



## **POSITION DESCRIPTION**

### **GENERATIONS PASTOR (Children, Youth & Families)**

#### **Caringbah Baptist Church**

MINISTRY AREA: Staff

REPORTS TO: Lead Pastor

STATUS: Part Time / Full Time (by negotiation)

#### **POSITION PURPOSE**

The Generations Pastor exists to provide strategic pastoral leadership across Children, Youth, and Families at Caringbah Baptist Church (CBC). This role is responsible for designing, implementing, and overseeing clear discipleship pathways from early childhood through to young adulthood, partnering closely with parents and carers, equipping families to disciple their children at home, and building strong volunteer teams that nurture faith, belonging, and spiritual growth.

The Generations Pastor embodies CBC's culture and DNA — gospel-centred, relational, missional, and team-based, contributing actively to CBC's vision and strategic priorities of discipleship, community engagement, worship, and mission.

#### **KEY RESPONSIBILITIES**

##### **1. Vision, Culture & Strategic Leadership**

- Develop and implement a whole-of-life Generations strategy aligned with CBC's vision and strategic priorities.
- Shape a culture of discipleship, belonging, and mission across Children, Youth, and Families.
- Design clear discipleship pathways from early childhood through adolescence into young adulthood.
- Contribute as an active member of the pastoral team, modelling CBC's values and leadership culture.

##### **2. Discipleship Pathways (Children → Youth → Young Adults)**

- Oversee age-appropriate, biblically grounded discipleship frameworks across all life stages.
- Ensure smooth transitions between ministry areas (early years, children, youth).
- Develop curriculum and programs that foster spiritual formation, identity in Christ, and missional living.
- Work collaboratively with youth leaders to support continuity into young adulthood.

##### **3. Families & Spiritual Parenting**

- Equip and support parents and carers as the primary disciplers of their children.
- Develop resources, training opportunities, and connection points that strengthen faith in the home.
- Provide pastoral care to families, particularly during seasons of transition or challenge.
- Foster intergenerational connection within the wider church community.

##### **4. Team Building & Volunteer Development**

- Recruit, train, equip, and multiply volunteer leaders across Generations ministries.
- Build healthy teams marked by trust, encouragement, accountability, and shared ownership.
- Identify and develop emerging leaders.
- Create sustainable ministry systems that empower volunteers rather than overburden them.

## 5. Staff Oversight & Collaboration

- Provide leadership and supervision to Generations-related staff (e.g. Children's, Youth, Playgroup).
- Work collaboratively with pastoral and ministry staff to support CBC's integrated ministry approach.
- Contribute to strategic planning and ministry alignment across the church.

## 6. Administration, Compliance & Communication

- Ensure Generations ministries operate in line with CBC policies, Safe Church requirements, and governance frameworks.
- Oversee systems for rosters, registrations, volunteer induction, and reporting.
- Communicate clearly and pastorally with families, volunteers, and the congregation.

### **AUTHORITY**

The Generations Pastor has authority over Children, Youth, and Families ministry leaders, volunteers, and relevant paid staff. Authority is exercised collaboratively within CBC's leadership and governance structures.

### **QUALIFICATIONS & EXPERIENCE**

Essential:

- