



## Role Description: Kids and Young Families Director

**MBC VISION:** By the power of the Spirit, together we:

- **Connect** – with God and others; and
- **Grow** – to be more like Jesus; to
- **Serve** – Him here and beyond.

**ACCOUNTABILITY:** The Kids and Young Families Director is to be accountable to the Generations Pastor and ultimately to the Church Leadership Team and Elders.

**NATURE OF ROLE:** The Kids and Young Families Director is responsible for providing opportunities and environments for children to discover and develop their faith in Christ. They do this by partnering with families of MBC and the local community through equipping, resourcing and providing leadership, vision, and direction to both the Kids Leadership Team and members of Mayfield Kids, which is cultivated through planning, providing, and evaluating programs and events for Mayfield Kids.

This is recognised as a part-time position of 4 days per week.

**QUALIFICATIONS:** The Kids and Young Families Director is an overseer who shepherds the children of God, holding them in their hearts and equipping them by teaching them to know and live God's truth in partnership with parents and families so that in such a way they become maturing disciples of Jesus.

The Kids and Young Families Director is to become (if not already) an MBC Church Member in good standing. They are to evidence:

- A passion to see young people come to Christ and develop their faith.
- An enthusiasm to equip, resource and partner with parents and families.
- Good communication and organisational skills.
- Leadership and mentorship qualities.
- A willingness to develop their faith through training opportunities.
- Completion of Safe Church requirements such as the Baptist Association of NSW & ACT Creating Safe Spaces training, its updates and a current up-to-date Working with Children Check.
- Qualifications, experience and training in formal ministry, teaching or kids-related activities.
- If the role occupant holds accreditation or is on the pathway of accreditation to become a pastor with the Baptist Association of NSW & ACT, they will be taken through the process to be regarded as a 'pastor' at Mayfield Baptist Church and therefore will be regarded as the Kids and Young Families Pastor.



The place of leadership within Mayfield Baptist Church requires the following core principles to be at work in an individual's life:

❖ **Character:**

Each ministry leader must express the outward fruit of a personal relationship with Jesus, such as prayer, Bible study, and ministry involvement. They must be a person of honour and trust who models obedience, grace and spiritual maturity that others can follow.

❖ **Care:**

Each ministry leader is to evidence a loving care for people's well-being and eternal value. Jesus said that the most important thing is to first love God and second, to love others.

❖ **Competence:**

Each ministry leader must possess high levels of competence and an effective skill set that will enable him/her to accomplish their role with excellence and integrity.

❖ **Chemistry:**

As part of a ministry team framework, each ministry leader is to be committed to body-life principles, the Church's purpose and core values, overall ministry philosophy, and to do all within their ability to protect the unity of the Church.

**Primary Working Relationships:**

- Generations Pastor, Mayfield Kids Leaders, Assistants, and Youth Assistants, Youth Directors, Worship Pastor, Music Team Director, Discipleship Pastor, Care Team, Operations Manager and Administration.

**Responsibilities (4 days per week part-time role):**

- To implement the church's vision and mission among Mayfield Kids.
- To develop short and long-term strategies for the Mayfield Kids in collaboration with the Generations Pastor, through appropriate reflection and feedback strategies.
- Provide leadership in Mayfield Kids to ensure strong biblical teaching and discipleship.
- Give direction to Mayfield Kids through the visioning and creation of programs, organising rosters, and other administrative duties.
- Oversee and direct the successful delivery of weekly programs, including Sunday morning Mayfield Kids and mid-week/after-school initiatives like Kids Club.
- Lead the visioning and implementation of large-scale community events, specifically focusing on school holiday programs.
- Work in close consultation with the Generations Pastor and the Youth Director(s) and support transitional movement between Mayfield Kids and Mayfield Youth.
- To give oversight to the formation of Mayfield Kids Leaders and Assistants and focus on training emerging leaders (youth/ young adults).
- To be a conduit of care from the church to the children and families in our community (collaborating with the Care Team and Generations Pastor to achieve this).



- To partner with the parents of children connected to Mayfield Kids, through providing resources and learning opportunities to parents and families. Also, providing visitation when necessary.
- To plan and run a pre-k program in consultation with the young families of Mayfield Baptist, which meets the needs of the young family community.
- To connect with our growing partnerships with Hunter Christian School and The Hub by providing programs or help, e.g. leading and supporting lunch bible programs, mentorship of students, and connecting those in our over-65 community with The Hub Mayfield.
- To be open to starting and leading programs and/or events that sit well with the vision of Mayfield Baptist Church and connect to the development of children and their families in our community. E.g., a Friday afternoon Kids Club, Kids Holiday programs
- To submit an itemised annual resource budget request to CLT in October of each year.
- To be an advocate for children in various forums.
- To uphold and implement the Safe Church Policies of Mayfield Baptist Church.
- To pray for children and their families.
- This role also holds responsibility for a fourth day, which is designated for cross-generational support and project leadership. While a primary focus is assisting the Youth and Young Adult ministries when appropriate, this day also provides the necessary margin for the Kids and Family Director to oversee specific projects and any pressing needs within the kids' ministry space.

### **Personal Spiritual Life:**

- To maintain an authentic and growing walk with Jesus Christ through the ongoing spiritual disciplines of Bible reading, prayer, personal worship, giving, fasting, confession, and fellowship (including involvement in a connect group).
- To spend time developing relationships with lost people to be personally effective in pursuing the Great Commission and helping the church to do the same.
- To participate in an accountability mentoring relationship and/or peer group mentoring.

### **Scope of Authority:**

- Leadership over the Mayfield Kids Team with the common goal of bringing opportunities and creating environments for children to experience Christ and develop their faith.
- Along with the scope to create events and provide equipping and resources for young parents of our community to deepen their faith in Christ and be supported in ways to minister within their own family units.
- They have the authority to implement plans and decisions that are consistent with Church goals and in line with any and all budgetary provisions.
- To ensure the longevity and health of the position, the Kids and Families Director will directly serve in the Sunday programs no more than once per fortnight on average. Though it remains the responsibility of this role for all weekly planning, preparation, and organisation for all programs. During the initial term, this requirement may be temporarily adjusted to facilitate a smooth departmental transition and role orientation (In consultation with the Generations Pastor).



**Position Requirements:**

- Required skills, qualities and attributes:
- An evident personal love for Jesus Christ and a commitment to His mission in the world.
- Recognised as a leader.
- Demonstrates high-level interpersonal skills and an ability to work collaboratively with others in positive ways.
- Ability to teach and program lessons.
- Highly organised - able to coordinate ministry programs and leaders.
- Willing to seek Personal and Professional Development over the course of their time in the role.