

:: OVERVIEW ::

We are St. Andrew's Redondo Beach, and we gather together in a community-centered Presbyterian church located in Redondo Beach California - a scenic beach town with wonderful local activities. The original sanctuary for the church, built in 1948, still resides in the middle of our campus and now serves as the youth center, where the Jr. High and High School students connect to God and to each other. From the beginning we have partnered with the community; many neighbors, store owners, and community members are familiar with our mission. Our motto is "reaching up with passion for God and reaching out with compassion for people."



This mission is lived out through our homeless ministry, the missionaries with whom we partner, and a children's program that welcomes everyone. We want to share the love of God with our community by supporting people of all ages and walks of life.

St. Andrew's is looking for a leader who is passionate, loving, and willing to learn. Someone who will partner with Senior Pastor Peter Dunn and our leadership team to continue the work of our church to reach out to our youth, families, and community. The Assistant Pastor of Youth and Family will work closely with our excellent staff and volunteers, and will lead with love but also with boundaries and discipline. We need someone who has a heart for young people, and a calling to help them find God throughout this pivotal stage in their lives.

:: CONTEXT ::



St. Andrew's Redondo Beach is a medium-sized, multi-generational neighborhood church located in the heart of the South Bay. Standing on the corner of well-known Pacific Coast Highway and quiet Avenue D, our church is nestled between a beautiful residential neighborhood and a host of local businesses, is less than half a mile from the coast, and has a stunning view of the ocean. Our

congregants live primarily in the surrounding cities of Redondo Beach, Torrance, Palos Verdes, Rolling Hills, Hermosa Beach, Manhattan Beach, Lomita, and El Segundo. The South Bay community provides an excellent variety of solid employment opportunities, good schools, fine and casual dining, and shopping and entertainment, as well as economic stability.

St. Andrew's has served the South Bay for over 70 years and aims to be a place where people can belong to a church family with a vision to see all people transformed by the love of Jesus Christ – to band together in worship, prayer, and service for the welfare of our community and to follow Jesus into a life of purpose. We seek to live this out by providing discipleship opportunities where we can dive deeply into relationship with our Creator and Savior, by fostering and encouraging a loving, family environment within our members, and also by

establishing meaningful relationships with those in the community, so we can share the love and Good News of Jesus with any and all in our sphere of influence.

We are led by our Pastor, Peter Dunn, who has a passion for God and His Word, and a deep caring for all people regardless of age, stage, or socioeconomic status. He has proven himself to be someone who is willing to jump into the trenches and get his hands dirty serving – not only the church congregation but also the members of the local community and the world. He is an excellent communicator, with theologically sound sermons that are both thoughtful and practical, as well as relevant and challenging to all ages.

For various reasons, St. Andrew's is currently navigating the waters of transition. There is a substantial constituency of older members who have faithfully supported the church for decades. And while we are all committed to respecting our history and traditions, we also seek to be a church that meets the needs of younger generations and provides a safe, encouraging space for younger families to raise their children. While trying to maintain a healthy balance between these two groups, St. Andrew's has also experienced many changes in key staff roles in the last two years (see more under RECENT HISTORY), which has been both challenging and exciting.

St. Andrew's offers two options for Sunday morning worship – a traditional service at 8:30am and a modern service at 10:00am, which is when childcare and youth programs occur. The church sees approximately 200 people most weeks on average, but will have more than 350 on holidays. The youth program itself is comprised of both junior high and high school students and currently sees approximately 30 students consistently, with slightly more high school students than junior high.

:: RECENT HISTORY ::

Pastor Peter has a unique background and faith journey which led him to St. Andrew's in 2011, when he first came on board as Director of Youth Ministry. Working with junior high, high school, and college-age students, Pastor Peter spent several years building up the youth program and creating a new Sunday-evening service called "InCommon." This special service ran for four years and provided a unique space to help Pastor Peter develop his voice and style as a pastor, so that, in 2015, it was a natural next step for Pastor Peter to be ordained and installed as Assistant Pastor.

Over the next several years, Pastor Peter received mentoring from the then senior pastor, Rev. Mark Nazarian, as they worked together on some key projects, including an overhaul of the church lines of communication (including an updated website and social media presence), a return to more of a liturgical worship style, and an expansion in the care and support of the homeless men and women in our community. Thus, when Pastor Mark announced his retirement after more than twenty-eight years of leadership and service, we were blessed to have Pastor Peter move into a Co-Pastorate position at the end of 2017. For more than six months, he worked closely with Pastor Mark to begin the passing of the baton, and then Pastor Peter was able to transition smoothly into the role of Senior Pastor in September 2018.



