



## **Children's Ministry Pastor – Position Description**

### **ABOUT THE ROLE:**

This role has responsibility for the Children's (0-12 years of age) portfolio at Moonee Ponds Baptist Church. The successful applicant will have a love for Jesus, and a heart for children.

This role will include leading and facilitating the church's engagement with children in the Moonee Valley in new and creative ways that encourages and fosters relationship, demonstrates Christ's love and provides opportunities for children to hear the gospel and experience transformation.

The role will also include working with children and families in the MPBC community to encourage, foster and develop their faith and disciple them as Christ followers.

As the needs of children covered by this ministry are diverse (given the range of ages 0-12 years) it will be a key accountability for this role to have in place at all times a clear rationale, activities and programs for engagement.

The first key deliverable for this role will be to develop a 12-month plan, based on an assessment of the current needs of children in the community and with consideration for the resources available within the church to deliver that plan.

Although this role will have responsibility for oversight to all children's engagement programs associated with Moonee Ponds Baptist Church it is expected that the successful candidate will provide leadership, training and oversight to members of the MPBC faith community who are also involved in the children's engagement programs.

The applicant must be willing to work with other leaders of the church and the wider community to facilitate engagement.

This role is being offered as a part-time role (0.6FTE) reporting directly to the Senior Pastor of Moonee Ponds Baptist Church, and accountable to the Diaconate.

### **ABOUT OUR CHURCH:**

Established in 1892, Moonee Ponds Baptist Church has been seeking to engage with the Moonee Ponds Community for over 125 years. We are a caring church with a strong local community and family focus. We welcome people from all backgrounds in worshipping and serving God together.

We are situated 8kms from the heart of Melbourne and are a part of a thriving and growing local community. We are culturally diverse with a multigenerational community of faith of around 150 people. We have a strong mission focus, supporting local, national and international outreach programs and we also offer a series of social and instructional programs across the week that cater to a diverse demographic.

Moonee Ponds Baptist Church's (MPBC) beliefs are in accordance with general Baptist Doctrines of the BUV. (see [www.buv.com.au/documents/item/280](http://www.buv.com.au/documents/item/280))

## **ESSENTIAL REQUIREMENTS FOR THE ROLE**

### **1. SPIRITUAL QUALITIES AND GIFTS:**

- 1.1. Be personally walking closely with God, living a life under the direction of the Holy Spirit, seeking to set a good example to others.
- 1.2. Committed to growth in Christ-likeness and ministry skills.
- 1.3. Spending regular quality time with God in prayer, praise and Bible study.
- 1.4. Be of one mind with the missional and theological values of the MPBC.
- 1.5. Have a heart for people and for those who don't yet know Jesus.
- 1.6. Have a servant heart with the desire to minister without regard for personal acclaim.
- 1.7. Willingness to continually learn and grow in order to offer impactful ministry, including attendance at ministry development seminars or other related education and training.

### **2. MINISTRY COMPETENCE TO LEVERAGE SPIRITUAL GIFTS:**

- 2.1 Demonstrate vision and leadership in Children's Ministry.
- 2.2 Demonstrate a commitment to contextually relevant engagement and ministry
- 2.3 Exhibit strong interpersonal relationship skills.
- 2.4 Demonstrate intercultural awareness and an ability to take actions that optimise inclusivity.
- 2.5 Have strong pastoral care abilities.
- 2.6 The ability to communicate effectively in public forums.
- 2.7 Able to build a united and committed team of volunteers to help facilitate children's programs.
- 2.8 Be a supportive member of the church and church ministry team under the leadership of the Senior Pastor.
- 2.9 Have the ability to plan, direct and evaluate an integrated strategy and program that engages children, consistent with the missional, theological, and pastoral principles and values of the MPBC.

### **3. QUALIFICATIONS & EXPERIENCE:**

- 3.1. Experience and demonstrate competence in the area of Children's Ministry.
- 3.2. Theological/ministry qualifications (Diploma/Degree) with a specific focus on Children's ministries or enrolled in such a course with a clear plan for completion.

