

Bendigo Baptist Church (BBC) - Eaglehawk Campus

Children & Youth Ministry Worker - Position Description

Vision & Mission:

Our **vision** at Bendigo Baptist Church is to be a: *'A community of empowered believers reaching our city, state, nation and globe for Christ.'* (Matthew 28:19-20). We accomplish this God-given **mission** by 'making biblical disciples in relational environments.'

Staff:

The primary task of the staff of BBC is to empower God's people for service (Eph 4:11-13), thereby cultivating a community of empowered ministers, not a congregation of expectant observers. We expect staff members to be Christians who place a high value on living out what it means to be and make disciples of Jesus Christ.

They must be learning and listening leaders who will give a strong lead in modelling, training, coaching, strategizing, developing teams, taking risks and advancing the ministry of the Gods Church. Ministry at BBC demands a strong commitment to team spirit, consensus building and loyalty.

Essential Qualities:

The Children and Youth Ministry Worker (CYMW) must be:

1. A committed follower of Jesus who, upon appointment, will (if not already) become a member of BBC
2. In full agreement and aligned theologically, relationally, philosophically and structurally with BBC
3. Seeking to fulfil biblical values for leadership amongst the Church community and growing in the following personal qualities:
 - i. Ability to work effectively with people from a range of social, cultural and theological backgrounds and perspectives
 - ii. A leader who leads with humility and in a peace-making way, to bring teams together as they serve in the BBC community.
 - iii. A team-orientated leader, using a collaborative and consultative style of leadership
 - iv. Self-motivated with the ability to work in unsupervised situations
 - v. Desirous of continual learning and growth.

- vi. An active compassion for those who have not yet come into a knowledge of the saving grace of Jesus Christ
- vii. Committed to ongoing personal growth through prayer, worship, bible study and fellowship
- viii. Seeking to follow the examples and principles of Jesus Christ

Position Purpose:

Under the direction and guidance of the Eaglehawk Campus Pastor, the role of the Children and Youth Ministry Worker (CYMW) at our Eaglehawk Campus will be focused on the following:

1. Modelling the relational environment of discipleship and leading (or an active part of) a discipleship focused BBC Life Group.
2. Recruit, equip, resource and empower ministry teams to help advance the children and youth ministry of BBC across the Eaglehawk Campus Congregations. *Particularly, but not limited to, the development and growth of age specific Discipleship during our Sunday gatherings.*
3. Providing key administrative support (e.g. communication, event promotion, maintaining duty of care and COVID compliance etc.) to ensure a vibrant ministry to young people.
4. Participating in leadership and discipleship training (e.g. PD, Training, relevant conferences etc.).

Weekly Expectations:

The CYMW will have a ministry component of 12 hours per week. We expect the CYMW to be a part of staff meetings (every second Monday 9.00-10.30 AM), meet regularly with the Eaglehawk Campus Pastor (usually Monday) to discuss ministry needs, plan and pray together; and play an active role in Children and Youth related activities during the Eaglehawk Campus gatherings.

Monthly Expectations:

We place a high importance on personal growth and development and expect you to meet each month with a personal mentor to enable appropriate reflection on spiritual and ministry progress.

Performance Management:

The CYMW will participate in an annual performance appraisal that is conducted by the Eaglehawk Campus Pastor. The employer and employee may also request these at any time. Performance will be measured against key result areas that are determined and developed annually from this position purpose. *Note: Achievable goals will be determined in consultation with the Campus Pastor to reflect the part-time nature of this role.*

Terms of Appointment:

The CYMW will be responsible to the church through the Eaglehawk Campus Pastor. The appointment to this position will be a part time position (12 hours per week, which can be constructed of part days as agreed to by direct reports) and will be for a period of one year. This may be extended upon a satisfactory review.

The salary for this role will be negotiated with the appropriate candidate. Superannuation contributions will be paid as required under the Superannuation Guarantee (Administration) Act 1992 as varied from time to time to a complying fund. Superannuation is paid in addition to an employee's salary.