

Families Pastor – Position Outcome Statement

Reports	Accountable To: Senior Pastor Responsible For: Children and Youth Leadership Teams		
Leadership Level	Staff / Ministry Team		
Term of Engagement	Ongoing	Type of Engagement	2-3 days per week.
Position Overview	Serves the vision, mission and values of the church through leadership of ministries to children, youth and their families		
Key Accountabilities	<ul style="list-style-type: none"> • Ensure child safe practices are always followed • Have a mature Christian character that is continually nurtured through spiritual practices • Loves seeing children and young people develop their faith • Ability to create and develop teams and leaders • Good communication and inter-personal skills • Highly enthusiastic and energetic in dealing with children and young people • Understanding of mental health issues for children and young people and able to create inclusive practices for those with additional needs. • Able to work as part of a dynamic team • Work within our Growth Track framework. • Holds a current NSW Working With Children Check (WWCC) and Police Check. • Attend weekly staff meetings and church council meetings as required. 		
Responsibilities	Delivery Method	Desired Outcome	
Child Safety	Trained in child safety, implementing policies and procedures that are strictly enforced and regularly reviewed with all team members.	All children and young people who interact with this church are safe at all times. In the unfortunate event where a child or young person is harmed, there are clear policies/procedures for how this is to be handled.	
Sunday Children's Ministry	An exciting and developmentally relevant program for children up to 12 years of age running in parallel with Sunday services.	Children who are excited to be in church and bring their parents/carers to church. They are growing spiritually and establishing firm spiritual foundations. Parents and youth are involved in the running of children's ministry activities.	
Youth Group	A regular, exciting, and relevant weekly program for high schoolers.	Young people are engaged at their level and feel heard and supported. They are being developed holistically and being disciplined by youth leaders. They are growing in their faith and involved in the life of the church. Mature teens and young adults are disciplined to Make a Difference.	
Kids Club	A weekly afterschool kids' program that engages children K-6 along with their parents / guardians.	Children who are excited to attend Kids Club and want to invite their friends. Parents who are engaged and invited to other church activities.	
Evangelism	Being actively involved in the local community, coordinating activities/events (in consultation with the Senior Pastor)	Families who are having an experience of the Kingdom on a regular basis and	

	and providing opportunities for our community to become involved in the life of the church.	members of our community coming to faith.
Developing & Equipping Families	Giving parents and guardians opportunities to develop skills to parent and disciple their family.	Families who are healthy (mentally, emotionally, physically & spiritually), and who are equipped to give their children the best foundation for spiritual maturity. Families feel that church is a partner in their children's spiritual growth.
Networking	Connecting with other churches & ministries and utilising ongoing professional development (OPD) for themselves and their leadership teams.	The Families Pastor will feel more connected and supported in their role, they and their teams will be better equipped to deal with the demands of discipling children and young people.
Holiday Clubs	Plan and execute regular holiday and mid-term activities for children that connect with the whole family. Provide exciting, developmental and age appropriate activities for children and provide space for parents to be engaged.	Children who are excited to return to other activities and want to invite their friends. Parents feel supported and want to come to other church activities.
Other	As delegated by the Senior Pastor	

What you need to know that's not in the job description

What's the church like?

It's pretty great. We are multi-generational but we are a bit thin on the younger end of the scale. Our senior pastor was called in 2018 and has been leading us to a vision of "A church that unchurched families love to attend". That makes the families pastor a key position.

The church was planted from nearby Mayfield Church of Christ approximately 40 years ago and has been in its building for 25 years. We are in the commercial hub of Maitland right across the road from the biggest shopping center in the region.

We are not a big church, yet. Pre COVID-19 our average weekly attendance was just over 110 people with around 10% each week being visitors from the local area.

We are not an "only open Sunday" church. We run an op-shop during the week and invite a range of community activities to work out of our building. This has created a dynamic environment where the community expects us to be present.

We are about doing everything we can to engage with our local community so that they will come to know Jesus. We host a lot of events on our 2-acre property and they are gaining traction in the community.

We are about discipleship for those in Christ and follow a Growth Track to help people: Know God, Find Freedom, Discover Purpose and Make a Difference.

Where does this ministry fit?

The ministries facilitated and led by the family's pastor are not incidental to the life of the church, they are a vital part of our vision and how we grow. The role is facilitated in partnership with the senior pastor to ensure alignment to our vision and Growth Track.

These ministries are designed to engage families, make disciples and create a thriving culture within the life of the church that grows with the individual. In 20 years' time we want to see the kids that emerge from this ministry thriving spiritually and serving Jesus joyfully.

What's Maitland like?

Maitland is a growing area due to its proximity to Newcastle and an abundance of affordable new housing developments. It's halfway between Newcastle and Hunter Valley vineyards and has a relaxed regional vibe.

80% of the population of Maitland arrived in the last 20 years which makes it feel young but also brings issues of social isolation. This is a key community concern and one the church aligns its activities to relieve.

What we hope from you

That you have a heart to see kids grow to become imitators of Christ. That you have a spirit that sees mountains as places to climb, not places to avoid.