

Know Christ. Make Christ Known.

Position Details

Position Title:	Associate Minister
Reports To:	Senior Minister (Mike Russell) for church employment; ES Adelaide Uni Staff Team Leader for functional oversight of university ministry
Employment Type:	Stipendiary, 1.0 FTE (0.8 FTE church + 0.2 FTE university ministry)
Ministry Areas:	Family; Proclaiming the Gospel
Location:	St George's Anglican Church, Magill, and Adelaide University Magill Campus
Employment:	Employed by St George's Magill and seconded 0.2 FTE to AFES/Evangelical Students Adelaide Uni

Position Purpose

The Associate Minister serves in a unique dual ministry role, combining local church leadership with university campus ministry. Working alongside the Senior Minister, you will advance the church's motto to Know Christ and Make Christ Known through faithful Bible teaching, pastoral care, leadership development, and gospel proclamation. You will lead the Family and Proclaiming the Gospel ministry areas at St George's while also investing in discipling university students at Adelaide University's Magill campus through partnership with Evangelical Students (AFES).

This stipendiary role involves giving one's life and gifts to gospel ministry in both congregational and campus contexts, connecting established church community with emerging student leaders. The position offers a strategic opportunity to invest in the next generation while building vibrant ministry within a growing, gospel-focused church.

Key Responsibilities

Church Ministry (0.8 FTE)

Ministry Area Leadership: Family

Lead and develop the Family ministry area, which encompasses community care, young adults, welcoming, and hospitality, with light-touch oversight of NextGen (youth and children's ministries):

- Oversee team leaders in welcoming, hospitality, and follow-up of visitors
- Work with team leaders as they develop systems and recruit to their teams, creating pathways for newcomers to be welcomed and connected to the church family
- Work toward strategic plan goals including helping visitors become part of the church family, and strengthening sense of belonging within the congregation
- Oversee the Community Care Team leader, supporting effective care across the congregation
- Provide light-touch oversight of the NextGen Coordinator, serving as the point of contact for any concerns or complaints regarding NextGen ministry. *Note: The NextGen Coordinator has primary responsibility for outcomes and direction; the Associate Minister's role is supportive rather than directive*
- Teach as required at youth church

Ministry Area Leadership: Proclaiming the Gospel

Lead and develop the Proclaiming the Gospel ministry area, focusing on evangelism, outreach, and mission:

- Run the Taste and See evangelistic course at least once annually, including follow-up groups (More to See), and build and equip the Taste and See team
- Lead and facilitate the Internationals ministry, including running fortnightly Saturday meetings during school terms
- Lead the Mandarin Bible study with help from a Mandarin speaker from our team
- Develop and maintain relationships with local schools, supporting Christian Option programs and school ministry opportunities
- Oversee the church's mission partnerships and support international workers
- Work toward strategic plan goals for conversions, adult baptisms, and gospel course participation

Preaching and Teaching

- Preach approximately 40% of Sunday church gatherings across all congregations (traditional robed at 8:30am, with Kids Talk at 10:30am, and evening services)
- Prepare and deliver biblically faithful, gospel-centered sermons that apply God's Word to the lives of the congregation
- Lead the young adults Bible study group

Pastoral Care and Team Building

- Provide pastoral care to congregation members, particularly those in areas of direct ministry responsibility
- Identify, recruit, equip, and empower ministry team leaders and volunteers
- Foster a culture of discipleship, encouraging spiritual growth and maturity among congregation members
- Raise up and mentor emerging leaders, particularly for word-based ministry

Church Leadership and Administration

- Attend and actively participate in staff meetings (1.5-2 hours weekly)
- Attend and contribute to Parish Council meetings
- Attend both Sunday church meetings and Third Wednesday chapel
- Participate in the Saturday morning zoom prayer meeting
- Contribute to strategic planning and implementation of the church's vision and strategic plan (2025-2029)
- Support the overall ministry of St George's through participation in special services, events, and church activities
- Attend the yearly staff retreat (Saturday), and Reach Australia Conference (four days in May)
- Work collaboratively with the Senior Minister and other church leaders to ensure unified direction and healthy church culture

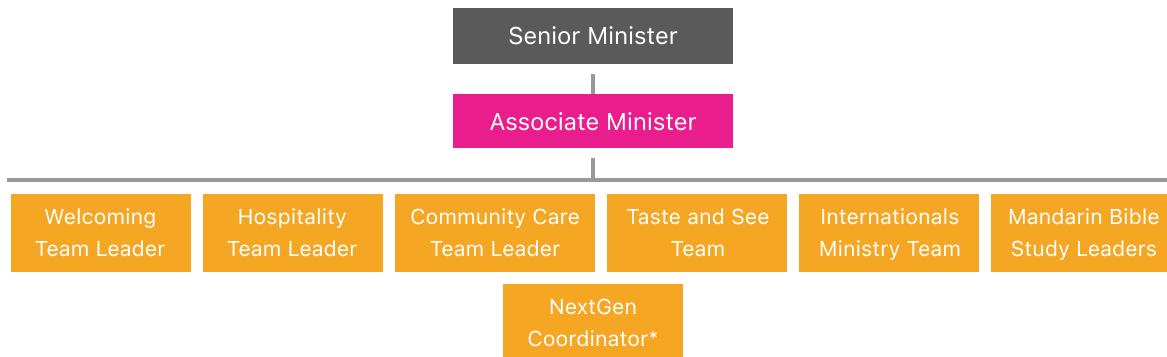
University Ministry (0.2 FTE)

