

Mt Albert Baptist Church are seeking a full time youth pastor to oversee the future growth and development of our youth ministry.

About this role

MABC has an established youth ministry with a capable and committed team of young adult leaders. We have a varied Friday night youth programme which includes regular Christian input. Around 50% of those it attracts are non-church teens. Our intermediate and young adult programmes are going very well.

We were recently approached by Mt Albert Grammar School to establish a 24/7 youth programme with them. An interest in and an awareness of the operations of 24/7 would thus be advantageous for the applicant.

MABC works hard to be an all age church community, to involve youth in our wider church events, and to support MABC youth projects. We are also very multicultural, with 31 different ethnicities represented in our church. We are in an exciting period of change, having recently moved from limited spaces, into our newly completed church facility.

The successful youth pastor applicant would join a staff team of ten, including four other pastors. We are looking for someone who is passionate about a career in youth work, committed to Christ, to the local church, and submitted to the authority of Scripture. We would prefer someone who has some experience in working with young people, has some relevant theological training and enjoys teamwork.

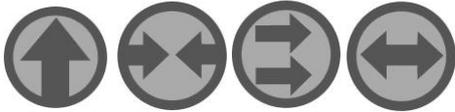
A fully itemised job description is available at: www.mabc.org.nz.

For further information about the role, feel free to contact Steve Worsley on 021 049 3409. Applicants must be NZ citizens or hold NZ permanent residency. Remuneration will be calculated according to NZ Baptist Union guidelines including associated allowances.

All interested applicants, please apply with CV and cover letter emailed to steve.worsley@mabc.org.nz, by August 31, 2021.

Position Results Description: Youth Pastor

Mt Albert Baptist is a diverse Christian community who aim to make a positive difference in Central Auckland. We express our journey in four arrows:



Upward: Connecting people with God

Inward: Growing Deeper

Withward: Journeying Together

Outward: Making a Difference

Position Title:	Youth Pastor
Major Goal & Scope:	To provide effective leadership and oversight of the MAB Youth ministry and leadership team, with good integration to the wider church
Classification:	This is a Full Time position if including the '24/7 Manager' component. Otherwise the role would be 32 hours per week. (Negotiable).
Reports To:	Lead Pastor
Review Period:	Initial review after 3 months, then annually.
Theological position:	Shall uphold the Bible as the final authority in all matters of faith and practice. Shall be a growing Christian and in agreement with the Mt Albert Baptist Church <u>Statement of Belief</u> as it appears in the Church Constitution.
Philosophy of Team Ministry:	Shall operate as a staff team member, taking full responsibility for and initiative in, your specific areas of ministry. Such a model necessitates the need for <u>authentic interpersonal relationships</u> .

Desired Attributes:

- An intimate and growing personal relationship with Jesus Christ
- Ability to recruit and build effective and passionate teams
- A passion for youth ministry
- Warm, friendly, enthusiastic, energetic
- A team leader and a team-player
- An ability to juggle tasks and prioritise workload
- Sensitivity and respect towards international culture groups
- Attention to detail and good organizational skills
- A calm unflappability, thriving in an ever-changing environment

Position Results Description: Youth Pastor

- Self-motivated, able to take initiative
- Effective as both a listener and a communicator (oral and written).
- Teachability and a desire to continue learning and growing personally
- Integrity and discretion around issues that need to be confidential
- A healthy self awareness
- Demonstrating an active desire to work with other church ministries (ie. the opposite of a 'silo' mentality)
- Relational (recognising that some of the best ministry amongst leaders and teens happens outside of the programmes and events that we run)

Key Result Area # 1: **Oversee, mentor & develop the Youth Leadership Team**

- Recruit new leaders for the team as required, after assessing their suitability one on one
- Develop/train/envision the team through BYM training and team retreat times; work with this team to create goals for the year
- Keep in personal touch with the leaders, taking pastoral and mentoring opportunities as they arise
- Oversee and develop a positive and healthy culture within the leadership team
- Maintain good advance communication about the weekly youth programme and any issues that arise
- Ensure leaders are aware of and remain committed to the Christian behavioural expectations associated with this role

