

<i>Title:</i>	Associate Pastor Discipleship & Spiritual Growth
<i>Commitment:</i>	Full Time
<i>Commencement Date:</i>	

RELATIONSHIPS	
<i>Directly Responsible to:</i>	Lead Pastor, MBC
<i>Accountability</i>	<p>Regular performance reviews to be conducted by the Lead Pastor and delegated others. Accountability is through the Lead Pastor to the Leadership Council and then to the Church membership.</p> <p>Annual through Lead Pastor 3 Yearly through the Leadership Council (as church membership representative).</p>
<i>Key Internal Relationships</i>	<i>Key External Relationships</i>
Lead Pastor & Pastoral Team Leadership Team (Elders & Management Team) Connect Groups Ministry Team Connect Teams AM Service Teams Office Admin & Comms	Denominational Reps in relevant positions
<i>Compliance with...</i>	Child Protection laws & Safe Church Practices

ROLE PURPOSE
<p>MBC is a growing church. Post the COVID pandemic, we have welcomed lots of people reconnecting with church or engaging for the first time. In the last few years, it has been even more exciting to witness many new to the faith investigating what it means to build their lives on Christ. However, as we are growing larger, we also want to grow deeper. We want to ensure people have firm foundations, that they put Jesus first, build on His Word and pray it through consistently demonstrating an ever-growing dependence and delight in the Lord. As our church has also 'grown younger' it has become clearer that we need good discipleship practices and spiritual formation to embed and embody the good Christian foundations. This is why we are seeking an Associate Pastor for Spiritual Growth & Discipleship to join our church and Pastoral Team at MBC to enable spiritual formation and integration.</p> <p>The Associate Pastor for Spiritual Growth & Discipleship will seek to enable the deepening of disciples in their love and knowledge of the Lord Jesus Christ by equipping and encouraging individuals and teams in building foundations and establishment of spiritual practices. Key responsibilities include pastoral care oversight of adults 25-60, responsibility for coordinating the AM service and leading the Connect Group team. They will also be responsible for the integration of new and existing members into the life of the church ensuring all know our vision, mission and values.</p>

CAPABILITY PROFILE

<p><i>Character & Convictions</i></p>	<ul style="list-style-type: none"> • 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. • 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.
<p><i>Competency</i></p>	<ul style="list-style-type: none"> • 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 families in our current cultural context. • Support the churches engagement in God’s mission locally, regionally and globally. • Experience working in church ministry context, preferably at an associate level. • 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.
<p><i>Skills</i></p>	<ul style="list-style-type: none"> • Demonstrated ability to relate well to people across multiple generations. • 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 fruit 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.

PRIMARY RESPONSIBILITIES

Formation Focus:

1. Key Discipleship Structure – Connect Group Ministry

- To develop, implement, and oversee all facets of Connect Groups (CG) at MBC and ensure regular functioning throughout the year.
- Seek to Multiply the number of CGs and CG leaders to ensure people connect and grow and leaders are identified and trained. Coach leaders for small groups, community groups, or Bible studies ensuring they are enabled, supported and sent.
- Plan and facilitate CG Team Meetings and other teams as required.
- To support the development of resources and training for CGs and CG leaders.
- Personally lead a CG weekly as an example and to ensure all individuals in your group are connected and growing.

2. Discipleship Foundations and Spiritual Growth Development

- Develop, support and maintain complementary and alternate discipleship pathways, such as one-to-one partners, prayer triplets, mentorships etc.
- Pursue implementation and ensure clear communication of church wide discipleship 'rhythms', developing resources, systems, and support for daily, weekly, seasonal, and yearly rhythms.
- Alongside the Lead Pastor, contribute to the development and implementation of the church discipleship plan with both group-based pathways and personal relational platforms.

3. Coordinate and Lead AM Sunday Service (incl. teams)

- Provide support for the planning and running of weekly AM services.
- Ensure effective and creative implementation of the teaching program within the AM service and weekly 'liturgical structures' that form the church.
- Communicate effectively with teams required for AM service (with support from the Admin. Officer), including, Worship & Service Leaders, Staging and Design, AV/PA Team, Bible Reading, Prayer, Preacher etc.
- Develop, equip and further resource teams for service.

4. Preaching and Teaching Support

- Support the development of the preaching and teaching programs at MBC for Sunday services (AM & PM).
- Form a part of the preaching team at MBC and support the Lead Pastor as he leads and develops this team.
- Identify additional pathways for teaching that complement the preaching and teaching program – this may be set within *Deeper*, *Delight* and *Disciple*.

5. Other General Responsibilities

- Attend and serve in Services, where needed and gifted while also supporting the ongoing growth of the PM service.
- Create a safe environment for leaders and other volunteers by incorporating the Safe Churches Policy and Procedures.
- Meet Workplace Health & Safety requirements in coordination with the WH&S Officer. Other duties that may arise in discussion with the Lead Pastor.

Integration Focus:

1. Welcome

- Seek to build a welcoming culture in all that we do so that all people know they are made in God's image and loved by the God who made them and so loved by his church.
- Lead and develop the welcoming teams for Sunday services, and facilitate the support of other events and services, such as, Carols, Inaburra events etc.
- Maintain the Follow Up system and teams to ensure people are contacted and communicated with to know they are cared for beyond a first contact.
- Develop pathways for new believers and newcomers to integrate into the life of the church.

2. Gather & Connect

- Maintain and develop connection points and avenues through our various communication platforms.
- Work closely with the Lead Pastor and other Area Leaders to ensure people are connected to the next step, e.g. Belong and Be, Connect Group, Missional Pathway, Discipleship Plan.
- Support the work of the Pastoral Care team.
- Administrate, facilitate and run Belong & Be at regular times throughout the year as the key next step for integration into the life of the church.
- Support the coordination of events that create opportunity for connection both within and across varied demographics of the church.

3. Other General Responsibilities

- Attend and serve in Services, where needed and gifted.
- Create a safe environment for leaders and other volunteers by incorporating the Safe Churches Policy and Procedures.
- Meet Workplace Health & Safety requirements in coordination with the WH&S Officer. Other duties that may arise in discussion with the Lead Pastor.
- Assist with general pastoral duties, such as counselling, visitation, weddings, and funerals.