Serve as an Associate Staffworker with Evangelical Students (ES) at Adelaide University's Magill Campus, working within the Distributed Missional Network model:

- Focus on student-facing disciple-making ministry, including leading pods (small groups of 3-4 students meeting weekly for encouragement, accountability, and growth)
- Provide pastoral care, spiritual mentoring, and leadership development for university students
- Help embed evangelism into everyday student life, creating bridges for non-Christian friends to experience Christian community
- Implement ministry practices and training resources developed by ES Adelaide Uni, supporting students to grow as mature followers of Jesus
- Connect students with St George's and other local churches, helping them integrate campus ministry with congregational life
- Participate in regional ES events, conferences, and staff team meetings as required
- Develop and maintain financial partnerships to support this component of ministry (approximately \$16,000 per annum), in keeping with AFES policy

Note: The university ministry component strengthens rather than competes with local church ministry. ES functions as a mission training ground while the church remains students' primary spiritual home. This dual role creates strategic opportunities to invest in emerging leaders and connect campus ministry with congregational life.

Key Relationships



*Light-touch oversight only. The NextGen Coordinator has primary responsibility for outcomes and direction.

Church Context:

- **Reports to:** Senior Minister (Mike Russell) for employment and church ministry oversight
- **Provides light-touch oversight to:** NextGen Coordinator (Ally Russell)
- **Oversees:** Community Care Team Leader and ministry area team leaders
- **Works closely with:** Senior Minister, Parish Council, Office Administrator, ministry volunteers, and congregation members

University Ministry Context:

- **Functional reporting to:** ES Adelaide Uni Staff Team Leader
- **Works alongside:** Other ES staffworkers and student leaders at Adelaide University
- **Supported by:** AFES national network and regional staff team

Qualifications and Requirements

Essential

- Genuine personal faith in the Lord Jesus Christ and evidence of a growing relationship with God
- Commitment to the authority and sufficiency of Scripture and the gospel of Jesus Christ
- Theological qualification (degree or diploma in theology/ministry) or equivalent ministry experience
- Proven ability to teach and preach the Bible faithfully and engagingly
- Heart for evangelism and passion for seeing people come to faith in Christ
- Demonstrated leadership ability and experience in building and leading teams
- Strong interpersonal and pastoral care skills with both older adults and young people
- Commitment to the doctrine and practice of the Anglican Church of Australia
- Current compliance with Anglican Diocese of Adelaide Safe Ministry requirements
- Willingness to participate in regular ministerial supervision as required by the Diocese
- Ability and willingness to develop financial partnerships for the university ministry component (approximately \$16,000 per annum)
- Flexibility and availability for Sunday church gatherings, weeknight activities, campus engagement, and irregular ministry demands

Desirable

- Previous experience in university or student ministry
- Experience in cross-cultural or internationals ministry
- Understanding of youth and young adult ministry dynamics
- Familiarity with the South Australian church and university context
- Understanding of contemporary missional challenges facing churches and students in Australia
- Previous experience in support raising or partnership development

Employment Conditions

Employment Type: Stipendiary position, 1.0 FTE (0.8 FTE church ministry + 0.2 FTE university ministry). This position is stipendiary in nature, meaning the minister commits their life and gifts to gospel ministry in exchange for appropriate remuneration, rather than working specified hours.

Employment Structure: Employed by St George's Anglican Church, Magill, and seconded 0.2 FTE to AFES/Evangelical Students Adelaide Uni. AFES will reimburse the church for the university ministry component, funded through financial partnerships developed by the Associate Minister.

Financial Partnership Development: The university ministry component (0.2 FTE) requires development of approximately \$16,000 per annum in financial partnerships, in keeping with AFES policy. Training and support for partnership development will be provided by AFES.

Remuneration: As per the terms of the employment contract, reviewed annually. Remuneration package covers the full 1.0 FTE role.

Leave Entitlements: As per the employment contract.

Professional Development: Opportunities for ongoing training, conferences, and theological education will be supported in consultation with the Senior Minister. AFES provides additional training and professional development opportunities specific to university ministry.

Supervision: The Associate Minister will participate in regular ministerial supervision as required by the Anglican Diocese of Adelaide, with supervision provided by an approved supervisor.

Review: Annual performance review with the Senior Minister, with reference to strategic plan goals, ministry outcomes, and partnership development progress. Input will also be sought from the ES Adelaide Uni Staff Team Leader regarding university ministry effectiveness.

The Opportunity

This dual role offers a unique opportunity to serve in both established congregational ministry and dynamic campus ministry. You'll invest in multiple generations, from long-time church members to emerging student leaders. The integration of church and university ministry creates natural connections: internationals ministry connects with campus internationals, young adults in the church overlap with older students, and campus discipleship flows naturally into congregational involvement.

St George's is a gospel-focused church committed to biblical faithfulness, warm community, and strategic mission. Our location near Adelaide University's Magill campus provides natural connections between congregation and campus. We are a church that values both theological depth and practical engagement with our changing community, reflected in our motto: Know Christ, Make Christ Known.

If you are passionate about preaching, discipleship, evangelism, and raising up the next generation of Christian leaders in both church and campus contexts, we'd love to hear from you.

This position description reflects the current requirements of the role and may be reviewed and updated from time to time in consultation with the Associate Minister to reflect the evolving needs of the ministry.

*Document prepared: February 2026
St George's Anglican Church, Magill
In partnership with Evangelical Students (AFES) Adelaide University*