



## Position Description: Youth & Children Ministry Director

### *A Snapshot of Immanuel*

Immanuel Lutheran Church is a vibrant community on Queensland's Sunshine Coast with a vision of uniting generations and cultures, pursuing fully alive relationships, free in fearless faith, reaching out, walking with and serving, as Christ serves us. With a growing membership spanning all ages, Immanuel is committed to sharing God's love with each other, our Sunshine Coast community and the world.

First established in Maroochydore in 1962, Immanuel has been located at our Buderim address since 1999. Immanuel Lutheran College, a P-12 school campus with more than 900 students, and Immanuel Gardens, a retirement village and nursing home complex, neighbor the church grounds.

Immanuel is part of the Sunshine Coast community, which is located about 100 kilometers north of Brisbane. It has a population of 336,000 people, which has expanded rapidly in recent months since the start of the COVID-19 pandemic, and is one of the largest regional economies in Australia. Thanks to our beautiful beaches and lush hinterland, the Sunshine Coast is also a popular tourist destination with about 3.2 million visitors a year.

There's a lot to love about our community!

### *Our Vision*

#### **INTERGENERATIONAL: Uniting generations and cultures**

When we worship together, we see old and young leading alongside each other. We believe the future includes all ages working together in Christ. We also believe that the Sunshine Coast is becoming more multi-cultural. We will embrace newcomers with new cultures and cater for them in new ways.

#### **RELATIONSHIPS: Pursuing fully alive relationships**

We dream of our being a community where people come alive because they are loved and accepted – where people can be honest about their fears and hurts. The words 'fully alive relationships' were chosen because it's how Jesus talks in John 10:10. To be fully alive is to have real relationships.

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#### **BOLDNESS: Free in fearless faith**

We dream of our congregation fearlessly taking bold steps of faith! We dream of a community where people are unafraid of trying new things - where there is an openness to faithful risk taking.

#### **MISSION: Reaching out, walking with and serving**

We dream of a future where members of Immanuel put direct engagement with the local community first. We first 'reach out' then 'walk with' people. It's about genuinely getting to know our wider community and walking with people and serving them directly 'where they are at'.

#### **CENTRED ON CHRIST: As Christ Serves Us**

Christ has made it all possible and that Christ continues to serve us through his word of grace, through worship, through the sacraments, and through each other. The word 'as' means a whole lot:

We serve *because* Christ first saved us! (1 John 4:19)

We serve *in the way that* Christ served us! (John 13:15)

We serve *while* Christ continues to serve us. (1 John 4:13,16)

## Our Core Values

### Everything starts with prayer.

Prayer is the place where our hearts become aligned with God's Spirit and God's grace. Every ministry, worship time, meeting and act of service must come from prayer. (1 Thessalonians 5:16-18)

### Grace changes people.

People don't change by being told, commanded, manipulated, forced or made to change. They change through the unconditional gift of God's love. We do not believe that the 'law' changes people - it points out our failing and need. Real change comes from the Spirit. (Romans 8:3)

### Compassion calls us beyond ourselves.

Our church does not exist for itself or for its members. We are here for the wider world. God's compassion calls us outside our comfort zones and our homes - to serve and give of ourselves. Going beyond ourselves is the way of Jesus! (John 3:16)

### Generations grow deeper together.

To grow into mature disciples (apprentices) of Jesus it takes all ages. Young people grow deeper when they learn from the faith of older ones. Older people grow and get encouragement from exploring the faith of younger generations. Jesus is intergenerational! (Hebrews 13:7)

### Jesus is the way.

The path, road, journey and destination is Jesus - the way. He is our goal and our future. The only reason that such a diverse bunch of people called "Immanuel Church" can work so well together is because we are unified by Jesus Christ. Jesus brings us together as a family and he gives us a reason to work for something greater. (John 14:16)

## Immanuel In Numbers

- 1100 under direct spiritual care – those who call us their 'spiritual home' or turn to us in need
- 550 baptised members – those who attend regularly and contribute to church ministries
- 240 average Sunday Worship attendance
- 40 critical care list at any given time
- 100 'Volunteers' active in formal ministry roles every week
- 15+ Children & Youth Programs
  - Play Group, Kave Kids, GIG, Soularise Youth
  - Baptism Program, First Communion Program, Confirmation Program,
  - Men Of The Bacon, Mountain Creek State School Breakfast,
  - Shine (Mountain Creek State School & Immanuel Lutheran College)
  - Radical Camp, Leaders Camps & Training, Support to Mountain Creek State School Chaplain
- 150 primary school students fed breakfast every week at Mountain Creek State School
- 100 students involved in our youth ministry programs at the Worship Centre
- 20+ children attending Kave Kids each week
- 14 Life Groups – where people can grow spiritually and do deep community together.
- 6 staff – most also have other roles in the wider world. The role of staff is to teach, encourage, equip and empower the people, not do it themselves.
- With a huge volunteer base!

