



CATHOLIC ARCHDIOCESE OF MELBOURNE

Discipleship Specialist – Families and Youth Catholic Archdiocese of Melbourne

- **Full time, 38 hours per week**
- **East Melbourne base**

Working as part of our newly formed Discipleship Team, we are seeking a Discipleship Specialist – Families and Youth, who will provide specialised expertise in the areas of youth ministry (ages 12-16) and family accompaniment, to the Mission support team in carrying out their support, formation and resourcing of Catholic communities across the Archdiocese of Melbourne toward a more missionary orientation.

Recognising that programs do not make disciples but people do, discipleship is primarily about developing the capacity of leaders within Catholic communities to develop relationships that are intentional, personal and structured.

As our Discipleship Specialist – Families and Youth, you will provide expertise and support to our Animation Team members on the area of youth evangelisation and discipleship, and family accompaniment within a parish or local community context. You will also support parishes and communities in their engagement with, and outreach to, families and youth to instil a proactive engagement in the sharing of Mission and a reaching out in Gospel boldness.

By exploring and creating models, resources, training and other supports for understanding and effecting a contemporary model of youth and family evangelisation and discipleship in a variety of local contexts and communities, you will enable and equip local faith leaders to drive towards an outward missionary orientation. This will require you to display a consistent mindset of agility, adaptation, innovation and continuous improvement by identifying ways to ensure the needs of parishes, communities and other stakeholders of the Archdiocese are being met in a changing environment.

You will be confident in delivering against the requirements as you are Tertiary qualified (or working towards a qualification) in theology, ecclesiology or a similar relevant discipline and have an extensive understanding of, and commitment to the teachings of the Catholic Church. Your experience (3+ years) has been developed in a Church environment or evangelisation ministry setting with a focus on youth ministry and family accompaniment.

If you would like a more detailed overview of the role, please refer to the attached Role Description.

Successful applicants must be eligible to work in Australia, hold a current unrestricted drivers licence; and will be required to provide a Working with Children Check and a Police Check that is satisfactory to the Catholic Archdiocese of Melbourne.

Please provide your up to date Resume that demonstrates how your skills align to the requirements of the Parish Animation Consultant to recruitment@cam.org.au by Thursday 26th March 2020.



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ROLE DESCRIPTION

1. ROLE

Role Title:	Discipleship Specialist – Families and Youth
Department:	Mission
Location:	East Melbourne
Employment Status:	Full time
Reports to:	Team Leader - Discipleship

2. PRIMARY OBJECTIVE OF THE ROLE

Reporting to the *Team Leader – Discipleship* the *Discipleship Specialist – Families and Youth* provides specialised expertise in the areas of youth (ages 12-16) ministry and family accompaniment to the Mission support team in carrying out their support, formation and resourcing of Catholic communities across the Archdiocese of Melbourne toward a more missionary orientation. Recognising that programs do not make disciples but people do, discipleship is primarily about developing the capacity of leaders within Catholic communities to develop relationships that are intentional, personal and structured.

The *Discipleship Specialist – Families and Youth* will be responsible for:

- Providing expertise and support to the Animation Team members on the area of youth evangelisation and discipleship and family accompaniment within a parish or local community context.
- Exploring best practice models, resources and other supports for youth (ages 12-16) evangelisation and discipleship and family accompaniment, and discerning how these could be implemented in local communities within the Archdiocese of Melbourne.
- Developing resources, training, and facilitate initiatives that support youth evangelisation and discipleship and marriage accompaniment, to be implemented within a parish or local community context.
- Developing capacity in local communities to initiate, continue or expand their ability to implement models, programs or resources for youth and/or family accompaniment in their context.
- Ensuring their work is operationally agile, flexible and responsive in facilitating their missionary orientation toward, and in support of, parishes and communities;

3. OFFICE/TEAM OVERVIEW

The Archdiocese of Melbourne through its ministries and agencies is at the service of the people of God, who plant the Gospel of Jesus Christ into their communities and lives daily.

Presided over by the Archbishop of Melbourne, the Archdiocese comprises around 1.1 million Catholics, and is the largest Archdiocese in Australia with a wide variety of people, cultures and ministries, providing services



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and support to parishes and schools through pastoral, educational, social welfare and administrative support.

Under the guidance of four key priorities outlined by the Archbishop, the works and activities of the Archdiocese are oriented towards a missionary focus to address the ongoing needs of: Local Communities; Families; Youth and Young Adults; and the Poor, Broken and Wounded.

This is achieved through a pro-active engagement in the sharing of Mission; a reaching out in Gospel boldness; operating in an agile and responsive mindset; identifying and embracing what is fruit bearing in our works; understanding the outward focus and call of being missionary disciples; and being mindful of good stewarding in terms of time, talent and gifts.

