Ryde Baptist Church

WE'RE HIRING

Generations Pastor

Lead our Kids and Youth ministries as one work — creche through to Year 12 — in a church in Sydney's northern suburbs.

Full time · 1.0 FTE | **Ryde, NSW** | **Kids · Youth · Families**

WHAT YOU'D LEAD

Kids Ministry

SUNDAY MORNINGS · 18 MONTHS – YEAR 8

You'd provide oversight of five age-staged Sunday morning groups, where children are known by name, taught the Bible at their level and cared for by a team of amazing volunteers, working alongside parents and carers who are supported and equipped as the primary disciplers of their own children.

Creche 18 months – 3 years
Preschool 3+ years, before school
Years K–2
Years 3–5
Years 6–8

Youth Ministry

YEARS 6 – 12

You'd provide oversight of three gatherings across Sunday mornings and Friday nights, plus small groups, camps and outreach, where teenagers build real friendships, ask hard questions and are given room to lead — with pastoral care for their parents alongside.

Spark Years 6–8, Sundays 9.30am in term
Year 9–12 Group fortnightly, Sunday mornings
Ignite Friday nights in term, Years 6–12

Across both ministries, around **40 volunteers** serve week to week, alongside the coordinators, ministry assistants and interns you'd lead.

THE ROLE IN SHORT

- **Pastoral care and oversight.** With the pastoral team, carry overarching pastoral responsibility for our children and young people, their parents and carers, and the volunteers alongside them.
- **Strategic and spiritual direction.** Set what we seek to form in our young people, and how these ministries are shaped, resourced and led.
- **Discipleship pathway and transitions.** Oversee a coherent pathway from the youngest children to young adults, in collaboration with the Discipleship and Community Life team, ensuring continuity into the wider life of the church.
- **Leadership and development of leaders.** Manage your direct reports — the Kids and Youth coordinators, ministry assistants and interns — and recruit, train and release the wider volunteer team.
- **Teaching.** Teach regularly across both ministries, and take responsibility for the biblical faithfulness and age-appropriateness of all teaching.
- **Community engagement.** Lead our engagement with local schools, including SRE, in collaboration with the Missions and Community Engagement team.
- **Stewardship and safe ministry.** Oversee the Kids and Youth budgets, and ensure the compliance of every leader under your care.

WHO WE'RE LOOKING FOR

- A mature, growing walk with Jesus, evident in character and conduct.
- Wholehearted agreement with the RBC statement of faith and values, and willingness to become a member.
- Demonstrated experience in pastoral oversight and leadership in children's, youth and/or family ministry.
- A proven leader of leaders — able to recruit, develop, supervise, pastor and release a team, and hold it to a shared direction.
- Theological training, or a background in child- or youth-related work.
- A clear, engaging Bible teacher — with children, young people and adults.
- Strong pastoral instincts with adults as well as young people, and sound judgement around confidentiality.
- Current NSW Working With Children Check and Safe Church training (or willingness to obtain both), and the right to work in Australia.
- *Desirable:* Baptist church experience or accreditation with Baptist Churches NSW & ACT, SRE experience, First Aid, cross-cultural ministry experience.

THE DETAILS

SCOPE
Overarching oversight of Kids and Youth, creche to Year 12, and pastoral care of their parents and carers

EMPLOYMENT
Full time, 1.0 FTE

REPORTS TO
Lead Pastor

DIRECT REPORTS
Kids and Youth ministry coordinators, ministry assistants and interns

REMUNERATION
Per Baptist Churches NSW & ACT stipend guidelines

LOCATION
61–69 Lane Cove Road, Ryde NSW 2112

OUR VALUES

1. **Christ-Centred**
2. **The Gospel Is Good News**
3. **God Speaks**
4. **A Centre of Worship**
5. **We Are Family**
6. **All Are One In Jesus**
7. **Contagious Christianity**

OUR TEAM CULTURE

Ministry here is shared, not carried alone. We plan together, celebrate together and back one another when things are hard — a culture that is safe, honest and encouraging, where it is easy to ask for help. We take the work seriously without taking ourselves too seriously, and there is usually a good deal of laughter along the way.

HOW TO APPLY

Send a cover letter responding to the criteria above, your CV, and three referees (including one pastoral referee). We'd genuinely welcome a conversation before you apply.

APPLICATIONS

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