

# Menai Baptist Church

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**Youth and Young Adults**  
**Pastor**  
Full-time

# Menai Baptist Church

## Who we are – Vision, Values, Story.



### VISION

Love God, Love Others, and Serve the world in Jesus' name

### VALUES

Christ

We value loving God and so knowing him through Jesus Christ. We are committed to living a Christ-centred life informed by the Word and the Spirit.

Community

We value seeing the Kingdom of God flourish in people's lives and influence their relationships. We want to welcome every individual as made in the image of God and we value living together in community.

Mission

We value being on mission together and by God's power seeing the multiplication of disciples, ministries, leaders, groups, congregations, and churches. We are committed to seeking and saving the lost, serving the needy and striving for justice – in 2234 and beyond.

### OUR STORY – WHERE WE'VE BEEN AND WHERE WE'RE GOING

Menai Baptist Church (MBC) was established in 1980 by members of Sutherland Baptist Church. These pioneers could see the potential growth in the beautiful, bushland plateau called Menai, which was then mostly underdeveloped.

Their prayerful vision, under God, was to reach people for Christ by offering services

and support to families through a 'village-type' environment. They purchased land, relocated Sutherland Baptist Preschool to the site (renaming it Inaburra Preschool) and established both Menai Baptist Church and Inaburra (High) School, which officially opened in 1982 and expanded to include Primary in 1989.

The initial membership of 44 worked voluntarily to assist with the preliminary building project. It was a great adventure, founded upon courageous faith. Ministries included youth group, coffee and craft, seniors' outings and home groups.

Over the years, MBC has grown alongside the local community and still endeavours to support the families of Menai and surrounding suburbs. MBC strives to be a place where people have opportunities to explore the Christian faith and to share God's amazing love through connections with others.

MBC has been strengthening relationships with local public schools. MBC volunteers minister to vulnerable and disadvantaged children at Menai Public School, through Kids Hope, a one-to-one mentoring and breakfast program. This effective program could be further extended and is a good example of how engagement and practical support from the MBC community can capitalize on such exciting opportunities to serve others in Jesus' name. Another good example is the tangible support provided for enabling a part-time Youth Worker at Menai High School.

# Congregation and Leadership

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## CONGREGATION

In 2021 MBC welcomed their new Lead Pastor, Brett Hookham and it has been an encouraging start. Before the most recent Covid lockdown the average weekly attendance, including children, was 190. The current MBC membership is 94.

It's been encouraging to see several people reconnect and many more join the Church, including quite a few new families. This has enabled the children's ministry to also grow, reflected in an increased attendance in the children's programs as part of the Sunday services. Alongside of this, the FROG Crew (Friday after-school program for Primary Years 4-6) consistent attendance of approx. 15 children. Currently there is no active 'Youth Ministry' run by the church though there are 5-10 youth who attend and serve at MBC. The children's ministry has great potential for further growth and will be an excellent 'feeder' for launching a youth group.

## LEADERSHIP

Leadership currently consists of a Pastoral Team and a Leadership Council. The Leadership Council is made up of four male and two female church members (although one female is currently absent due to health reasons) and is inclusive of a Secretary and a Treasurer.

MBC currently employs the following people in the Pastoral Team:

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<b>Brett Hookham</b>	Lead Pastor: Full-time
<b>Cassy Eccleston</b>	Children's Pastor: 4 days a week.
<b>Viv Grice</b>	Pastoral Care Pastor (Seniors): 1 day a week
<b>Kathy Van Heerden</b>	Church Office Secretary: 3 days a week.

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The Leadership Council and paid staff are appointed by the Church Members.

# A Special Bridge

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MBC is intent on continuing a shared vision with Inaburra (Preschool and School) to connect with children and teenagers, and their families. These relationships present wonderful opportunities to share about Christ in real and tangible ways.

Inaburra is a vibrant learning community, serving families from across the local region, with a Christian School of over 1,100 students from K-12 and a 60 placement Pre-school. At the beginning of each year MBC hosts a 'Commencement Service' for School staff and families, and later in the year for Pre-school staff and families, to gather with the Church community. We hear from the School/Pre-school staff and students, we pray and we worship together. It is also helpful to know that the governance of the School and Pre-school has a direct link to the Church via a governing body comprising over 50% MBC members.

There is an opportunity to have a more direct role in connecting with Inaburra Secondary students and MBC is keen to contribute to the discipling of young people. For this reason, MBC believes there is a growing need for a Youth and Young Adults' Pastor to join the Pastoral Team, in this next exciting phase.

# Position Description

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**Menai Baptist Church**  
**Youth and Young Adults Pastor**  
Full-time

# Role Description for Youth and Young Adults' Pastor



## ROLE CONTEXT

- Accountable to:** Lead Pastor  
**Direct Reports:** Youth Ministry Leaders  
**Key Relationships:** Pastors/Staff Team  
Parents of those connected to Youth Ministry at MBC  
Inaburra Chaplaincy Team  
Leadership Council  
Menai Area Scripture Board  
Associate Director of Youth and Young Adult Ministry  
Baptist Churches NSW/ACT  
Local Youth and Young Adult Pastors/Leaders

## ROLE PURPOSE

The Youth and Young Adults (YTH/YA) Pastor will be someone who demonstrates Godly character and leadership, who loves God and lives out genuine discipleship of following Jesus Christ as their Lord and Saviour. This person will be passionate about seeing young people also become disciples of Jesus and establishing a faith-based lifestyle for the rest of their lives.

As a member and leader at MBC, the YTH/YA Pastor will commit themselves to positively expressing the Church's vision and actively demonstrating the Church's values.

