

## Associate Pastor (Youth Focus)



### Overview

Salisbury Baptist Church (SBC) are seeking an Associate Pastor to work alongside our Senior Pastor in developing and delivering the church's vision of becoming a discipleship-making community. The successful candidate will help equip people of all ages to grow as disciples of Jesus Christ through leadership, teaching, pastoral care, outreach and the development of ministry teams.

We are keen to further strengthen and develop our ministry amongst young people and to continue building strong discipleship pathways for the next generation. The successful candidate will be expected to contribute to the ecumenical youth work in the city of Salisbury, which is an area of particular growth. Experience, or enthusiasm for youth ministry is therefore essential, alongside a heart for the wider life and mission of the church.

We are seeking someone who is committed to nurturing accessible environments where children with additional needs and their families can thrive and belong.

We recognise that God gives people different gifts, therefore some aspects of the role may be shaped around the strengths, experience and calling of the successful candidate, whilst supporting the overall vision and ministry needs of the church.

The Associate Pastor will contribute across the life of SBC, providing support to the Senior Pastor in areas including pastoral care, discipleship and outreach according to their gifts and experience.

### Job Purpose

To work alongside the Senior Pastor in developing and delivering SBC's vision, through personal example, leadership, teaching and pastoral ministry.

The Associate Pastor will help equip and encourage people of all ages, with a strong focus on youth ministry, to grow as disciples of Jesus Christ in their daily lives.

### Key Responsibilities

- Support the Senior Pastor in developing and implementing the church's vision and strategy.
- Model Christian discipleship and encourage others in their faith and service.
- Preach, teach and lead services

- Provide pastoral care and support across the church family.
- Lead our youth ministry (secondary school age), working with churches across Salisbury and local organisations, such as the Bridge Project, to maintain and grow ministry in this area.
- Develop and equip volunteer leaders and ministry teams.
- Encourage prayer, outreach and evangelism within the church and community.
- Participate in leadership meetings and contribute to the wider direction of the church.
- Work collaboratively with staff, trustees and volunteers.
- Support and develop areas of ministry according to the needs of the church and the gifts and experience of the successful candidate.
- Engage with the wider Christian community in Salisbury, where appropriate
- Utilise personal gifts and experience for the benefit of the church's mission.

### **Essential Qualifications, Skills and Experience**

- A committed Christian with a clear and active faith in Jesus Christ.
- In sympathy with and supportive of SBC's evangelical and Baptist identity.
- Ability to work in a diverse, cross cultural Christian community
- Experience of leadership within a church, or Christian ministry context.
- Experience working with young people and developing youth ministry.
- Ability to teach and communicate Biblical truth effectively.
- Strong interpersonal and pastoral skills.
- Demonstrable ability to equip, encourage and develop others.
- A collaborative approach to ministry and team working.
- Ability to work independently and manage competing priorities.
- Strong communication skills, both verbal and written.
- Commitment to safeguarding and willingness to undertake an Enhanced DBS check.

- Eligibility to work in the UK.

### **Desirable Qualifications, Skills and Experience**

- Formal theological training or recognised ministry qualifications.
- Experience leading youth groups, camps, residential or discipleship programmes for teenagers.
- Understanding of specific safeguarding issues relating to young people.
- Experience of outreach and community engagement.
- Experience of developing volunteers and ministry teams.
- Understanding of special educational needs and additional support requirements.
- Experience of church communications, social media or digital engagement especially in a youth context
- Full UK driving licence.

### **Personal Qualities**

- Passionate about Jesus and helping others grow as disciples.
- Prayerful, approachable and servant-hearted.
- Relational and able to build trust across different age groups.
- Self-motivated and resilient.
- Flexible and willing to work within the rhythms of church ministry.
- Sense of humour.

### **Terms**

- Full-time role (part-time/job share considered).
- Flexible working may be considered.
- Initial three-year appointment.
- The role will involve significant evening and weekend working, including Sundays, as part of the normal rhythm of church ministry.
- Participation in camps, residential and church events will be expected.

- Flexibility will be required during key periods of church and community activity.
- Ongoing supervision and professional development provided.
- Salary in range of £28,000 - £32,000 depending on experience and qualifications