

## Job Description – Generations Pastor

Our Vision: *“To be a redemptive community, sharing the love of Christ in the world, by word, sign and deed; helping people become lifelong followers of Jesus Christ.”*

**POSITION:** Generations Pastor

**BASE LOCATION:** South West Baptist Church Pūtahi Offices, Cobham Street, Christchurch

**REPORTING TO:** Senior Pastor

**DIRECT REPORTS:**

- Children's Team Leader
- Children's midweek Ministry Leaders
- South West Youth Communities (SYC) Manager
- SYC International Team Leader
- Young Adult Key Volunteers

**EMPLOYMENT PURPOSE:**

The principal purpose of your employment is to work as an integral part of the South West Baptist Church to spread the good news of the Christian faith according to our vision.

Areas of functional responsibility are set out below.

**JOB PURPOSE:**

Lead all children's, youth, young adults and family areas of the church to proactively form faith across 0-25s including fostering intergenerational involvement and ensuring a cohesive approach across the 0-25s age range. Equipping, supporting and empowering parents and communities to grow the four key relationships (with God, Self, Each Other and the World) in 0-25s in the life of our church.

**KEY ACCOUNTABILITIES:**

1. Member of the SWBC Leadership Team, supporting the Senior Pastor.
2. Set strategic direction of 0-25 area in line with overall SWBC strategic direction.
3. Facilitate relational and redemptive discipleship of 0-25s to form disciples who make disciples.
4. Oversee engaging and effective programmes for 0-25s.
5. Provide excellent leadership training and development for 0-25s and leaders in these areas.
6. Lead staff and volunteer teams for 0-25 areas.
7. Compliance with all Policies and Procedures.

**SPECIFIC TASK REQUIREMENTS:**

1. SWBC Leadership Team member
  - a) Contribute to, implement and communicate SWBC's spiritual and strategic direction, vision and values.

- b) Provide shared 'shepherd' leadership across the church.
  - c) Attend team meetings and retreats.
  - d) Contribute to Sunday gatherings (can include preaching or emceeing)
2. Discipling Relationships
    - a) Implement SWBC discipleship culture, practices and resources across 0-25s areas, including intergenerational involvement.
    - b) Empower and equip families and caregivers to form faith at home.
    - c) Engage in 'shepherd' leadership of 0-25s, knowing names, families and connections in these areas.
  3. Oversee Engaging and Effective Programmes
    - a) Work with team leaders to design, plan and deliver programs which meet intended purpose, consistent with SWBC vision and values.
    - b) Ensure a coordinated and cohesive approach to programmes across the age groups.
    - c) Ensure programmes are physically and spiritually safe.
    - d) Develop new 0-25 ministry spaces.
    - e) Encourage and empower 0-25s and wider church to serve in 0-25 areas.
  4. Leadership Training and Development
    - a) Design and implement leadership training and development framework, practices and culture for 0-25s and leaders in these areas that are consistent with the rest of SWBC.
    - b) Encourage, equip and empower 0-25s to serve in all areas of SWBC.
  5. Lead staff and volunteer team
    - a) Empower 0-25 staff and volunteer key leaders and hold them accountable to vision.
    - b) Facilitate staff development.
    - c) Manage team budget.

As an integral part of the South West Baptist Church, the scope of the position will also include a variety of general 'team support' duties, 'acting' duties or 'alternative' duties as required, where these can reasonably be undertaken according to the competency of the incumbent.

**ESSENTIAL REQUIREMENTS TO UNDERTAKE THIS POSITION:**

- A Ministry of Justice Criminal History Check prior to appointment
- Police Vetting upon appointment and every 2 years thereafter

**LIMITS OF AUTHORITY WITHIN AREA OF RESPONSIBILITY:**

- Contractual decisions impacting staff employment agreements or pastoral call agreements must be approved in advance by the Executive Pastor and comply with standard People Dept. processes (i.e. seek advice before employing someone, terminating employment, changing hours of work or pay etc.)
- Budgeted expenditure must be approved in advance by the relevant cost-centre manager.
- Assets purchased over \$500 are to be approved in advance by the Executive Pastor
- Unbudgeted expenditure must be approved in advance by the Executive Pastor

- All credit card expenditure must be communicated in advance to the Finance Manager, unless using a personally allocated card, where any expenditure over \$1,000 is to be communicated in advance to the Finance Manager for cashflow reasons
- External (media) communications are to be referred to the Senior Pastor
- Purchasing or supply contracts are to be approved in advance by the Finance Manager and the Executive Pastor

Signed (Employee): .....Dated: .....

**Employee Name**

*Signed on behalf of South West Baptist Church:*

Signed (Supervisor): .....Dated: .....

**Supervisor Name**

Signed (Executive Pastor): .....Dated: .....

**Amanda Parfitt**