## Youth & Children's Ministry Director - Position overview

Immanuel Congregation is in mission to young people and their families. All members are a part of this mission (leaders, parents, grandparents etc.) and key leaders and teams direct and implement our programs. The Youth & Children Ministry Director has oversight of our youth and family ministries and supports leaders to grow in spiritual maturity and skills.

The Director is called to empower members to live our vision particularly for youth and children:

*“Uniting generations and cultures,  
Pursuing fully alive relationships,  
Free in fearless faith,  
Reaching out, walking with, and serving  
as Christ service us.”*

Key result area	Responsibility
<p><b>SUPPORT IMMANUEL VISION</b></p>	<ul style="list-style-type: none"> <li>▪ Think and work intergenerationally:               <ul style="list-style-type: none"> <li>- Foster an environment where a variety of generations contribute to youth and children’s ministry.</li> <li>- Encourage leaders’ connections with wider congregation.</li> <li>- Link youth and children’s ministry to our service / welfare work.</li> </ul> </li>   <li>▪ Prioritizing healthy relationships:               <ul style="list-style-type: none"> <li>- Modelling truth, love, vulnerability, forgiveness, and servant leadership.</li> <li>- Helping us all remember that “it’s not about me, but about us!”</li> </ul> </li>   <li>▪ Take healthy risks of faith:               <ul style="list-style-type: none"> <li>- Be willing to make mistakes and try new things!</li> <li>- Know they are fully supported by our leadership.</li> </ul> </li>   <li>▪ Prioritise mission.               <ul style="list-style-type: none"> <li>- To keep before us our call to the wider Sunshine Coast community and not just Immanuel congregational members.</li> <li>- A special focus on Immanuel College.</li> <li>- Support and promote LYQ missional activities (e.g. CLW / Kids Camp)</li> </ul> </li> </ul>
<p><b>LEADERSHIP GROWTH &amp; CULTURE</b></p>	<ul style="list-style-type: none"> <li>▪ Lead activities and events through modelling, teaching and coaching.</li> <li>▪ Support teams with planning and debriefing.</li> <li>▪ Guide teams to review, dream and plan.</li> <li>▪ Be mindful of leaders’ emotional, spiritual and mental wellbeing.</li> <li>▪ Identify areas for skills growth and link to LYQ and other training.</li> <li>▪ Assist with content of <a href="#">cC</a>ongregational youth and children’s camps.</li> </ul>

Key result area	Responsibility
	<ul style="list-style-type: none"> <li>▪ Develop a healthy leadership culture of: service, teamwork, prayer, discernment, commitment, compassion, empathy and excellence.</li> </ul>
<b>OVERSIGHT OF MINISTRY TO CHILDREN AND YOUTH</b>	<ul style="list-style-type: none"> <li>▪ Oversight means responsibility to ensure ministries are resourced, safe, accountable and missional. It does not mean knowing everything, implementing or attending everything; it means supporting and empowering!</li> <li>▪ The level of input and guidance for different teams will vary (some teams are quite autonomous and others need more assistance).</li> <li>▪ Exercise discernment and situational leadership in knowing the kind and amount of input different teams need.</li> <li>▪ Oversight of specific ministries includes: Cave Kids, GIG, Men of the Bacon and Youth Ministries. This will develop over time, depending on workload, capacity, and how ministries evolve.</li> <li>▪ Ensure children and youth ministries are promoted widely.</li> <li>▪ Oversee the content of ministries for theological, spiritual, developmental, and emotional health and appropriateness.</li> <li>▪ Advise and work with <a href="#">Church</a> Council in budgeting and resourcing for youth and children’s ministry.</li> </ul>
<b>LEADERSHIP SUCCESSION</b>	<ul style="list-style-type: none"> <li>▪ Work collaboratively with teams to encourage, support and recruit new leaders.</li> <li>▪ Assist leaders in discerning and preparing successors.</li> </ul>
<b>TEAMWORK WITH IMMANUEL COLLEGE</b>	<ul style="list-style-type: none"> <li>▪ Prioritizing the relationship with College chaplaincy.</li> <li>▪ Assisting Immanuel Church ministries to specifically engage with the College.</li> <li>▪ Teamwork with College Chaplaincy in agreed areas of mission, such as: <ul style="list-style-type: none"> <li>- Mutually identified Immanuel College camps.</li> <li>- College worship and/or public events.</li> <li>- Outreach oriented classes, groups, or events of the College.</li> </ul> </li> </ul>
<b>RISK MANAGEMENT</b>	<ul style="list-style-type: none"> <li>▪ Oversee compliance of youth &amp; children’s ministries with the Immanuel <i>Risk Management Policy</i>. E.g. Vetting and training leaders, sign in/out process, leaders ratios, planning forms, documentation, complaints/feedback processes.</li> <li>▪ Admin support for this work will be supplied by specific Immanuel Office staff.</li> </ul>

