Adult Ministry Worker

Role Description

The Purpose of the Position and its relationship to the Presbyterian Church of Queensland Code of Conduct

Position Purpose

The Adult Ministry Worker position exists to help Living Church fulfil its vision and mission by providing leadership, oversight, and strategic direction for one or more adult ministry areas of church life.

The Adult Ministry Worker position teaches, develops and supports volunteer leaders, oversees ministry teams, establishes ministry priorities with the Minister and Session, and ensures adult ministry activities contribute to Living Church's vision, mission, values and culture.

This is primarily a leader-of-leaders role. The primary responsibility is to disciple the church community through teaching, guiding, encouraging, equipping and supporting leaders and ministry teams rather than personally delivering all ministry activities.

The Minister and Session, may assign responsibility for one or more adult ministry areas, including Evangelism, Belong, Maturity, Serve, or Worship.

PCQ Regulatory Status

This role operates within the governance and ministry framework of the Presbyterian Church of Queensland as a Specialised Ministry Worker under the Committee for Ministry Resourcing Regulations. The preliminary requirements for this role are listed in regulation 160.5.a.1-6 and therefore the appointee to this role undertakes a designated specialised pastoral ministry within Living Church for which the appointee is specifically gifted and appointed. The nature of this specialised pastoral ministry is similar to that of a specialised pastoral ministry undertaken by a PCQ Minister, Licentiate or Deaconess.

Living Church Vision, Mission, and Ministry Structures

Living Church has a clear set of statements that outline our vision, mission, culture and values.

Our vision is to be an ever-growing community of people who love the Lord and one another.

Our mission is to make Christlike disciples in south-east Brisbane and beyond.

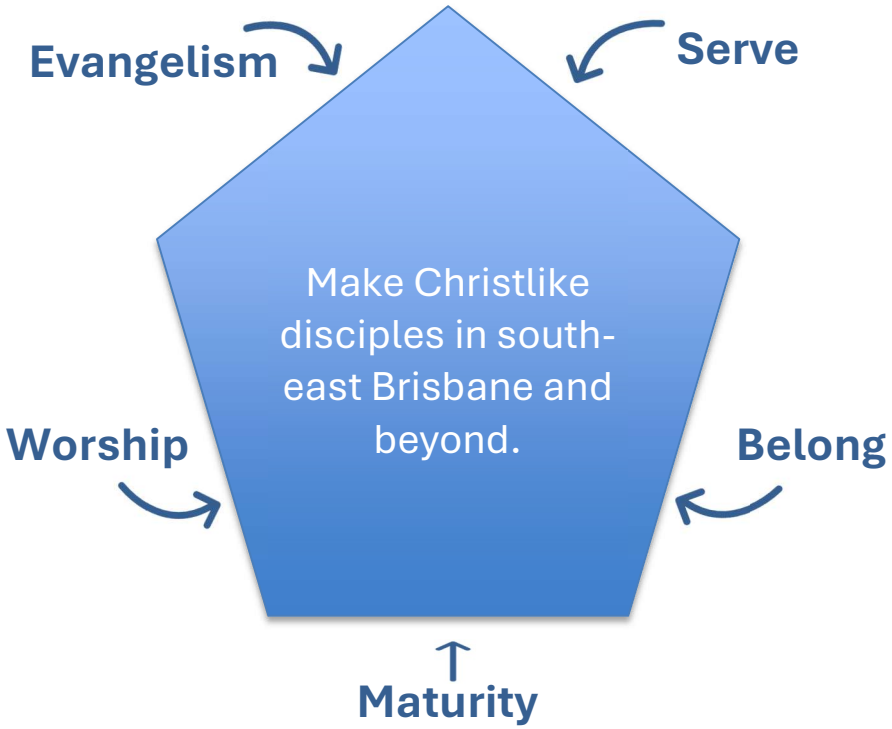
We seek to reach this vision and achieve this mission in a **culture** that is authentic, intentional, welcoming, encouraging and grace-filled.

Our vision, mission and culture are built upon our core **values** of being biblical, Christ-centred and loving.

