**Thornleigh Community Baptist Church (TCBC)** is seeking to call an Associate Pastor to provide pastoral oversight of the Youth & Young Adult ministries, champion discipleship, and support the Senior Pastor in leading TCBC.

TCBC is one of the larger churches within the Baptist Association of NSW & ACT. We are based in the northern suburbs of Sydney and our community (currently around 600 people) comes from throughout Hornsby Shire and The Hills Shire. Our vision is *“transforming lives through Christ-centred community”*. Our community gathers each week for three Sunday services, a fortnightly midweek service, and actively connects through 35 life groups and a variety of ministries that serve all ages across our local community.

The role and responsibilities of the Associate Pastor will include:

* providing pastoral oversight for TCBC Youth, including attendance at Friday night Youth to oversee the ministry, and mentoring and equipping the Youth coordinator
* providing pastoral oversight and discipleship of the TCBC Young Adults community
* regular preaching – during TCBC services, at Young Adults events, and also at outside events where appropriate;
* serving as an active member of the Safe Church Team;
* working with staff and elders to develop and implement TCBC’s teaching and training strategy;
* supporting the Senior Pastor in the overall leadership of TCBC.

Potential applicants must have (full requirements available in the Position Description):

* a close personal walk with Jesus, a call to pastoral ministry and servant leadership;
* a passion for the Word of God (and an ability to explain the Scriptures in the context of the role);
* exceptional written and spoken communication skills, coupled with extensive Biblical and theological knowledge;
* accreditation with the Baptist Association of NSW & ACT (or eligibility or willingness to be accredited);
* alignment with the Statement of Beliefs of the Association.

In addition to the above requirements, the following attributes and qualities have been identified as potentially valuable for the role of Associate Pastor. They will be considered as part of the process of discerning the person that God may be bringing to us.

We acknowledge that no individual will be strong in all of the following. Applicants are requested to evaluate which of the following may be areas of particular strength, but also which of the following may be areas for growth and development. Applicants are asked to candidly share their brief reflections as to their key strengths and areas of potential growth as part of their covering letter.

* Personal discipleship:
  + Well-established spiritual disciplines and practices, including in prayer and study of scripture.
  + Well-developed habits to nurture personal, spiritual and mental health.
  + Strong self-awareness of giftings, personality, and growth areas.
* Discipleship and leadership of young adults:
  + a desire to invest deeply in the discipleship of the young adult community through prayer, study and by providing a strong foundation in biblical truths.
  + to foster authentic relationships and connections in the lives of the young adult community
  + to live by example, effectively demonstrating and clearly communicating to young adults what it truly means to follow Christ in every aspect of their lives.
  + to be approachable and willing to listen to any questions or concerns.
* Administration and teamwork
  + An appreciation of the necessary administrative necessities of a large church.
  + Well developed communication skills, coupled with the ability to empathise and provide pastoral support as required.
  + the ability to utilise strong interpersonal skills working on a team with (currently) six others, including sensitivity with challenging situations.

A comprehensive Church Profile and a detailed Position Description can be accessed at: <https://drive.google.com/drive/folders/1Wmn2O97dYONlB_FjVgKeIzuJLmo1_vpF?usp=sharing>

Applicants should submit their curriculum vitae (including qualifications and referees) and (if available) a Baptist Association Pastoral Profile, along with a covering letter by 13 June 2025. The covering letter should set out:

* how you are suited to / experienced in the responsibilities of the role;
* your sense of leading towards the role;
* how you meet the requirements of the role; and
* candid reflections as to which of the desirable attributes are your particular strengths and areas of potential growth.

Applications and cover letters should be submitted to [pastoralsearch@tcbc.org.au](mailto:pastoralsearch@tcbc.org.au). We would also be pleased to receive any enquiries or questions via this email address.