The Missionary Team is a core initiative at the service of proclamation, formation and mission for the Archdiocese of Melbourne: offering strategies, resources and support for the pastoral needs of parishes and local faith communities; and focusing on the proclamation of the Gospel, faith formation and Christian living delivered with missionary energy.

4. KEY ACCOUNTABILITIES

- Support parishes and communities in their engagement with and outreach to families and youth to instil a proactive engagement in the sharing of Mission and a reaching out in Gospel boldness;
- Support the identification and encouragement of local missionary leaders, in the area of families and youth, to be effective evangelisers who are instrumental in the Church's missionary transformation and ecclesial renewal to build a network of discipleship animators throughout the Archdiocese of Melbourne;
- Explore and create models, resources, training and other supports for understanding and effecting a contemporary model of youth and family evangelisation and discipleship in a variety of local contexts and communities to enable and equip local faith leaders to drive towards an outward missionary orientation;
- Display a consistent mindset of agility, adaptation, innovation and continuous improvement by identifying ways to ensure the needs of parishes, communities and other stakeholders of the Archdiocese – in the specialist ministry to youth and families - are being met in a changing environment;
- Engage and build strong relationships with leaders in Parishes and Catholic communities throughout the Archdiocese to build relationships of trust that enable openness to new ideas and a call into new frontiers of mission;
- Take reasonable care to protect the health and safety of themselves, fellow staff and others in the workplace.

5. KEY RELATIONSHIPS

WHO	WHY
Internal Stakeholders	



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Team Leader - Discipleship	Escalate issues, keep informed, advise and receive instructions. Provide direction and manage performance.
Mission Team	Participate in discussions and decisions regarding Mission strategies and support for parishes and Catholic communities. Provide suggestions and input into development of resources and programs offered to parishes and local communities. Participate in meetings to represent work group perspective and share information.
Animation Consultants	Respond to requests for resources or support in facilitating of training in the area of expertise (youth and family).
Discipleship Specialist – Young Adult and Campus Ministry	Participate in discussions and where appropriate collaborate on joint initiatives that span both youth and young adult ministry.
External Stakeholders	
Clergy, Parishes, Catholic communities	To effectively identify and serve the needs of parish and local communities. Provide and gather information to enable a deeper understanding of Archdiocesan/client requirements and provide support that is requested. Build relationships of trust.
Catholic Youth Ministries & Family Ministries	Provide and gather information on youth ministry and family accompaniment initiatives, resources and supports offered within the Archdiocese of Melbourne by non-diocesan communities or organisations. Maintain connections and network where relevant.
National and International Youth Ministries and Family Ministries	Provide and gather information on youth ministry and family accompaniment initiatives, resources and supports offered nationally or internationally. Maintain connections and network where relevant.

6. ESSENTIAL REQUIREMENTS OF THE ROLE

- Tertiary qualifications (or working towards) in theology, religious education, ministry or a similar relevant discipline.
- Current Victorian Driver's Licence (essential)
- National Police record check (essential)
- Working with Children Check (essential)

7. KEY SELECTION CRITERIA

- An extensive understanding of, and commitment to, the teachings of the Catholic Church and a commitment to the philosophy and core values of the Catholic Archdiocese of Melbourne.
- Significant experience (3+ years) in a Church environment or evangelisation ministry setting with a focus on youth ministry and family accompaniment.
- Exceptional communication skills with proven capability to network, present to, and influence with individuals, community groups and meetings.



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- Proficiency in successfully working on collaborative processes and practices that encourage team involvement and input.
- Commitment to being adaptable and demonstrating flexibility and agility in the workplace. Including willingness to work variable hours according to local community needs (i.e. evenings and weekends).
- Ability to respond positively to challenging circumstances and commitment to collaboratively finding solutions to challenging problems.
- Exceptional resource and time management skills delivering work to achieve objectives efficiently and within agreed timelines.

8. INTEGRITY IN THE SERVICE OF THE CHURCH

Integrity in the Service of the Church aims to help employees reflect on and uphold Christian vision and values in all relationships and actions. The principles and standards which make up the Integrity in the Service of the Church are extensions of five basic principles for Church employees in which they:

- 1. Are committed to justice and equity**
- 2. Uphold the dignity of all people and their right to respect**
- 3. Are committed to safe and supportive relationships**
- 4. Reach out to those who are poor, alienated and marginalised**
- 5. Strive for excellence in all their work**

Service, given according to these principles, is life-enriching for both providers and recipients.

Our Reform in the Walking program identifies the following values:

- Collaborative and can build engagement around a common purpose
- Energy and Passion for Gospel Mission – be informed by the needs of the people you serve – communities, poor, young and families
- Flexible and agile in how to respond to ever changing needs
- Accountability and delivery
- Foster solutions within the communities
- Stewardship Care