

# Pastor: Local Mission, Children and Youth

## About Plentylife

*Inviting all people to follow Jesus together.*

Plentylife has a commitment to **missional discipleship**. This means that our emphasis is on creating spiritual families of disciples who, in our whole lives, seek to make more disciples for Jesus. We aim to be light on programs to create room for organic relationships and discipleship.

We started as a church plant to the expansion suburbs of Mernda and Doreen in 2011. Our mission to share the love of Jesus with these ever-growing communities remains an exciting call for our church today. In 2023, the suburbs of Mernda and Doreen have a combined population of over 50,000 people. It is an **exciting time** for us as we move from being a new church plant to an established church in a growing and ethnically diverse community.

Our Sunday services are held at Mernda Central College (we do not own a church building), the local P-12 public school. We enjoy a very healthy, friendly relationship with the school, which continues to be a great blessing for us.

Our local area has been seeing a significant change in its ethnic demographic over recent years. 44% of homes speak a language other than English. Many recent arrivals in the area are from India, Sri Lanka and the Philippines as well as Iran, China and Nepal. We are committed to becoming a **multi-ethnic church**, representing the ethnic diversity of our local community by pursuing the vision presented in the New Testament of geographic and language barriers being broken down by the Spirit of Jesus in passages such as Acts 2 and Rev 7. Currently we are at the beginning of this journey as our membership is primarily Anglo-Australian, we are **seeking a staff member who can help us** grow in this area.

## About the Role

We are seeking a Pastor/Minister to work closely with the Senior Minister in prayerfully developing the next phase of our life as a church. Throughout 2023 we have been asking God “what does the next season look like for Plentylife?” In response to how we’ve discerned God answering that question, in early 2024, we will launch our new mission and vision, looking forward to 2029. You can read a draft version of that mission and vision below. Will you join us on the exciting journey God is about to take us on?

The Associate role will be our second pastoral staff position alongside the Senior Minister. The primary focus of the role will be local mission and ministry with young people and their families. There will be flexibility within the role to minister in other areas according to the gifts of the candidate and needs of the church.

Our Senior Minister is Kirk Mackenzie. Kirk has been working with young people for over 20 years, including 14 years as a youth/Associate minister.

## How to apply

The following pages give a detailed outline of the role.

If you would like to apply for the role, please email your application to [kirk@plentylife.org.au](mailto:kirk@plentylife.org.au)

Please include:

- A cover letter telling us why you would make a great Associate Minister at Plentylife. 1-2 pages.
- A concise resume that addresses the job description and lists references relevant to the role.

If you have questions before you officially apply for the role, our senior minister, Kirk Mackenzie, is happy to organise an informal catch up with you. Note: Kirk will be on leave until Nov 20. Please email [kirk@plentylife.org.au](mailto:kirk@plentylife.org.au)

**Job Title:** Associate Minister

**Reporting to:** Senior Minister

**Supervised by:** Senior Minister

**Supervision:** Fortnightly

**Working time:** 4 days per week

## Plentylife's Mission and Vision

Please note, at the time of writing, these statements are a draft that is being reviewed by our church ready for launch in 2024.

**Mission:** Inviting all people to follow Jesus together.

**Vision:** By 2029, with God's help, we will be...

A multi-ethnic church

accessible to our local community

growing with new believers

connecting across generations

and known for bringing hope and help.

- Plentylife is an Anglican Church in the Diocese of Melbourne. All our staff must agree to work within the policies of the Diocese and within its authority structures. There is a wide variety of church expression within the Melbourne Diocese, this webpage gives a summary of Anglican beliefs:  
[https://www.melbourneanglican.org.au/what\\_do\\_anglicans\\_believe/](https://www.melbourneanglican.org.au/what_do_anglicans_believe/)
- We take the integrity of our leaders very seriously. All our staff are expected to uphold our codes of conduct and professional standards. This page gives an overview of what's expected and links to key documents:
  - <https://www.melbourneanglican.org.au/safe-ministry/>
- Please browse plentylife.org.au to learn more about our church, our rhythms of meeting, our ministries and our values.

