

# Position Description

## POSITION IDENTIFICATION

<b>Position title:</b>	Youth and Young Adult Pastor
<b>UCA Queensland service area:</b>	Toowong Uniting Church
<b>Employment status:</b>	Part-time, 0.6 FTE Refer to Pay rates & levels for Pastors in a ministry location.
<b>Date Created:</b>	28 November 2025

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## Toowong Uniting Church

Toowong Uniting Church (TUC) is a congregation within the Uniting Church in Australia. We are a contemporary, mission-focused congregation that values dynamic biblical, spiritual, and practical preaching and teaching. With around 120 members, we are a multi-generational, caring, and motivated community, enriched by a strong children's ministry and growing Senior Youth and Young Adult ministries.

We are a welcoming church family where everyone is invited to experience God's love, light, and life. Guided by our mission, "*The Light of Christ for all the World*," we are committed to contributing in the Toowong neighbourhood so that people may encounter and know Christ.

## ROLE PURPOSE

To strategise, plan, and facilitate opportunities for Youth and Young Adults at TUC and in the Toowong community by:

1. An encounter and experience of the Gospel of Jesus.
2. Have a sense of belonging at TUC where they may grow in faith, share in community, and be encouraged in their walk as disciples of Jesus.
3. Encourage and help develop leadership qualities and opportunities.

## KEY RESPONSIBILITIES

Cultivate a welcoming and Christ-centred culture among the youth and young adults which uplifts and encourages genuine connection where everyone is valued and each person is inspired to reach out to others, meeting people where they are and walking alongside them in faith.

### 1. Senior Youth Ministry

Provide leadership and direction to the Senior Youth Ministry at Toowong Uniting Church.

- Build relationships with youth, as well as fostering faith development, spiritual growth, and meaningful relationships.
- Support and guide the Senior Youth in developing their skills and gifts, providing opportunities for them to grow and take on leadership roles.
- Plan and direct an annual Senior Youth Camp where young people may hear and discover the good news of Jesus and explore faith in a safe and engaging environment.
- Support and guide young people in their transition from Senior Youth into Young Adults, ensuring a smooth pathway of discipleship and belonging within the TUC community.
- Collaborate with the Families Pastor to facilitate transition for Junior Youth into Senior Youth.

## 2. Young Adults Ministry

### 2a Young Adults Engagement

Create opportunities for connection with Young Adults (18 and over) within TUC and the wider Toowong community, offering various means to hear and respond to the Gospel.

- Resource, mentor and provide pathways for young adults for leadership, encouraging them to mature as followers of Jesus within a church community and to confidently lead and facilitate groups independently.
- Develop and grow small groups as well as maintain current groups where young adults may explore faith, share in Bible study, and engage in meaningful conversations.
- In collaboration with the Young Adults, plan and deliver programs and events as retreats, worship nights, or other gatherings such as Life Groups, that encourage spiritual growth and discipleship.
- Build partnerships with local and regional networks and mission groups to provide pathways for young adults into wider Christian communities as well as TUC.

### 2b Young Adult Residential Leadership Pilot Program

In collaboration with the Lead Minister and a reference team, coordinate and deliver a 10-week, 3 day per week pilot program for a Residential Leadership Program for Young Adults.

- Create and organise activities, working with the participants, to connect meaningfully within the TUC congregation.
- Provide pastoral support to and for participants.
- Coordinate and provide supervision for the participants as they plan and deliver a Young Adults Retreat.
- Work with staff and volunteers who are mentors for the participants in various areas of church involvement.
- Coordinate the program activities with a team of people who help deliver the following outcomes:
  - Build and grow participants' spiritual formation through mentoring, theological reflection, prayer, devotions, and Bible study.
  - Basic guidance for the participants in pastoral care.
  - Through community engagement, provide participants with experiences that assist in developing practical skills in leadership, communication, and organisation.

## 3. In collaboration with the leadership team encourage the TUC congregation for mission

- Engage, inspire and encourage the congregation to welcome, serve and embrace senior youth and young adults as valued members the TUC family.
- Contribute to the outworking of the TUC 'Campfire Vision' where we strive to cultivate a church environment that is inclusive and offers warmth and connection while intentionally sharing the light of Christ with all who gather.
- Participate weekly in TUC worship services as directed, contributing to the spiritual life and mission of the church.

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### Personal Qualities

- a) A devoted follower of Jesus Christ and aligned to the core values and vision of TUC.
- b) A prayerful person with a calling to serve God in their local Church and community.
- c) A heart for bringing all people to Jesus and a passion for discipling youth and young adults.
- d) A positive role model and mentor who is an active listener who engages with, and builds strong and positive relationships with young people.
- e) A team person capable of directing a team, as well encouraging, equipping and delegating where appropriate.
- f) Able to work independently and with flexibility when needed and applicable.

### Skills and Experience

- a) Experience in discipling and mission outreach.
- b) If not theologically trained, agree to undertake theological study.
- c) Excellent interpersonal, verbal and written communication skills.
- d) Be able to set clear goals and boundaries.
- e) Experience in ministry to 18 and over.
- f) Demonstrated organisation and administration skills to lead a volunteer team to plan and execute ministry activities.
- g) Demonstrated ability to show initiative and be an innovative, strategic thinker with an evangelical and visionary mindset.
- h) Capacity to maintain confidentiality.
- i) Demonstrated ability to relate and work with people of diverse backgrounds, ages, needs and abilities.

### Other Requirements

- a) Suitability Card for Child Related Employment (Blue Card). Presentation of a current Suitability Card must be made before appointment to the position can be confirmed.
- b) Work within the policies and procedures of the Toowong Uniting Church, the UCAQld Safe Church Policy and the provisions of the Workplace Health and Safety and other relevant legislation.
- c) Willingness to work within the ethos of the Uniting Church and TUC's Values, Vision and Mission.
- d) Attendance at relevant meetings and events as required as part of the overall performance of this role.
- e) Be eligible to legally work in Australia.
- f) Attend training as required:
  - Safe Church training.
  - Basis of Union and Code of Ethics.
  - Fire Drill and Fire extinguisher training
  - First Aid Training including CPR.



The Light of Christ for all the World

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The Uniting Church in Australia  
QUEENSLAND SYNOD

### **Reporting Relationships**

The Youth and Young Adults Pastor is accountable to the Bremer Brisbane Presbytery and responsible to the Church Council of Toowong Uniting Church. Day to day direction, supervision, and management is provided by the Lead Minister in the congregation.

The position forms part of the TUC pastoral team which works closely with, and reports to, the Lead Minister and the Church Council.

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Applications close Friday 23 rd January, 2026. Please send applications with CV, or make enquiries to

The Minister  
Matt Smith  
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