

Church By the Bay Portarlington
Associate Pastor
Part-Time (0.8 FTE)

An opportunity exists to work alongside the Lead Pastor of Church by the Bay (CBtB) as an Associate Pastor (part-time), including oversight of our Youth and Young Adult ministries.

As Associate Pastor, you will work collaboratively with the Lead Pastor to grow the missional heartbeat of our church which is to see the gospel of Jesus make a holistic impact in our region and beyond. Our church places a strong emphasis on our small groups, where people gather weekly to explore the Bible, pray and encourage each other in following Christ. We have intentionally sought to develop a culture of discipleship and mission, with many of our young people embarking on missions locally and abroad. We also seek to build further connections and foster collaborations with the Church across our region.

While the main purpose of this role is to aid the Lead Pastor in the overall vision and mission of the church, a key aspect is the oversight of the Youth and Young Adult ministry areas. CBtB is blessed to have many young people (from late primary into their mid-20s) who are involved in our flourishing Youth and Young Adult programs. This role will provide pastoral support to the ministry leaders currently leading these areas, in addition to discipling and developing new leaders within the Youth and Young Adult programs and other areas of church life to which these young people may feel called. There is also the opportunity to develop your upfront leadership, including preaching/teaching (this would be complementary to your role and not the main focus).

The applicant should be of Christian faith, passionate about young people, developing the spiritual growth of our congregation, and empowering them to apply their faith in Jesus to everyday life. The successful applicant will be responsible for upholding and supporting the beliefs, mission and vision of CBtB.

Desired skills:

- Experience in Christian church leadership.
- Able to speak and teach in an upfront capacity or desire to develop in this area.
- Demonstrated team leadership and/or coordination of youth/young adults ministry.
- Theological training and experience through church, para-church or tertiary institution (this is desired but not essential; however, a commitment to further biblical studies is essential).
- Able to disciple and release others in their giftings.
- Be an Australian resident with the right to work in Australia.

Conditions and stipend will follow the Baptist Union of Victoria stipend, pro-rata 0.8 FTE. The Associate Pastor must obtain accreditation with the Baptist Union of Victoria (details can be found [here](#)) and be a Partner of Church By the Bay or become so at the commencement of employment in the position (which requires being a baptised believer).

Applications can be emailed to office@churchbythebay.com

Applications close Sunday 30 June 2024.

Church by The Bay Portarlington Associate Pastor

POSITION DESCRIPTION

Position Title	Associate Pastor
Position Type	Permanent Part-Time (0.8)
Appointment	The Associate Pastor shall be appointed by the Lead Pastor after approval from the Elders and Church Partners
Reports To	Lead Pastor and Elders
Hours	Flexible hours of work in accordance with your ministry oversight
Remuneration	In accordance with the BUV Stipend
Training	Financial support will be provided for theological study/training
Positions Reporting to the role	Young Adults Ministry Leader, Adventurers (Youth) Ministry Leader
Probation	6 Months

About CBTB

CBtB is a multigenerational family church of approximately 130 people. We are 31 years old this year and consider ourselves an evangelical, charismatic Baptist church.

Sunday worship aims to be both family and individual-friendly. Some Sundays, within the service, there is an element of corporate listening to the Holy Spirit with an expectation that He will speak through us (Colossians 3:16). We also have a Sunday evening worship service every 1st and 3rd Sunday, which a group of young adults facilitates. This is a new and evolving service. A more unconventional expression occurs monthly over Spring and Summer when we gather in the local park to worship, share the gospel and eat together.

We strongly emphasise our small groups, where people gather weekly to explore a bible passage or topic, pray and encourage each other in following Christ.

We are blessed to have a strong cohort of faith-active young people aged from late primary into their late 20s. We've intentionally sought to develop a culture of discipleship and mission, with many of our young people going on local missions (Red Frogs, SUFM beach mission, Youth Dimension, Blue Moose), as well as interstate and overseas.

We have a heart to work collaboratively with the Church across our region, e.g. an internship program, combined men's and women's events, worship, and mission nights ("The Send" and "The Return"), etc. We want to continue to see the gospel of Jesus make a holistic impact in our region and beyond.

Vision

In March 2019, during a worship service, we received a word about being a “Church Without Walls”. Our conviction is that God is bringing about a shift in the Church, away from physical buildings and towards His people being led by the Holy Spirit with a renewed emphasis on living a life of intimacy with God and Gospel mission.

We want to encourage our youth and young people to live a life of mission wherever they are. We desire to see new churches established and anticipate that this role will help develop new leaders who can lead new churches.