Ministry Structure

To achieve this vision and mission, the ministries of Living Church operate as a 'discipleship eco-system'.

Ownership of different parts of the eco-system are given to people in line with different ministry areas that we believe are foundational for the discipleship of the church as a whole and the individuals within it.



Adult Ministry Areas

- **Evangelism**: Focused on seeing the lost saved through gospel proclamation
- **Belong**: Focused on developing in people a deep sense of belonging in Christ and his church
- **Maturity**: Focused on believers being transformed more and more into the likeness of Christ
- **Serve**: Focused on equipping people to serve and lead like Christ
- **Worship**: Focused on developing in believers a God-glorifying cycle of delighting in Christ daily and gathering together to worship God

Role Specifics

Key Role Responsibilities

- Provide spiritual and ministry leadership for assigned adult ministry areas.
- Develop ministry strategies aligned with church priorities.
- Identify, recruit, develop and support volunteer leaders.
- Equip leaders to oversee ministry teams effectively.
- Foster healthy ministry team culture.
- Contribute to church-wide planning and strategic initiatives.
- Build positive relationships across the church community.
- Ensure compliance with church and PCQ policies and requirements.

Ministry Area Plan

The detailed responsibilities, ministry priorities, projects, measures, goals and expectations for this role are expected to change from year to year. The specific responsibilities for the role are therefore subject to change and are to be documented in a separate annual Adult Ministry Area Plan. The Plan is reviewed annually and agreed to by the Senior Minister, the Adult Ministry Woker and the Church Session. It is then submitted to Presbytery for their ratification.

What Effectiveness Looks Like

Leadership Development: Volunteer leaders are developed, supported and equipped for ministry.

Ministry Health: Ministry teams are functioning effectively, sustainably, and growing in accordance with the goals stated in the Adult Ministry Purpose Area Plan.

Team Culture: Teams demonstrate Living Church values and cultural commitments.

Strategic Contribution: Assigned ministry areas contribute to the church vision and mission.

Governance and Compliance: Ministry activities operate within church policies and applicable PCQ requirements.

Supervisory and Reporting Relationships

The worker is supervised by Session in accordance with Rule 3.11(b)(i), managed operationally by the employee supervisor identified in the employment agreement, and remains under the general supervision of Presbytery.

The worker is responsible for volunteer leaders, ministry team leaders and any staff delegated by the Minister to the role's assigned ministry purpose areas.

Qualifications, Gifts and Experience

Required:

- Demonstrates Christlikeness in all areas of life.
- Commitment to Living Church vision, mission, values and culture.

- Commitment to Living Church leadership staff team values as outlined in the 'Living Church Leadership Team Values' document.
- Upholds the beliefs, doctrine and governance of the Presbyterian Church of Queensland.
- Demonstrated ability to develop, encourage, support and oversee volunteer leaders.
- Ability to build healthy ministry cultures and lead multiple teams towards shared goals.
- Strong organisational, communication and interpersonal skills.
- Ability to develop and implement ministry plans and strategies.

Helpful but Not Required:

- Formal theological education.
- Ministry apprenticeship, internship or recognised ministry training.
- Experience leading leaders within churches, ministry organisations or not-for-profit organisations.
- Experience overseeing multiple ministry teams or ministry departments.

Licences and Compliance:

- Current Blue Card or ability to obtain one.
- Completion of applicable Safe Ministry requirements.

Character Expectations

Staff serving in this role are expected to live in obedience to Christ, display godly character in all their life and conduct, contribute positively to team culture, work collaboratively with others, and model Living Church's cultural values and the Living Church leadership team values.

Performance Reviews

Performance reviews are a good and necessary process to help us continually improve our ministry at Living Church and to make sure we are focused on achieving our vision and mission under God's sovereignty. Therefore each year a performance review schedule is established with the Minister and Session to review the Adult Ministry Worker's ministry in accordance with this role description, the Ministry Purpose Area Plan and the policies and procedures of the Presbyterian Church of Queensland.