Key result area	Responsibility						
ROUGH TIME ALLOCATION:	<div data-bbox="400 174 1369 752" style="text-align: center;"> <p><b>MINISTRY AREAS</b></p> <table border="1"> <tr> <td>College</td> <td>20%</td> </tr> <tr> <td>Children</td> <td>30%</td> </tr> <tr> <td>Youth</td> <td>50%</td> </tr> </table> </div> <p data-bbox="368 790 1315 898">Note that this position is a <i>unified whole</i> and not three different roles. It is not expected that the Director will rigidly apply this example or that Immanuel will legalistically monitor time allocation. The priority is simply young people!</p>	College	20%	Children	30%	Youth	50%
College	20%						
Children	30%						
Youth	50%						

**WORK HOURS**

37.5 hours per week (1 FTE). Weekly hours will vary according to workflow. A flexible work hours agreement will be drawn up and time-in-lieu given in line with the LCA Layworkers’ award.

**SALARY**

Will be commensurate the responsibilities of the role and experience of the applicant. The range for this role under that identified lay workers award is \$58,000 - \$70,000.

**ACCOUNTABILITY**

This position reports directly to the Lead Pastor of Immanuel Lutheran Church.

**KEY RELATIONSHIPS**

The Director works closely with Immanuel Church Staff Team and attends regular devotions and meetings.

The Director works with the Youth Support Team (YST). This team supports and provides a sounding board to the Director for practical, emotional and spiritual support.

The Director is assisted by the Immanuel Office where needed for demanding administration work (specific support for risk management paperwork is supplied).

While the Director does not report directly to Church Council, she/he is invited to attend Immanuel Church Council around twice per year to foster communication and connection.

The Director will be provided with a professional clinical supervisor who will confidentially support their spiritual, relational, and psychological health.

**PERFORMANCE**

Performance reviews are conducted by representatives of Immanuel Church Council [on at least an annual basis](#).

### **PROFESSIONAL DEVELOPMENT**

Immanuel Church pays for the Director to have monthly appointments with a standard 'clinical supervisor' to ensure Director's health, boundaries, safety, and wellbeing. This person is not a member or employee of Immanuel congregation. The Director chooses an appropriately accredited person who they feel is helpful for them and then the Church Council checks and approves the supervisor.

The Director is encouraged to become an accredited lay-worker of the Lutheran Church of Australia (if not yet accredited) and to engage in regular professional development/training. [For more information or clarification on what's involved please contact the church](#).

A PD plan will be created collaboratively with the director.

### **QUALIFICATIONS, SKILLS AND EXPERIENCE:**

- Proven experience in missional work with youth and children.
- Minimum Advanced Diploma level qualifications in Christian Ministry/Theology (or equivalent).
- A Blue Card from the Queensland Office Of The Public Guardian.
- Child Safe Training (may do immediately once employed)
- Willing to sign the "Immanuel Lutheran Church Code Of Conduct".

### **KEY PERSONAL ATTRIBUTES**

- Christ centred, prayer-soaked and grace centred
- Theological maturity
- Deep listener
- Teamwork mindset
- Well developed communication skills
  
- Love of young people
- Organised and proactive
- Other-centred facilitative skills.
- Embodying the Vision and values of Immanuel Congregation

### **OTHER EMPLOYMENT CONDITIONS**

Three year contract ~~(standard LCA Layworkers' conditions) as negoti with Church Council.~~

A standard review of both the Director and the role will be conducted after three months.