

Children's Pastor

Kingsway Community Church

Location: Caringbah, SYDNEY NSW

Hours: Part-time: 12 hours / week

Kingsway Community Church is seeking to appoint a part-time Children's Pastor to lead and develop a thriving Kid's ministry at Kingsway Community Church, Caringbah. This role exists to build leaders, develop teams, maintain safe ministry practices, implement kids' ministry programs, and connect with children and families in our local community.

This role will suit someone who loves Jesus and kids and someone who values working in a team environment, with the skills to develop and grow our current ministry to children and young people. The right person for this role will be confident in leading vision, developing strategies for creating a discipleship culture, and proactive in reaching out to the community. This role is vital to realising our church vision to love God and love others.

Key Responsibilities

1. Developing and leading volunteers who are currently leading ministry to children and youth at Kingsway and recruit and train new leaders.
2. Overseeing Safe Ministry practices and maintaining safe ministry standards for children and young people.
3. Creating and implementing programs that are biblically based, intergenerational, and focus on discipling kids in the way of Jesus.
4. Developing strategies and creating opportunities to connect with and support vulnerable children and young people in our local community.

Key Relationships

- The children of our church community
- Parents/carers of children within our church
- Wider Ministry Team at Kingsway Community Church
- Elders
- Senior Pastor

Key Result Areas

1. Children knowing and following Jesus – Discipleship.
2. Compelling vision and articulated direction for Kids' ministry – Vision and Strategy.
3. Team building, training, volunteer management – Leadership
4. Ministry to children is safe, inclusive, and accessible - Safe Ministry.
5. Children in our area are cared for and invited into community -Community Outreach.

Outcomes

1. Children knowing and following Jesus – Discipleship.

- To teach the Bible, the life of Christ, the mission of God, and its relevancy for life in contextually appropriate and engaging ways
- Responsible for overall themes and forward teaching plans in collaboration with ministry team/senior pastor.
- Develop volunteers and young leaders in their abilities to communicate/preach/teach
- Resource and empower parents/carers to disciple their children at home.

2. Compelling vision and articulated direction for Kids' ministry – Vision and Strategy.

- Develop, communicate and lead the vision and culture of Kingsway Kids.
- Drive the emerging vision and direction of Kingsway Kids.
- Inspire, model, and encourage the vision.
- Provide new insights for, and communicate to the Church, the developing vision for Kingsway Kids.

3. Team building, training, volunteer management – Leadership

- Pastorally care for team and volunteers
- Develop pathways to train and develop young leaders.
- Create momentum and inspire positivity within the leadership team.
- Identify and nurture emerging leaders and ensure they are equipped to grow and lead.
- Conduct new volunteer pre-screening and on-boarding processes.
- Gather Kids' team volunteers for meetings, training, prayer, program development.
- Develop the God-given spiritual gifts of team members.
- Develop and maintain communication lines between leadership, staff, ministry areas, congregation and community.
- Co-ordinate the budget and finance activities of the Kids' ministry with the Senior Pastor and the Finance Manager.

- Regularly review children’s activities and initiatives to ensure that they are achieving the vision of the Church.

4. Ministry to children is safe, inclusive, and accessible - Safe Ministry.

- Set and maintain standards of conduct for the ministry team and all key leaders.
- Regularly review Child Safe Practices in line with National Child Safe Standards.
- Lead a culture of Safe Ministry; training volunteers, on-going professional and volunteer development.
- Ensure all team have current Working with Children checks if over 18 years old.
- Ensure you, or a team member, has adequate qualifications in first aid, or bronze medallion if water related activities are undertaken.
- Risk assessments are developed for relevant/external Kid’s activities.
- Ensure procedures for parental permissions for activities, photo/video purposes and personal contact are in order.
- Report any incidents using Kingsway’s incident report system and other reporting systems.

5. Children in our area are cared for and invited into community - Community Outreach.

- Build networks and relationships with local schools, clubs, other churches to connect with young people who don’t know Jesus.
- Seek opportunities to serve children who are at risk, disadvantaged or on the fringes of the community.
- Connect with Kingsway Care project managers for potential ways to engage with children in their services.
- Develop and lead a culture of outreach among the Kids’ team and wider community.
- Engage children in whole church outreach programs or events – Fun run etc.

Key Selection Criteria

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| KSC 1 | Cert IV Children’s Ministry, Diploma in Ministry, or related area of study i.e Primary education, Christian leadership etc. |
| KSC 2 | Strong ability to communicate with children and their primary caregivers. |
| KSC 3 | Strong evidence of leadership qualities, strategic planning, and vision development. |
| KSC 4 | Ability to guide, coach, and empower volunteers to achieve vision and goals. |

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| KSC5 | Flexible, adaptable, and able to work well in teams. |
| KSC6 | Sound understanding of Safe Ministry Practices and National Child Safe Standards. |

Essential Spiritual Leadership Attributes

- Dynamic personal relationship with Jesus, seeking on-going growth and spiritual maturity.
- A strong sense of calling to love, serve, and disciple children.
- Humble dependence on God's wisdom and strength, through the ministry of the Holy Spirit, to do God's will for God's glory.
- Gifted with the abilities and passion for leadership, communicating with children, and mentoring.
- Visionary, with ability to inspire, lead, unite and disciple others to achieve role outcomes.
- Dedicated to God's standard for unity in the Body of Christ in all teamwork situations.
- Living according to God's moral standards and truth.
- Compassion for the lost and hurting, with personal outreach as a way of life.
- Supportive and encouraging towards the exercising of spiritual gifts for the benefit of the wider church.

Other Duties

- Be present and connect with children and families at Sunday gatherings, especially new families.
- Be present for weekly Caringbah Team meetings – Tuesdays in 2024.
- Be present at staff connect days and staff retreats where possible.
- Contribute to the shared activities, projects, events of the Kingsway Caringbah Team.
- Connect with churches of Christ network where relevant

Success Profile

To be successful in the role you are likely to have the following qualities:

Knowledge

- Have two or more years' experience in Kids' Ministry.
- Have an established theological framework and understanding of the Bible.
- Have completed some theological training and have experience giving Bible talks to children.

Skills

- Relates well to people of different ages, including children, parents and carers.
- Teach God's word to a variety of ages and in different contexts.
- Start and launch new ministries, grow ministry programs, lead teams and encourage, equip, and empower people for ministry through selection and training.
- Community outreach.
- Strong pastoral skills.
- Lead collaborative team conversations.

Personal Attributes

- Loves Jesus longs to see others come to salvation in Christ.
- Committed to growing in faith and maturity.
- A committed prayer life
- Loves children and passionate about seeing them grow in Christ.
- Committed to executing ministry at a high quality.
- Self-motivated.
- Warmth and positivity.
- Resilient.
- Caring and supportive.

- Creative and willing to try new ideas.

Competencies

- Able to take initiative
- Think strategically and set goals.
- Manage time and resources wisely.
- Manage relationships across ages.
- Work with others to problem solve.
- Execute ideas
- Planning and organising
- Able to communicate effectively – both written and verbal.
- Ability to work effectively independently and within a team
- Resourceful
- Give and receive feedback with grace and humility.

Acknowledgement

I acknowledge that I have read and understood the key result areas described in this Role Description and Position Outcome Statement and agree to carry out my duties to meet these outcomes to the best of my ability. I also understand that at times I may be required to undertake other duties relevant to the position that are not listed in this statement. I have received a copy of this Position Outcome Statement.

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| Employee Name: | | | |
| Signature: | | Date: | |
| Supervisor/Elder Name: | | | |
| Signature: | | Date: | |