Just prior to the Senior Pastor's retirement, during the summer of 2018, the Assistant Pastor of Children & Youth also announced her acceptance of a position at a church in Texas, thereby creating a hole in the youth department and leaving Pastor Peter as the only pastor on staff. Although the youth program has many dedicated, loving and well-trained interns and volunteers who are committed to keeping the vibrant group going we, as well as Pastor Peter, will benefit greatly from having another pastor on board who can oversee not just the junior high and high school programs, but continue to help cast vision and implement strategies for reaching new families and providing care and support for our current members.

With all of these recent changes in leadership, there is a level of sadness at the loss of these beloved, familiar faces, but also a sense of excitement, hopefulness, and anticipation only big changes can bring. The church is eager to move into a new season and see what God does in and through our community over the next 70 years!



:: THE OPPORTUNITY ::

The Assistant Pastor for Youth and Family will report to Pastor Peter. They will also work closely with the other staff members at St. Andrew's and supervise the Youth Assistant and 3 Youth Interns. This new leader will be responsible for assessing the current program, then designing, articulating, and implementing the vision moving forward in partnership with the church leadership and staff.

We are very committed to supporting our youth ministry. We have organized specific events in support of our youth, such as an annual golf tournament where a dinner and silent auction is held to raise money for youth camp scholarships and other program needs. Church members of all ages attend the event and donate items.

We are blessed at St. Andrew's to have a specifically dedicated space for the youth ministry composed of 4 rooms for worship, small groups, prayer, and games. Parent volunteers are requested for certain events as well, including helping provide and serve dinners on certain Youth Group Wednesday evenings.

Current Programming for Youth Ministry:

- Weekly Junior High and High School Youth Group (Pipeline) on Wednesday evening.
- Weekly Junior High and High School Youth Group (The Den) on Sunday mornings. The Youth attend the 10am church service and then leave before the sermon most Sundays.
- Monthly social events for Junior High and Senior High.
- Twice Monthly High School boys small group.
- Twice Monthly High School girls small group.
- Winter Camp for Junior High and High School in February.
- Summer Camp for Junior High and High School in August.

- Youth Sunday service in May.

:: CURRENT CULTURE AND ANTICIPATED CHALLENGES::

Below is a list of some of the challenges and opportunities that the new Pastor might face in the future.

1. **Big Tent:** St. Andrews Is part of the PC(USA), which has a more liberal reputation when it comes to theological issues, yet overall this congregation desires to remain faithful to our theological and confessional heritage. These convictions may at times cause us to stand in direct opposition to current policies of the PC(USA) and at other times work with the denomination to seek to build the Kingdom together. The person should focus on Jesus and loving people, and understand that there will be many different theological and methodological expressions within the Body of Christ. The person does not currently need to be Presbyterian but needs to be open to becoming fluent in the beautiful tradition that forms this unique expression of the church.
2. **Overwhelmed:** Our Youth carry an incredible amount of pressure to perform. They have busy schedules and are not always encouraged by their parent/parents to make being part of a church community a priority.
3. **Missional:** The new Assistant Pastor for Youth and Families will be encouraged to be out of the office and in the lives of students. Having a regular presence on local Jr. High and High School campuses is highly encouraged.
4. **Team:** The current youth ministry team is as strong as it has ever been. This team is ready for a relational leader who can step in and take the youth ministry to the next level.



:: QUALIFICATIONS AND PROCESS ::

St. Andrews is looking for a leader who understands church based ministry. The right person would be a team player, love to work collaboratively, and believe deeply in the mission of the local church. This individual will have demonstrated not only gifts, skills, and motivations for working directly with teens and young adults, but also will have developed and/or participated with a team of volunteers while integrating the ministry within the larger congregational context.

Summary of Desired Qualifications

- Passionate devotion to Jesus and God's word
- Ability to communicate to teens and their families
- Master's Degree
- Ability to articulate clear vision for ministry
- Balanced and relational view of evangelism and discipleship
- Understands healthy boundaries when working with young people

- Demonstrated ability to recruit, train, and build up a team of people to lead the ministry
- Loves teenagers and the unique challenges and views of this developmental stage
- Deep commitment to the vision and values of the church

Application Process

We encourage anyone who has these qualifications and who senses a potential calling for such an opportunity of service to contact us and discuss this position. Alternatively, you may know someone you wish to recommend for this position.

Please include the following with your application:

- If you have teaching examples (audio or visual) of you communicating with youth (and/or a congregation), please include links. If you do not, please submit an outline of a lesson plan for a youth talk you have given.
- Please also provide at least three references (including at least one previous supervisor, a subordinate, and a peer). Indicate your relationship with each and include their phone and email information.
 - We will not contact your references until later in the process and only with your approval.
 - Submit these responses (in Word or PDF format) along with your resume to jobs@sntandrews.org