collaboration with the Pastor of Care and Connection.</li> <li>(g) A clear and comprehensive care matrix is implemented across the Youth Ministry in order that volunteers and youth are cared for and connected.</li> <li>(h) Ensure the individual needs of volunteers within the Youth Ministry are addressed and ministered to.</li> <li>(i) Compliance with the requirements of the Working with Children’s Policy and Procedures for the safety and wellbeing of Riverlife youth.</li> </ul> |
| 4. Worship and Prayer     | <ul style="list-style-type: none"> <li>(a) Intentionally activate the priority of worship and prayer as foundational across the Youth Ministry programs and events.</li> <li>(b) In collaboration with the Pastor of Worship and Prayer, develop opportunities within the Youth Ministry to cultivate the practice and outworking of Riverlife’s culture of worship and prayer.</li> <li>(c) Foster an environment of raising up a youth worship team that carry Riverlife’s DNA.</li> </ul>   |
| 5. Spiritual Formation    | <ul style="list-style-type: none"> <li>(a) In collaboration with the Pastor of Spiritual Formation, identify and implement flightpaths for spiritual formation and personal discipleship of the Youth Ministry leaders, volunteers and youth.</li> <li>(b) Collaborate with the Pastor of Spiritual Formation to identify and/or develop quality resources for curriculum materials to meet the needs in areas of spiritual, personal and interpersonal growth across the Youth Ministry.</li> </ul>   |
| 6. REACH                  | <ul style="list-style-type: none"> <li>(a) In collaboration with the Pastor of REACH, opportunities for outreach (ReachOut) are identified and strategies are developed to train and release youth into their frontlines.</li> <li>(b) Establish and implement an active and thriving school’s ministry program.</li> <li>(c) Where possible, promote and engage youth and youth leaders in church-wide Reach projects/events/programs.</li> <li>(d) In collaboration with the Pastor of Reach, explore and promote opportunities throughout the Youth Ministry for engagement in Riverlife’s ReachBeyond strategy.</li> </ul>   |

| Essential Competencies   |  |
|--|--|
| <b>Knowledge/Experience</b>  | <ul style="list-style-type: none"> <li>• Minimum three-year experience in a pastoral/leadership capacity</li> <li>• Demonstrated ability to relate to High School aged youth</li> <li>• Ability to model a high standard of leadership and performance in accordance with Riverlife’s Vision, Mission and Core Values</li> <li>• Ability to motivate and influence individuals and teams positively</li> <li>• Ability to provide direction and promote community development, processes and outcomes which influence effective ministry practices</li> <li>• Ability to make informed decisions, using discretion and judgement</li> <li>• Ability to communicate effectively with colleagues, staff, volunteers and parents of youth, to foster trusted, nurturing and professional relationships</li> <li>• Ability to monitor workflow and workload for direct reports and teams</li> <li>• Ability to provide feedback on performance to teams and individuals</li> <li>• Ability to receive feedback on their performance from line manager/Senior leaders and key stakeholders</li> <li>• Ability to train, equip and mentor leaders</li> <li>• Ability to work collaboratively across ministry portfolios</li> </ul> |
| <b>Technical/Professional Skills</b>   | <ul style="list-style-type: none"> <li>• Demonstrated critical thinking to solve problems and make decisions</li> <li>• Technical skills across Office 365 suite including MS Teams and online platforms (and the ability and willingness to learn our internal database/people management system).</li> <li>• Ability to utilise online platforms (including social media) effectively in ministry contexts for discipleship and communication</li> </ul>   |
| <b>Qualifications</b>  | <ul style="list-style-type: none"> <li>• Tertiary qualification – desirable</li> <li>• Certification in Christian ministry, leadership or equivalent experience – desirable</li> </ul>   |
| Essential Personal Qualities   |  |
| <ul style="list-style-type: none"> <li>• Demonstrate a personal and growing relationship with Jesus</li> <li>• Demonstrate a Christ-like character</li> <li>• Undertakes to be in full agreement with the Riverlife vision and values</li> <li>• Regularly attends (or will attend) and is a part of the life and community of Riverlife Baptist Church</li> <li>• Capacity to work with diverse matrix (interconnected) teams of staff and volunteers</li> <li>• A servant hearted leader – quick to jump in and help above and beyond themselves</li> <li>• Displays humility, being quick to point out the contributions of others emphasizing team over self and defining success collectively rather than individually (Humble)</li> <li>• Self-motivated and diligent, constantly thinking about the next step and the next opportunity (Hungry)</li> <li>• Display good judgment and intuition around the subtleties of group dynamics and the impact of their words and actions (Smart)</li> </ul> |  |
| Family Core Values   |  |
| <p>We believe that all Riverlife staff must model and align with the following core values:</p> <ol style="list-style-type: none"> <li>1. <b>Spirit-Led:</b> We submit daily to the Holy Spirit as He provides us with power to declare and demonstrate Christ’s kingdom. We seek to live under His leading as our source of understanding of spiritual truth, wisdom and guidance to advance the Kingdom and do what is right (John 16:13, Romans 8:14).</li> </ol>   |  |

2. **Servant-Hearted:** We humbly serve God, His church and our community through faithful dedication. We believe our empowerment for true service is intimacy with Jesus Christ through prayer, obedience to His Word, and dependence on the power of the Holy Spirit within (Matthew 20:28, Philippians 2:4).
3. **Authentic:** We seek to honestly journey as a faith community celebrating our strengths and aware of our imperfection. We seek to walk in integrity as honest and reliable individuals choosing to trust and forgive one another (Proverbs 11:3, Psalm 25:21, Matthew 18:15-16).

All Riverlife employees are required to:

- Work under the authority of Christ, the Church Eldership and Senior Pastor in seeking the growth and development of Riverlife Baptist Church.
- Be a good role model in all areas of personal and spiritual life, seeking to put Riverlife ahead of personal gain.
- Comply with the requirements of the Working with Children’s Policy and Procedures, Workplace Health and Safety (WH&S) legislation and related WH&S procedures developed for Riverlife Baptist Church.

**Other Duties**

As directed by the Senior Pastor or the Family Pastor.

**Acknowledgement**

I acknowledge that I have read and understood the key result areas described in this Position Description and agree to carry out my duties to meet these outcomes to the best of my ability. I also understand that at times I may be required to undertake other duties relevant to the position that are not listed in this statement. I have received a copy of this Position Description.

**NAME:** \_\_\_\_\_

**SIGNED:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

**WITNESS:** \_\_\_\_\_

**DATE:** \_\_\_\_\_