
Austral-Asian Community Church

Job & Person Specification

Title of Position: Associate Pastor for Youth
Reporting to: Executive Pastor
Type of Appointment: Part-Time (0.6FTE negotiable)

Introduction and Purpose of the Role:

The Austral-Asian Community Church (AACC) is an interdenominational and intergenerational Christian church based in the eastern suburbs of Adelaide, South Australia. It is a thriving contemporary church with a growing multicultural and demographically diverse congregation.

With its foundation based on sound biblical teaching, AACC has a strong focus on life groups, missions and community outreach as it seeks to honour God, build community and reach out to others. It has a congregational leadership structure, where the Lead Pastor works with the Leadership Team and the congregation, to further the vision of "Reaching, Touching, Changing Lives".

Within this context, the Associate Pastor for Youth is expected to develop their God-given gifts in ministry in conjunction with the rest of the pastoral team with a special focus on youth and their families.

Youth Ministry at AACC welcomes young people from Year 7 to Year 12 and operates on Friday evenings and Sunday mornings during the school term, with some outreach programs interspersed throughout the year.

The Purpose and Key Areas / Responsibilities of the Role may be varied by the Church Leadership Team as various needs and opportunities arise.

Accountability and Working Relationships

The Associate Pastor is responsible to the Executive Pastor (or, in their absence, the Lead Pastor) and ultimately the Leadership Team. They work in conjunction with the Youth Ministry Team (eg. small group leaders and the ministry core team) to deliver the required outcomes, keeping in regular contact with the Associate Pastor for Children to provide a continuity of ministry for all young people.

AACC aims to maintain a focus on Christ at the heart of its work and to seek His direction. It is required that the Associate Pastor is in wholehearted agreement with the vision, purpose and ministry direction of AACC, regularly participating in the worshipping life of the congregation.

Key Areas of Ministry Focus

- Continue to develop and facilitate a missional vision and model for Youth Ministry within the overall vision and mission of AACC, working closely with the Youth Ministry Team to bring this to fruition.
- Give oversight and direction to, coordinate and facilitate age-appropriate teaching programs and camps for the youth with the help of the Youth Ministry Team.
- Provide spiritual leadership, development and nurturing of the youth (partnering with their families as necessary) in conjunction with the Youth Ministry Team and the Executive Pastor.

Specific Responsibilities

- Develop pathways for youth to gain a personal understanding and experience of God's love and what it means to be a follower of Jesus, with the ultimate aim of making a lifelong commitment to a relationship with God.
- Effectively communicate and liaise (verbally and in writing) with the youth (and their parents), resourcing and supporting them as appropriate.
- In consultation with the Executive Pastor, identify, recruit and train Youth Ministry Team members in their development and growth in ministry.
- Foster a team spirit by including and consulting with the Youth Ministry Teams in decision making where appropriate and by delegating, empowering, debriefing, praying with and supporting them in their various roles.
- Lead, mentor, inspire and pastorally care for youth and the Youth Ministry Team members as they grow in their faith.
- Facilitate ways in which AACC reaches out to youth in the wider community.
- Oversee the administration of Youth Ministry including:
 - liaising with Church Administration re. the collection and storage of sensitive data.
 - ensuring that all relevant programs and activities are conducted in a safe and sound manner, giving regard to the necessary legal requirements (eg. obtaining/recording WWCCs) and best practices (eg. ratios of adults to children).
 - maintaining regular communication with the Pastoral and Administration Teams (eg. when ministry activities change from the regular activities and times).
- Work with the rest of the pastoral team to integrate youth into intergenerational worship, mission and service opportunities in conjunction with other ministries and activities of AACC.
- Together with the pastoral team, engage in the up-front ministries of AACC, eg. preaching, leading communion, baptisms etc.
- Connect with Youth Ministry leaders and pastors outside of AACC, staying informed of current trends as well as upcoming activities and opportunities for ministry, resourcing and equipping the ministries as required.
- In conjunction with the Executive Pastor, manage the youth ministry budgets and other practicalities.

Expectations

- To become a formal member of AACC, upholding its constitutional and doctrinal beliefs.
- Together with their spouse (if applicable) embrace and participate in the life, ministries and activities of AACC.
- Attend and participate in pastoral, staff and leaders' meetings as required by the role being prepared to give a report on the ministry when required.
- Maintain a current Working With Children Check (WWCC) and a current Child Protection Certificate at all times.
- Be up to date with the latest AACC and Child Protection standards.
- Be familiar with all relevant policies of the church, exercising due care and diligence to ensure compliance.

Qualifications

- Prior experience and ability in leading youth programs within a church or ministry context.
- Some qualifications/training in ministry preferred.

Qualities and Gifts

The Associate Pastor is a person who embraces the vision of AACC and has the following qualities:

Calling

- is called by God to love and serve at AACC, modelling servant leadership.
- is gifted, experienced and called to youth ministry, loves young people and has a passion for discipleship, evangelism and outreach.
- walks closely with God, living a life of prayer, empowered and anointed by the Holy Spirit.
- enjoys the support of his/her spouse (if applicable) whose desire is to willingly participate in the life of the church.

Chemistry

- is a leader who employs and facilitates a collaborative and empowering style of leadership.
- is people-oriented, with a heart for young people and their families.
- is approachable, pastoral and able to relate across generations and cultures.

Character

- is a person of wisdom, compassion and integrity who possesses the qualities prescribed in 1 Timothy 3:1-7.
- is one who exhibits a personal and growing, mature relationship with God, a teachable spirit and a healthy family life, walking in humility and mutual submission with others.
- has a work ethic that embraces a healthy, balanced and holistic lifestyle.
- is able to maintain a high degree of confidentiality, tact and discretion.

Competency

- has sound Biblical knowledge commensurate with the expectations of the role and the ability to contextualise biblical truth and principles to youth and their families.
- has the gifts of leadership, teaching and development of leaders.
- is a team player who is able to work well within a team ministry model, delegating, releasing and nurturing others where appropriate.
- is a self-motivated leader, capable of casting and imparting vision for ministry, possessing relational skills to engage with youth and their parents, and the church.
- has an understanding of the current culture and issues affecting today's young people and their families.
- has good organisational and administrative abilities with proficiency in the Microsoft Office suite of programs and an ability to use other software that may be required in undertaking the role.