

Grace Baptist Church
Associate Pastor of Student Ministries
Job Posting

OVERVIEW

Grace Baptist Church is prayerfully seeking applications for an Associate Pastor of Student Ministries. The Associate Pastor of Student Ministries assists the Lead Pastor and Elders in providing pastoral care & leadership to the whole congregation, with focused oversight and care of the Student Ministries of Grace. His primary function is to disciple middle school and high school students in all phases of their spiritual journey to help them know and love God, love one another, and to reflect and proclaim the love of Jesus to those in their community.

Grace Baptist Church has approximately 175 people who gather in person on Sunday mornings and throughout the week (pre-Covid numbers were about 100 more than this). We are located on the outskirts of St. Helens, Oregon, in Columbia County, approximately 40 miles northwest of Portland, Oregon, near the Columbia River. We are about 70 miles from the Pacific Ocean, and have an abundance of outdoor activities nearby.

At Grace, we believe that God's people are to do three things: Love God, love people, and teach others how to be friends (or disciples) of Jesus. This sums up what is often called the great commandment (Matt. 22:37-40; Mk. 12:29-31; Lk. 10:27-28; Jn. 15:12-14) and the great commission (Mt. 28:18-20).

Jesus made it very simple; but that doesn't mean that it's easy. We need each other to help us do what Jesus commanded. So we have banded together as a community of faith—a family of people of all ages and many backgrounds, who are trying to do what Jesus said and live the way He lived.

Our church family is marked by grace. We have been welcomed into God's family by His Grace, and as we come together as a group of broken people, we extend grace to one another and welcome others to experience that grace. If this sounds like something you'd like to strive for with us, we'd love to have you as a part of our Grace Family!

Salary Range: \$42,000 - \$50,000 depending on experience and qualifications.

Benefits: Medical benefits will be determined and approved by the Elder Council. Moving Expenses can be discussed at the time of hire but is not guaranteed.

Applicants to this announcement, please submit a cover letter and resume detailing your qualifications for this position to our search team at:

ypsearch@gracebaptistcc.com. Once received, we will email you a link to the Church Venture NW Pastor Placement Form and a placement cost waiver code for you to complete the application process, (you will need to create an account profile and login). Information on the Church Venture process or contacts can be found here: https://churchventurenw.com/en/resources/pastoral_placement.cfm

Please follow these links for further information on our church and community:

www.gracebaptistcc.com

www.sthelensoregon.gov

www.columbiacountyor.gov

grace
baptist church

Grace Baptist Church
Associate Pastor of Student Ministries
Job Description

GENERAL PERSONAL & SPIRITUAL QUALIFICATIONS

- Model and pursue an intimate relationship with Jesus Christ through a regular rhythm of prayer, bible study, and practice of spiritual disciplines.
- Model the biblical qualifications of an elder. (1 Tim 3:1-7, Titus 1:6-9, 1 Peter 5:1-3)
- Model biblical integrity in all things. (Titus 2:7-8)
- Model biblical leadership as a servant and equipper, empowering others to do ministry. (Eph 4:11-13; 1 Peter 5:1-3)
- Model a “teachable spirit”. (Ps. 119:33-34; Lk. 8:18; James 1:19-20)
- Be in an accountability relationship, where continued spiritual formation into Christ-likeness is the goal. (Prov. 27:17; Col. 3:1-10)
- Model biblical community in relationships as described in the “one another” commands in Scripture*.
- Be in full agreement with the Doctrinal Statement, Church Covenant, and Purpose Statement of Grace Baptist Church.
- Bible College or Seminary Degree preferred, but not required.

STUDENT MINISTRY JOB-SPECIFIC QUALIFICATIONS

- Manifest a genuine love for students and their families.
- Manifest an ability to give Godly counsel to students and their families.
- Demonstrate giftedness in teaching Biblical truths in a way that is accessible and applicable to both MS and HS students.
- Have a proven ability to lead volunteer teams that assist in facilitating ministry to students.
- Have proficiency, understanding, and/or willingness to learn the use of technology/media and its usefulness in communication and program scope as it applies to Student Ministry.
- Be able to pass a criminal background check.