The YTH/YA Pastor will focus on establishing an effective Youth Program and on facilitating the integration of young people into the MBC community. To contribute to the enhancement of the Church's inter-generational health, a compelling vision for Youth Ministry will need to be cast and hands-on leadership will need to be modelled, especially through the connections of youth and young adults.

As part of the pastoral and leadership team, the successful applicant will nurture young adults as leaders and facilitate the formation of a strong youth ministry team, to pursue the primary purpose of loving, serving, and caring for young people, through the provision of effective pastoral care and discipleship systems.

Research shows that many people come to trust the Lord Jesus during their adolescence. Therefore, the YTH/YA Pastor will be expected to create clear avenues for young people to explore the love of Christ. To achieve this goal, the YTH/YA Pastor will encourage and equip their team to share the good news of Christ and to develop systems which support individuals and groups to engage with missional initiatives in the local community.

# Role Description for Youth and Young Adults' Pastor



## ROLE RESPONSIBILITIES

### **Pastoral Team Contribution**

- Co-operate with, actively support and encourage other Pastoral Team members, with a shared mission of implementing the ongoing Vision and Values of MBC.

### **Youth and Young Adults Oversight**

- Establish and develop a Youth Group and Program for Years 7-12
- Participate in the Chaplaincy Team at Inaburra School
- Develop leadership 'pipelines' for young people that grow them as people of Godly character, competence and convictions, to fulfill their God-given talents and purpose.
- Develop, implement and oversee systems of pastoral care and discipleship for youth and young adults.
- Establish digital pathways for discipleship and mission.
- Develop and implement clear missional pipelines for young people, from outside the MBC community, to discover Christ.
- Foster engagement with local high schools and other relevant community organisations.
- Collaborate with MBC leaders to ensure smooth transitions between life stages – with chief responsibility for the transition between Youth and Young Adults.
- Preach/teach periodically in Services and other events, as well as regularly share about progress of the Youth Group Program and Systems.
- Attend and serve in Services, where needed and gifted.

- Create a safe environment for youth, leaders and other volunteers by incorporating the Safe Churches Policy and Procedures.
- Meet Workplace Health & Safety requirements in Sunday PM and Youth Services, in coordination with the WH&S Officer.
- Other duties that may arise in discussion with the Lead Pastor.

### **Inaburra Chaplaincy**

- Participate in key Inaburra outreach events, including Year 7 Camp, Easter Mission week, Global Education activities, as well as weekly lunchtime Bible Studies across Secondary Year groups.
- Connect with students not involved in a local church or youth group.
- Work closely with the established and experienced Chaplaincy Team.

# Desired Competency, Character and Convictions



## SKILLS

- Demonstrated ability to relate well to young people and to the families of young people
- Demonstrated preaching capability
- Demonstrated ability as a “leader of leaders”
- Demonstrated ability to communicate effectively with people from a wide variety of demographics and backgrounds
- Ability to develop systems that foster the health and functionality of ministry teams
- Demonstrated wisdom to function positively in a team context by displaying the fruits of the Spirit
- Demonstrated competence with the Microsoft Office suite of applications (e.g. Word, Excel, PowerPoint), database applications (such as Elvanto, Access) and with Social Media

## COMPETENCY

- Has completed or be willing to complete theological training at a diploma level or higher.
- Holds to the doctrines, beliefs, objects and values set forth in the Baptist Association NSW/ACT Constitution and MBC constitution.
- Demonstrated knowledge of opportunities and challenges facing individuals and churches when engaging in God’s mission locally, regionally and globally.
- Experience working in youth and young adults’ ministry
- Experience working within a pastoral environment
- Holds a current Senior First Aid certificate and current WWCC, as well as appropriate Child Protection training (or willing to undertake before commencing).
- Has an awareness and understanding of the mental health challenges faced by young people, and their families

## CHARACTER AND CONVICTIONS

- A life that exemplifies a desire to know Christ more fully and intimately through a commitment to their own spiritual practices and a robust understanding of the Scriptures.
- A life that models a commitment to community through deep relationships with both those outside a church context and those within, in particular for youth and young adults.
- A demonstrated passion for God’s Mission within the local community, across Australia and overseas
- Models servant leadership
- Actively pursues opportunities to learn and grow
- Has a mature self-awareness as evidenced in relationships with others
- Demonstrates the potential to relationally fit into the MBC team and to resonate with the MBC culture
- Passion to work collaboratively with other churches and ministries.
- Active in the local community (e.g. sports teams or service clubs), so as not to be solely connected with other Christians.



# Role Expectations

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## **COMMITMENT**

This is a full-time role including 1-day committed to the Chaplaincy Team at Inaburra School, though the equivalent of 1-day could be shared across the week. Workdays in a typical week include Sunday and it is anticipated that the Youth & Young Adults Pastor will be present at each Sunday Service, as well as other key Church gatherings. It is expected that the Youth & Young Adults Pastor will work in the Church Office at least on Tuesdays, in order to attend Pastors/Staff Team meetings. Saturday is considered a non-work day (though there will be the need to work Saturdays, or part thereof, occasionally), as well as a single weekday as negotiated with the Lead Pastor.

Once the Youth & Young Adults Pastor is appointed, a more detailed Role framework will be finalised with the Lead Pastor. The Expectations and Responsibilities documentation is collaboratively developed at the beginning of the year, signed, reflected upon during the year and reviewed at the end of each year. This will form part of the annual Staff Team Review and a Leadership Review every three years.

## **CONTACT**

If you would like further information regarding the role, please contact Brett Hookham our Lead Pastor [brett@menaibaptist.org.au](mailto:brett@menaibaptist.org.au)

If you would like to formally apply for the role, please send through your CV and a Cover letter to Jeremy Baillie, Chair of the Search Committee [jlbaillie@bigpond.com.au](mailto:jlbaillie@bigpond.com.au)

