

POSITION DESCRIPTION: Children and Youth Pastor

The Church sees the role of the Pastor for Children and Youth as providing pastoral leadership and oversight of the life, work and witness of the children and youth of Dubbo Baptist Church.

This Pastor will work in cooperation with the Senior Pastor of Dubbo Baptist Church in equipping the congregation to fulfil the church's vision statement:-

We seek to be a vibrant, growing community that honours God. As followers of Jesus it is our goal to daily demonstrate and declare His love so that lives are transformed.

The Children and Youth Pastor would accept and support the Church's mission and witness and would agree with and promote Christian belief as expressed in the "Statement of Beliefs" approved by the 1979 Assembly of the Baptist Churches of NSW & ACT. Refer to the Church and Community Profile.

We expect that the Pastor would demonstrate the following: Personal qualities:

Biblical qualities and character appropriate for mature Christian leadership, such as a servant heart, love and compassion for people, commitment to prayer, attention to their own spiritual growth, marriage and family life, good reputation with Christians and not-yet-Christians alike.

- Is accredited for pastoral ministry or related ministry by the Baptist Churches of Australia or is willing to undertake the necessary study to become accredited.
- Is committed to the inspiration and supreme authority of the Scriptures for all life and practice.
- Has had significant life-experience, with some years of previous ministry experience.
- Is secure in own giftings and personality as given by God.
- Is comfortable with a variety of worship styles – traditional, contemporary, seeker sensitive.
- Has an understanding of current Australian society, and can relate to a wide range of ages and culture, and its socio-economic groups.

Can demonstrate team player qualities, being able to work with staff and church leadership.

Has vision for this area of ministry.

Has the ability to identify with people of various age groups.

Is a meaningful and effective communicator.

Is a 'people person'.

Key Responsibilities:

Leadership and Ministry Development:

Able to discern people with gifts relevant to this area of ministry and their potential for leadership, encouraging them in their leadership development through the provision of opportunities for training, ministry experience and growth.

Specifically,

- Able to focus and train young people for ministry and provide mission opportunities for youth service in the church and the community. Has the ability to mentor young people and be an example of how to live as a Christian in this world.
- Encourage parents to encourage children to follow Jesus at an early age

Vision:

Identifies with the church's vision and able to cast and communicate a compelling mission and vision for children and youth ministry.

Prayer life:

Through a disciplined private life, seek to discover God's will for their own personal ministry and encourage all in the church to a deeper commitment to prayer.

Pastoral Care:

Extends pastoral care, primarily to children and youth, to encourage development of their faith, knowledge and application of God's word. Encourages pastoral gifting in others.

Outreach/Evangelism:

Assist in encouraging and resourcing members of the congregation to engage in presenting the gospel to those not yet committed to Christ, in the church and in the community.

Spiritual Development:

Assist the church members to grow spiritually. To lead by example. To encourage the church in its worship activity.

POSITION DESCRIPTION

PASTOR for Children and Youth

PURPOSE:

To provide pastoral leadership particularly in the area of Children and Youth .

RESPONSIBILITIES AND REQUIREMENTS:

Having an ability to relate biblical truth to everyday life, to teach and model faith with creativity, joy and passion to children and youth.

1. To give leadership in overall planning and cohesion of the various ministries in this area of Church life in accordance with its goals, vision and culture.
2. To help maintain a balanced Bible-based pulpit ministry and a strong Biblical influence throughout the whole ministry of the church.
3. To encourage and develop those serving in ministry to children and youth, to effectively fulfil their assigned responsibilities according to their spiritual gifts and our church vision.
4. To provide spiritual leadership and pastoral care, primarily to those serving in this area of ministry.
5. To develop and grow the ministry in line with the Key Responsibilities in the Pastoral Profile (attached).
6. To communicate effectively with the congregation and the wider community.
7. To be a member of a Baptist Ministers' Renewal group or equivalent.
8. To receive frequent professional supervision/mentoring.
9. Willingness to be involved in the wider Dubbo community as well as cooperating with other churches.

QUALIFICATIONS:

Experienced in this area of ministry.

Ability to work with and develop the Ministry Teams relative to this area of ministry of Dubbo Baptist Church.

RELATIONSHIPS:

- To be a member of the Pastoral Team, be a member of the church Leadership Team and ex-officio member of the relevant Ministry Teams.
- Able to relate to, and work in harmony with, the Senior Pastor; having a congruent philosophy of ministry

ACCOUNTABILITY:

To Dubbo Baptist Church, through the Senior Pastor and Elders.

TERMS AND CONDITIONS OF APPOINTMENT:

- Salary, travelling expenses and other emoluments shall be set at a level at least in accordance with Baptist Churches of NSW & ACT guidelines.
- Annual leave and personal leave shall be in accordance with Baptist Churches of NSW & ACT guidelines, or as negotiated.
- Abide by the policies and procedures of Dubbo Baptist Church such as resolution of conflict, leave forms etc.

REVIEW:

The Pastor and Elders shall undertake, with the guidance of a duly qualified *independent* person a review after the first six months followed by subsequent yearly reviews.