PRIMARY JOB RESPONSIBILITIES

Middle School (MS) and High School (HS) Youth Gatherings (approx 40%)

- Develop and implement a vision for ministry to students and their families at Grace Baptist Church.
- Ensure age-appropriate Bible-centered teaching for weekly middle school and high school youth gatherings. Teaching should be both Biblical and practical.
- Develop and maintain assimilation strategies to encourage follow-up with students and their families.
- Recruit and train volunteers to serve in both MS & HS ministry, leading them through the application process, background check, and shadowing current leaders.



Discipleship & Leadership Development (approx 20%)

- Develop an intentional and strategic process for helping students develop as servant leaders, living out the love of Christ in their community.
- Develop and implement a strategic process of discipleship where students grow in their engagement with God through prayer, Bible reading and other spiritual disciplines; and grow in their engagement with their community by using their spiritual gifts to serve others and reflect/proclaim Jesus to others.
- Personally disciple student ministry volunteer leaders—providing encouragement, accountability, and support as they seek to grow as followers of Jesus.
- Serve as the primary point person for Grace's partnership with St. Helens Middle School and High School through volunteering on campus, recruiting others to join in that work, and initiating opportunities to be involved for the larger Grace family. On-campus ministry expectation is at least 2 days a week on one or both school campuses.

Event Planning and Program Administration (approx 20%)

- Serve as the primary administrator for the development and implementation of the Student Ministries budget.
- Work with the Lead Pastor to develop long term goals and procedures that maximize the Student Ministry.
- Ensure that Student Ministry goals and objectives are in alignment with the overall strategy of the church.
- Coordinate, plan, and execute a quarterly Youth Sunday service each year where students to use their gift to encourage the entire church.
- Plan and promote additional activities that help students connect with the broader Grace family (cross-generational relationships), using their gifts to serve the body.
- Collaborate with Children's Director in building bridges between the Quest Ministry (pre-teen) and Middle School Ministry.
- Participate in the planning and development of local (Columbia Co.) and regional (Church Venture Northwest) Student Ministry events, as requested and approved by the Lead Pastor and Elder Council.
- Facilitate one summer camp and one fall/winter retreat opportunity for both high school and middle school students each year. This may be utilizing a camp/retreat experience provided by another organization (e.g. Tapawingo, Winter Youth Retreat, Growth Getaway, etc.), or it may be creating our own camp/retreat experience more tailored to our needs.
- Plan and execute a youth mission trip at least once every two years to help students develop a global vision of ministry.

Pastoral Care to Youth and Families (approx 15%)

- Develop a relationship of trust with parents, guardians through communication and interaction.
- Facilitate gatherings and/or correspondence with parents, family, or guardians to connect them with available resources that assist in personal and family spiritual growth.



- Meet with and counsel students and their family as needs arise in times of crisis, illness, or other events that require pastoral care, referring them to the Lead Pastor or outside counselor as needed.

Other duties (approx 5%)

- Occasionally preach to the church family on Sunday morning, providing pulpit supply as requested.
- Available for pastoral care emergencies and situations within the larger Grace community.
- Serve as a staff elder on the Elder Council and attend monthly elder meetings.
- Be available to assume any role assignment directed by the Lead Pastor or Elders as the need arises.

Accountability

- Reports to the Lead Pastor for fulfillment of job responsibilities, and is ultimately accountable to the Elder Council.
- As a full-time exempt employee, the expectation is for a minimum of 40 hours of work per week, with occasional overages necessary to complete job duties. Two days off each week will be provided.
- Performance evaluations are to be given in person on an annual basis, and are completed by the Lead Pastor and reviewed by the Elder Council in advance.

***The Biblical 'One Anothers'**

Love one another. Encourage one another. Build up one another. Serve one another. Honor one another. Speak the truth to one another. Be patient and compassionate with one another. Be kind to one another. Forgive one another. Submit to one another. Pray for one another.