The Role

The main purpose of this role is to support the Lead Pastor in the overall vision and mission of the church. The role also includes overseeing the Youth and Young Adults ministry areas. In addition, we would like you to develop your upfront leadership, including preaching/ teaching (this would be complementary to your role and not the main focus).

CBtB has had a history of developing people for leadership since its birth. We are seeking someone to continue to develop their own pastoral leadership and who has a heart to develop other kingdom-minded young leaders.

Your focus will *not* be to run programs for our Youth and Young Adults; it will be to work with our current and emerging leaders to further develop a discipleship culture that will result in the growth of the ministry and mission of the church on the Bellarine. This may include involvement in the development and organisation of programs, but the focus of your role is to encourage and build the leaders under you who run the programs.

The role offered is part-time, which will allow you to develop and exercise the practical application of church ministry and, at the same time, undertake further studies or related ministry and spiritual development. There is the potential for financial support of these ongoing studies. If further study is something you would like to consider and you are not currently enrolled, we can assist you in finding a suitable course.

Support and Accountability

You will be directly accountable to the Lead Pastor of CBtB, working in collaboration with him.

We believe that growing leaders are aided in their development with good coaching and supervision. We will encourage you to draw on resources outside of CBtB to assist you in maintaining your own balanced growth.

Eldership

To see the Church (birthed by the Spirit) flourish, Elders were appointed by the apostles. Elders were responsible for overseeing the development of loving Christian communities, mature in their belief and caring practically for the needs of their communities so that the ongoing mission of the gospel would continue. Your role and development are closely aligned with these things, and as such, you will have indirect accountability to the Elders and will be regularly invited to attend and contribute to Eldership meetings and retreats. Eldership meets twice a month and has 1-2 retreats per year that usually go over a Friday evening and Saturday.

Core Skills, Education and Experience

- Experience in Christian church leadership.
- Able to speak and teach in an upfront capacity or desire to develop in this area.
- Demonstrated team leadership and/or coordination of youth/young adults ministry.
- Theological training and experience through church, para-church or tertiary institution (this is desired but not essential; however, a commitment to further biblical studies is essential).
- Able to disciple and release others in their giftings.

Competencies and Behaviours

- Teachability and a willingness to learn.
- Desire to equip and release the next generation in mission.
- Demonstrable history of transparency and accountability.
- Ability to assist in discipling new Christians to maturity.
- Ability to fulfil safe ministry practices.
- Ability to work autonomously.
- Ability to make a positive contribution to a ministry team.
- Have an established rhythm of spiritual disciplines.

Core areas of function

- Work collaboratively with the Lead Pastor, Elders, and other church leadership.
- Support the Lead Pastor in oversight of the whole church.
- Support and disciple current and emerging Youth and Young Adults leaders.
- Encourage and build leaders who lead others in their growth in biblical understanding, prayer, and mission.
- Support the whole church's growth and the continued development of a mentoring culture.
- Upfront speaking and leadership, and the ability or desire to develop in preaching/teaching.
- Continue to mature and develop a culture of mission.

Beliefs and Accreditation

Beliefs.

CBtB is a part of the Baptist Union of Victoria, and we hold to the BUV statement of beliefs. Which you can view: [What does it mean to be a 'Baptist'? – Baptist Union of Victoria \(buv.com.au\)](http://www.buv.com.au).

Accreditation.

You will be required to seek accreditation with the Baptist Union of Victoria. We see this as providing a healthy framework and guide for Christian leaders. Many BUV practices for pastoral leaders overlap with what has already been outlined. This is something we can discuss with you.

Conditions and stipend

Conditions will follow the Baptist Union of Victoria Stipend for a package of 0.8 FTE with a minimum of 75% of a full-time stipend. The rate of remuneration will be dependent on years of experience and/or training of the successful applicant. Current stipend entitlements and guidelines for healthy church-pastor relationships can be viewed at the Baptist Union of Victoria Website [here](#).

It is understood that the Associate Pastor will be a covenant Partner of Church by the Bay (which requires being a baptised believer), attend Sunday Worship Services, and be a member of a small group.

As you develop in the role, we anticipate an increase in stipend in keeping with the ministry, your personal growth and in line with the BUV guidelines.

How to Apply

To apply for the role of Associate Pastor at Church by the Bay please send your resume and cover letter to the Pastoral Search Committee via Fiona: office@churchbythebay.com by Sunday 30 June 2024.

After considering your application, you will be contacted by the Pastoral Search Committee to inform you of the outcome of your application.

The successful candidate will be required to obtain a satisfactory Police Check and Working With Children Check.

Privacy Statement

The information you provide on your application will be used by Church by The Bay Pastoral Search Committee to assist in our assessment of your suitability or otherwise for this position. This information will be kept in strict confidence and used only by those involved in the selection process.