Key Result Area # 2: **Oversee & develop our weekly youth programme (Traction) and associated events**

Together with your leadership team:

- Build a culture of inclusion, ensuring there is a robust newcomer process so that new teens can quickly feel at home; and making it a place where all teens feel accepted
- Oversee and ensure a good balance of activities in the programme – relationship building in small groups, discipleship and fun activities
- Take responsibility for management of the Youth Ministry budget and all financial dealings related to the ministry and events in close liaison with the Church Accountant.
- Assist with teen pastoral care issues where needed, and engage with the wider questions that arise from these, such as teen mental health, addictions etc.
- Plan the teaching programme with attention to the needs of the teens, biblical insight appropriate to their stage, and the balance of Christians and 'not-yet-christians' in the group
- Ensure there are opportunities for teens to come to know Christ in the course of the year, linking them with appropriate discipleship, baptism course etc.
- Plan and run the Leaders' meeting prior to the teens arrival with the plan for the evening, problem solving & prayer
- Encourage the discovery and usage of giftedness among our teens
- Encourage overseas mission interest and awareness*
- Build a positive connection between Traction and Sunday church; attending church regularly to model and help that connection
- Arrange Traction outings and camps that aid/complement the rest of our youth work

Position Results Description: Youth Pastor

- Build online connection through appropriate social media

(*We were having biannual teen mission trips to Fiji prior to the onset of Covid-19. These had a huge impact on those who went and the wider youth group. We would love to see similar trips in the future to Fiji or perhaps to the Philippines with Mark & Bette Lovatt.)

Key Result Area #3: Build connection and trust with Traction parents

- Communicate well through regular emails to parents informing them about upcoming youth happenings and anything they need to know relating to the weekly programme
- Engage with parents wherever possible (pick up times, after church etc), to get a feel for the needs of their teen(s)
- Be alert for any key pastoral needs among families and either attend to these personally if time allows, or notify the pastoral care group

Key Result Area #4: Forge strong links with the Intermediate (Gravity) & Young Adult (Depth) ministries, and their leaders

- Be a mentor to the leaders of Gravity and Depth ministries, problem solving where necessary, aiding in recruiting where necessary, and consulting/advising on curriculum
- Work with the Gravity & Depth leader to provide strong pathways for young people moving from Gravity to Traction, or Traction to Depth

Key Result Area #5: Collaborate and connect with BYM youth pastors and events

- Promote and oversee teens involvement in Easter Camp
- Attend local Baptist Youth Pastor meetings for support and collaboration
- Support combined BYM youth services and events as appropriate

Key Result Area #6: Oversee our 24/7 youth workers and our connection with Mt Albert Grammar School

- Maintain good communication with the school throughout the process of establishing and running 24/7 there
- Be the 24/7 Manager, which is likely to involve:
 - Oversight of the MABC Youth Workers that operate at MAGS, ensuring they're adequately paid, trained and resourced
 - Helping the youth workers find their feet as they begin
 - Running regular 24/7 Team meetings for support, problem solving and goal setting
 - Communicating with the school, and one or two specific staff such as the head of department for Guidance Counselling
 - 8 hours a week
 - Communication around funding

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Key Result Area #7: Be a 'pastor' and be part of the staff team

- Have periodic upfront involvement in church services to create interest and energy around Youth Ministry
- Attend staff meetings, contributing to the team environment and keeping in tune with the big picture
- Attend & give input into Pastoral Care Meetings
- Attend any staff retreats or development opportunities
- Collaborate with staff around whole church events so that youth can be engaged with them
- Meet with Lead Pastor for support and problem solving
- Connect with (non staff) ministry leaders as appropriate
- Engage in fundraising for your ministry area if/when necessary
- Invest in your ongoing development through theological study (if appropriate), and upskilling/training seminars where appropriate