### Personal characteristics desired for this role:

- A love for the Lord Jesus
- A desire to share Jesus with others
- Integrity
- Practical judgement and common sense
- Empathy towards others
- Ability to read interpersonal relationships
- Readiness to accept responsibility for mistakes
- Capacity to work cooperatively with others
- Ability to work autonomously
- Willingness to follow guidelines
- Humility and reasonable confidence
- Patience
- Punctuality and reliability
- Demonstrated initiative
- Adaptable and flexible

### **Required for this role:**

- Basic computer skills. Familiarity with web browsers and MS Office/Google Docs Suite. Confidence using desktop and/or laptop computers, including typing using a keyboard.
- A passion to see young people and their families come to know Jesus and grow in their relationship with him.
- Have been in relationship with Jesus for 3+ years and have experienced growth with him over that time.
- Be an active worshipping member of our church including attendance at services and missional initiatives.
- Be accountable to your supervisor as you develop ministry that releases others to serve God.
- Fully participate in the staff team, working collaboratively with other staff and key leaders.
- Abide by the 'Code of Conduct', including compliance with our safe ministry policies.
- Already hold or be willing to hold an appropriate license from the Archbishop of the Anglican Diocese of Melbourne as an Authorised Stipendiary Lay Minister.
  - Note: this means if you are applying from a non-Anglican background, you effectively become a member of the Anglican Church of Australia. If you are uncertain or concerned about what this involves, please do reach out and ask. We are confident this role is compatible with people from most protestant traditions.

### **Preferred skills for this role:**

- Lead young people and adults in prayer.
- Ability to recruit and train volunteers.
- Pastoral care for young people, their parents and leaders.
- An understanding of the nuances of relating to people cross-culturally.
- Provide clear, timely, gracious communication, both online and in person.
- Competently handle administrative tasks (e.g. event attendance, volunteer compliance, budget and finance management).

### **Valued Experience**

- Plentylife is located in a very multi-ethnic part of Melbourne and yet our congregation does not represent our community (majority Anglo). We would welcome a candidate who could teach us how to better reach and represent the ethnic diversity of our community, either through your own life experience or professional experience.
- Experience leading children or youth in a church context.
- Experience leading children or youth in a non-church context (e.g. school, holiday program).
- General church work or volunteer service.
- Practical mission and evangelism.
- Theological study at a tertiary level.

### **Supervision:**

- Attendance at staff meetings as agreed with the Senior Minister.

- Fortnightly supervision with the Senior Minister.
- External supervision organised through the Anglican Diocese of Melbourne, 6-8 sessions a year.
- The Associate Minister does not supervise any staff members but does oversee multiple volunteers who will need support and accountability.

### **Areas of Responsibility:**

- Pray regularly for our church and the local community.
- Serve as an advocate for our ministry with young people, educating and enlightening our church about the hopes, concerns and needs of young people in our local church and community.
- Collaborate with church leaders and staff in planning, developing and implementing all aspects of childrens and youth ministries that pursues our mission and vision.
- Work with the Senior Minister in developing our ministry with young people within the broader Plentylife vision.
- Participate in training opportunities relevant to your role.
- Participate in wider church activities on an as-needed basis. This would be done in consultation with the Senior Minister, bearing in mind workload and time commitments.
- Build a culture of safe ministry, including compliance with safe ministry policy and practice.
- Occasional preaching.

### **Training & Christian Development:**

- Training within supervision meetings.
- Occasional conferences, seminars or short courses.

### **Remuneration:**

As per Diocesan Stipend Determination for ASLM positions, as agreed by Wardens. See separate document at [plentylife.org.au/jobs](http://plentylife.org.au/jobs) called ASLM MRF.

Please note that this role is salary packaged in a way that can be complicated to understand without being talked through how it all works. Please do reach out with questions if the pay form seems confusing and we can talk you through the details.

### **Workdays and flexibility:**

Much of the role will happen on location at church events. It does include regular weekend and evening work. With this in mind, the role will have flexible in-office hours, and time-in-lieu is welcomed in negotiation with your supervisor. Working from home when appropriate is also welcomed in negotiation with your supervisor.

The role is 32 hours each week. When and how these hours are achieved is flexible. For



example, a parent might like to spread their 32 hours across the week so that they are working while children are at kinder/school. Or a student might like to load their hours at a particular end of the week working around their classes.

We acknowledge that when we are both members and employees in our church community, it can become complicated working out what *is* and *isn't* work time. This is always a complicated issue for church workers but especially for part-time employees. We are committed to navigating these complexities with regular, clear and gracious communication between employees and supervisors.

### **Leave:**

We believe we have an excellent leave policy for employees. Please check it out at [plentylife.org.au/jobs](http://plentylife.org.au/jobs)