



**DIRECTOR OF  
NEXT GENERATION MINISTRIES**  
*The SCOTS' CHURCH MELBOURNE*

## **POSITION DESCRIPTION**

(Assistant to the Minister - Full Time or Part Time)  
The Scots' Church Melbourne



## *The SCOTS' CHURCH, MELBOURNE*

### **Next Generations Ministry Director**

#### **CHURCH CONTEXT**

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The Scots' Church is a grand old church located in the heart of Melbourne. While our heritage is Scottish, in today's world our vision is for gospel-centred diversity encompassing all ages and ethnicities.

In alignment with this vision, we're keen to up-scale our reach and engagement with the next generation of youth and young adults. This new position is designed to grow both our 5pm ScotsCity contemporary service and our 11am traditional service, and develop other innovative approaches to next generation ministry and outreach.

Our public teaching is Christ-centred and Bible-based, and falls within the reformed-evangelical tradition. Members of our church community come from diverse religious and theological backgrounds.

#### **PURPOSE AND SCOPE**

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The aim of this new position is to champion, energise and implement gospel-centred ministries to the youth (12-18 years) and young adults (19-40 years) who will form the next generation of our church community.

**The position may be undertaken either full time or part time**, by negotiation. Remuneration is at a rate equivalent to a Home Missionary in the Presbyterian Church of Victoria; or, if you are an ordained minister, the PCV's minimum terms of settlement. The approximate full time stipend in 2022 is \$68,000 which includes Superannuation contribution. (Long Service Leave is provided and work related expenses will be covered.)

**Reporting Line:** The position reports to the Senior Minister, and through him to the Elders (Session) of the Scots' Church.

**Supervisory Responsibilities:** As the ministry develops, you will recruit and lead a team of volunteers.

#### **ABOUT YOU**

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You'll be a committed follower of Jesus with some theological training and ministry skills and experience, combined with an innovative spirit and an entrepreneur's heart. You'll love the opportunity to try new things, and you'll have an optimistic outlook when things are tough.

This role is not limited to male applicants though in the context of the Presbyterian Church of Victoria you'll understand that the nature of the role will vary a little depending on your gender. Your lifestyle will demonstrate godliness as you seek to live consistently with your faith in Jesus Christ.

You may be able to combine this role (if you elect to take the part-time option) with theological study.

## KEY RESPONSIBILITIES

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### 1. Strategic

- Oversee our ScotsCity congregation (5pm), Youth Group (Sunday mornings), and Bible Studies (midweek).
- Lead and grow the target demographic within both our current congregations,
- Create an inviting community for those we hope to reach within the goal-demographics.
- Develop networks *across and between* our existing congregations, actively seeking opportunities to build positive cross-generational relationships with older members of Scots' Church.
- Encourage an attitude of respect towards our delightful traditions, while forging space for new things to emerge.
- Develop innovative strategies for next-gen ministry engagements, in consultation with the Senior Minister and other stakeholders.

### 2. Teaching & Pastoral

- Work alongside the Senior Minister and the ministry team with a particular focus on youth and young adults in both the 11am traditional and 5pm ScotsCity service.
- Participate in the planning, preparation, and delivery of teaching series via ScotsCity, Youth Group, Bible Studies.
- Recruit and train youth leaders to grow spiritually and be involved in ministry
- Liaise and communicate with parents as needed (in youth demographic)
- Welcoming and connecting next-generation newcomers at ScotsCity and 11am service, and connecting families and youth with each other.
- Provide pastoral follow-up for next-generation newcomers each week using contact information on communication cards (e.g., 'catch up and coffees', visitation where appropriate).

### 3. Service Planning & Communication

- design the weekly program of ScotsCity service to ensure a logical, dynamic, creative and formative flow of segments.
- Organise and coordinate the service roster by involving the right people in the right roles
- Prepare runsheet, handouts and PPT and other audio visual materials
- Liaise with ScotsCity Music Director, service leaders, and public prayer leader each week. Provide training and/or feedback as necessary.
- be a 'communication hub' in relation to ScotsCity (i.e., ScotsCity weekly e-News, social media strategy, website updates).

## KEY SELECTION CRITERIA

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### Theological Education and Beliefs

1. A gospel-centred theological qualification (diploma level or above) OR church based traineeship that shows the ability to clearly articulate and apply the gospel to self and others; and awareness of the way the gospel shapes all aspects of ministry, including formal teaching and informal interactions with youth and young adults.

2. A commitment to, or willingness work within, the framework of *The Westminster Confession of Faith as read in the light of the Declaratory Statement of 1901* (as required for leadership in a member-church of the Presbyterian Church of Victoria), while moving comfortably among church members who have significant theological diversity; recognising that Scots' is an historic, multi-layered church community with a refreshed aim to be gospel-centred in our teaching and church life.

### **Skills, Experience, & Character**

3. Proven ability in developing and leading a solid and dynamic ministry that reaches out and builds up youth and young adults, backed up with robust 'in-the-world' experience as a student or in the workforce.
4. Demonstrated strength in communication skills, both verbal and written, and relationship-building with people of all ages, generations, and backgrounds (e.g., cultural, spiritual), particularly within youth and young adults groups.
5. Demonstrated capacity to identify potential among youth and young adults, training and developing them to engage in teams and individually in the work of ministry.
6. Ability to work synergistically with various stakeholders within the Scots' Church.
7. Demonstrated commitment to high standards of godliness and integrity, as fitting for a leader of God's Church, with particular reference to the qualities outlined in 1 Timothy 3 and Titus 1.

### **OTHER JOB-RELATED INFORMATION**

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**Child Safety and Other Requirements.** Working with teenagers requires ChildSafe training and compliance in accordance with the standards of the Presbyterian Church of Victoria. You will be required to hold a valid Victorian "Working with Children Check" and undergo mandatory PCV SafeChurch training. As a leader in this area, you will also have a role in ensuring those you recruit are willing to undergo training and comply with relevant regulations. Scots' Church **also complies with Public Health directives, including vaccination mandates.**

### **APPLYING FOR THE POSITION**

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For more information or to submit your CV, contact the Scots' Church Senior Minister, Rev Phil Campbell, on 0407278200, or by email, [phil@scotschurch.com](mailto:phil@scotschurch.com)

There is no fixed closing date for applications, but we are seeking a suitable candidate to join our team by the start of 2023.