NARARAVALLEY
BAPTIST CHURCH

CHILDREN and FAMILIES PASTOR POSITION DESCRIPTION (Part-Time)

THE STORY SO FAR

Narara Valley Baptist Church (NVBC) was birthed nearly 50 years ago in the hearts of a small group who had a vision to reach the Valley and the Central Coast of NSW with the Gospel, for the glory of God.

Since our inception in 1978, we have witnessed an amazing work of God's grace in the lives of thousands of men, women and children, as we desire to be disciples of Jesus who are 'Desperate For God, Passionate For People'.

Currently, NVBC is a church of approximately 450 people, with 40% of the church having joined us in the past five years. Within a five-kilometre radius, our local population is approximately 45,000 people. The Pastors and Staff team at NVBC comprises of:

Senior Pastor (full-time); Associate Pastor (full-time); Youth Pastor (part-time); Children and Families Pastor (part-time); Office and Operations Manager (part-time).

We worship together as a faith community, where participation by everyone is encouraged. We desire to be a community who in partnership with the Holy Spirit, encourage faith formation and transformation to take place in every generation as fellow learners and disciples.

Currently we are experiencing a season of growth as a church, both in terms of deepening spiritual vitality across our faith community and as reflected in our growing ministries. Building on the legacy of godly vision-driven past leaders, our newly formed pastoral team are looking towards the future with fresh faith and courage for all that God has in store for us.

Whilst there are many ways to characterise NVBC, our five values guide the way we do life and ministry. We are:

1. **Renewed and Renewing**, experiencing on-going transformation
2. **Real and Relational**, nurturing authentic community across generations
3. **Movement not Monument**, multiplying disciples, leaders and churches together
4. **A Pioneering People**, embracing faith-based risks
5. **Grateful and Generous**, taking nothing for granted

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ROLE DESCRIPTION

The Children and Families Pastor will join the Pastoral Team in seeking to implement the Vision and Values of NVBC. They will lead the church's ministry to children and families, with a particular focus on nurturing children in their faith and supporting families as they disciple their children.

This role provides strategic direction, pastoral care, discipleship, and oversight across the church's children and family ministries. They will lead and equip ministry leaders and volunteers, develop and implement ministry strategies, and seek to ensure that children's programs are effective, safe, and aligned with the church's vision and values.

The role is central to fostering a healthy and fruitful ministry among children and families by helping children grow in their relationship with Jesus, encouraging and supporting families in their discipleship, providing appropriate pastoral care, and developing ministries that enable children and families to flourish as part of the life of the church.

ROLE CONTEXT

1. Accountable to: Senior Pastor
2. Direct Reports:
    - Kingdom Kids ministry volunteers and lay leaders
    - Playgroup coordinators and leaders
3. Other Key Relationships:
    - Other Pastors and Staff
    - Elders and Board members
    - OSHC Director
    - Safe Church Team

ROLE EXPECTATIONS

Workdays: This is a part-time position (3 days per week). It is expected that the Children and Families Pastor will work part of their hours on Mondays in the Church Office to align with the scheduled day of the Pastors and Staff Team meeting and be present at Sunday Services and other key church gatherings.

Due to the nature of the role, there is acknowledgment that the Children and Families Pastor may be required to work outside of normal office hours from time to time (such as the annual Pastoral Team Retreat), and therefore flexible work arrangements are supported.

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ROLE KEY AREAS OF RESPONSIBILITY

1. Provide regular casting of Vision as it relates to children and families.
2. To advocate for, resource and support children and families to worship and practice their faith as part of the church and community.
3. Resource and encourage parents/carers to disciple their children including, but not limited to, such things as parenting/marriage enrichment courses.
4. Coordinate the Kids Church ministry of the Sunday congregations, including the leadership, resourcing and support of voluntary leaders.
5. Recruiting and equipping a team of volunteers for children's ministries that disciples leaders and grows their capacity and sustainability in ministry.
6. Source and provide appropriate material for Bible engagement and discipleship aligned with the Vision and Values of the church as a whole.
7. Initiate and/or develop links between community ministries involving children/families for missional impact (e.g .Coast Care).
8. Create a safe environment for children, families and volunteers by incorporating necessary Safe Churches Policy and Procedures.
9. Liaise with Associate Pastor and Office and Operations Manager to ensure the integration of new children and families at NVBC.
10. Liaise with Youth Pastor for Year 6-7 transition.

SKILLS REQUIRED

1. Excellent interpersonal skills with both adults and children
2. Ability to build, lead, equip and encourage a team of volunteers
3. Good communication skills both verbal and written
4. Ability to think theologically and critically when writing, choosing and adapting material for biblical engagement
5. Proven ability to source, develop, and implement engaging programs and resources that foster participation among children and families.
6. Able to articulate and explain a theological framework for children's ministry and resource the ministry with appropriate curricula
7. Experience in working with children.
8. Competent with the Microsoft Offices suite of applications (e.g. Word, Excel, PowerPoint), and database applications (such as Elvanto)

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KNOWLEDGE

1. Tertiary qualifications in Theology or Christian Ministry or be willing to complete theological training at a diploma level or higher
2. Holds to the doctrines, beliefs, objects and values set forth in the Baptist Association NSW/ACT Constitution
3. Have a clear understanding of faith development, developmental stages and learning issues of children
4. Has a clear understanding of the challenges and opportunities for families as they raise their children

CHARACTER

1. A genuine and growing disciple of Jesus, committed to their ongoing spiritual growth
2. A committed member of NVBC with a demonstrated love for the church and alignment with the values and vision of NVBC
3. A humble, servant-leader, with a demonstrated love and kindness towards people
4. Actively pursues opportunities to learn and grow
5. Has a developed and growing self-awareness as evidenced in relationships with others
6. Demonstrated passion for God's mission and disciple-making
7. Can actively uphold and abide by NVBC's Code of Conduct and Safe Church requirements

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