### **KEY WORK FOCUS AREAS OF THE ROLE:**

#### **1. LEADERSHIP:**

- To provide leadership, discipleship and training to volunteers working in the area of Children's Ministry.
- Identify potential people with relevant gifts and skills and facilitate their release to serve wholeheartedly in the area of their giftedness and passion.
- Identify new and emerging ways to engage with children so that they can encounter Jesus and become disciples of his.
- Build relationships with parents and guardians to ensure transparency and a strong connection between the programs and current and emerging needs of the children.
- Facilitate the discipleship of children at MPBC that leads to their knowledge of God, experiencing the love of Christ and the growth of their faith journey.
- Encourage and model service and mission.

#### **2. ENGAGEMENT**

- Explore new ways of community engagement with children and families in the Moonee Valley that leads to the developing relationships, opportunities to express the love of Christ, and in time an understanding of the gospel.
- Connecting, mentoring and growing a network of volunteers who will engage with children in a variety of sustainable ways to meet a diverse range of children's needs. Facilitate ministry to children in the MPBC community that leads to their discipleship and maturity in Christ.
- Facilitate and connect children into the life of the faith community enabling an inclusive intergenerational culture.
- Proficiency in using appropriate electronic communication channels to inform and connect with children and their families.
- Facilitate pastoral care for children at MPBC.
- Be an active participant in the life and ministry of MPBC community.
- Work with other church leaders and members to ensure a transition and integration of programs between different generational cohorts.

### 3. MANAGEMENT & ADMINISTRATION

- Manage administrative matters associated with all children's programs and events such as attendance, awareness on standards of appropriate and acceptable behaviour, and maintenance of resources.
- Co-lead the Creating Safe Spaces team. Ensure that all volunteers for the Children's Programs are compliant with all church and statutory requirements, including Creating Safe Spaces and Child Safety Standards.
- Attend relevant meetings and fulfil all reporting requirements as outlined by the Senior Pastor.
- Manage funds and income generated from children's programs, ensuring that all funds are appropriately accounted for and that regular submissions for funds are made to the deacons to enable programs to be delivered effectively.
- Attend Deacons or church meetings as requested by the Senior Pastor or as specifically requested by the Diaconate. (See Appendix 1)

#### TERMS AND CONDITIONS OF EMPLOYMENT:

The role is offered on a part-time basis (0.6 FTE) with the majority of work to be performed outside of ordinary business hours, inclusive of weekends and public holidays. Conditions of employment will be aligned with the Baptist Union of Victoria's recommendations on a pro-rata basis.

The initial contract will be for a period of 2 years, inclusive of a 6-month probation period. Ideally the role will extend beyond that timeframe, subject to the needs of the church and the successful inclusion of this role into the ministry team.

*For further enquiries or to submit your application please email [office@mpbc.org.au](mailto:office@mpbc.org.au):*

**Application Process:**

***All interested candidates to provide a current resume and a cover letter that responds to the five Key Selection Criteria (below) to [office@mpbc.org.au](mailto:office@mpbc.org.au)***

## **Key Selection Criteria**

### **1. Ministry and mission:**

The ability to plan, direct and evaluate an integrated strategy and program of work that engages children, within and external to the MPBC faith community, that is consistent with the mission and theological values of MPBC. Integral to the Children's Ministry will be a high value on relationship building, care, contextual relevance, discipleship, worship, biblical teaching, and evangelism.

### **2. Leadership and discipleship:**

To identify, encourage, mentor, train and support emerging leaders and volunteers to work with the children's cohort, utilising people's diverse gifts and skills.

### **3. Engagement:**

To seek creative ways of engaging with children in the broader Moonee Valley community that are contextually relevant so that children can experience the love of Christ, hear and understand the gospel, and have opportunities to experience transformation and hope through him.

Develop ministry strategies and plans, which encourage partnership and involvement between the church and local community.

Using in-person and electronic communication channels connect with children and their parents/guardians to keep all informed of ministry activities.

### **4. Management and Administration:**

Working with the Senior Pastor and the Diaconate ensure oversight to ministry budgets, setting realistic and achievable goals that challenge and grow the ministries. Assist with creating an intentional intergenerational culture, striving to unite with and complement other church ministries.

### **5. Key Qualifications:**

- Experience and demonstrated competence in the area of Children's Ministry
- Theological/ministry qualifications (Diploma/Degree) with a specific focus on children's ministries or enrolled in such a course with a clear plan for completion.
- Current Victorian Working with Children's Check (WWCC) and National Police Check.
- Agreement to the doctrinal statements of the BUV and the statement of faith of MPBC.
- Willingness to accept and adhere to MPBC Safe Church Policy.
- Eligible to work in Australia.