Job Description – Associate Pastor (Youth and Young Adults)

KEY STATEMENT

The Aldinga Bay Baptist Church is looking to employ an Associate Pastor with relevant ministry experience to work primarily in the areas of youth and young adults. This person will need to model Christian character; work in a structured team environment; and show demonstrated commitment relating to evangelism and discipleship. A high regard for the use of Scripture in both evangelism and discipleship is important to the role (i.e. at ABBC we like to read the Bible with people).

ACCOUNTABILITY

In the day-to-day function of this role the Associate Pastor will be accountable to the Senior Pastor of the Aldinga Bay Baptist Church (ABBC).

TIME – Full Time

PRIMARY RESPONSIBILITIES

The Associate Pastor shall:

1. Oversee the Aldinga Bay Youth (ABY) Ministry.
   Desired outcome: Middle and High School age youth being impacted with the gospel message and provided with an environment whereby they can be nurtured in their faith.
   • Review and develop the youth ministries strategy in line with the ABBC vision and core values.
   • Oversee the team of youth leaders to enable the effective day-to-day operation of Aldinga Bay Youth.
   • Oversee the ABY teaching curriculum.
   • Be directly involved in ABY events.
   • Oversee the discipleship program for ABY participants.

2. Develop and oversee a Young Adults Ministry.
   Desired outcome: Development of a life group for year 12- university age young adults through which they can grow in their faith and impact their community with the gospel of Christ.
   • Review and develop a young adults ministry strategy in line with the ABBC vision and core values.
   • Oversee a discipleship program for the Young Adults Ministry.
   • Network with ABBC Young Adults.

3. Oversee ABBC 6pm Congregation
   Desired outcome: A growing evening congregation that is connecting with a wide range of ages and backgrounds, including those from ABY and the Young Adults Ministry.
   • Shape and grow the current evening congregation.
   • Oversee rosters
• Work with and build a team of leaders
• Implement necessary strategies in consultation with the Senior Pastor for continued growth.

SECONDARY RESPONSIBILITIES

• Preach from time to time (25-30%) (This will generally be expository as a part of a series).
• Assist with pastoral care.
• Regularly attend ABBC services.
• Serve on the Eldership (this may not take place immediately but is a likely outcome for this position).
• Assume day-to-day responsibilities for the running of the church in the absence of the Senior Pastor.
• Provide flexible service in other areas as required.

PERSONAL ATTRIBUTES, SILLS AND KNOWLEDGE

The Associate Pastor is a person who:

• Is above reproach and has a life in accordance with the qualifications of an elder as outlined in the Pastoral Epistles.
• Demonstrates commitment to the Vision, Mission and Core Values of the Aldinga Bay Baptist Church.
• Has a passionate commitment to the life and mission of the local Church and facilitating growth in the Body of Christ.
• Has an evident personal commitment to evangelism and discipleship.
• Is committed to personal growth and development.

THE ASSOCIATE PASTOR MUST POSSESS

• The commitment to work to fulfil the Mission and Vision of the Church.
• The ability to develop networks with the wider Christian and non-Christian community.
• A solid understanding of Scripture that leads to a theological approach to ministry.
• Effective leadership skills with the ability to work in a team ministry.
• Be in agreement with the doctrinal position of ABBC.
• Knowledge of and commitment to effective implementation of Occupational Health, Safety and Welfare and Duty of Care policies.
• Be committed to the unity of the church, therefore demonstrate an ability to handle criticism constructively, confront challenging behaviour and resolve conflict.
• Demonstrated experience in Church ministry.

THE ASSOCIATE PASTOR SHOULD POSSESS

• Relevant formal qualifications.

TENURE OF APPOINTMENT

• The successful candidate will be employed in a full time capacity commencing on a date to be agreed.
• There will be a six-month probation period after which time the position will be reviewed.
• The position will require progressive reviews with the initial review after the first 6 months followed by a second review at 12 months.
• Some flexibility in the timing of working hours will be expected to accommodate the nature of pastoral work.
• Dismissals will be in accordance with the guidelines laid out by the Fair-Work Ombudsman.
• Employment conditions will generally conform to those recommended by Baptist Churches S.A.
• The salary will be based on Baptist Churches SA guidelines to compensate for current experience.
• The successful applicant will need to provide evidence of a recent National Police Clearance and will be required to undertake Mandatory Reporting Training.

All expressions of interest or questions regarding the role to be directed to Andrew Downes

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Applications Close Friday June 5th 2015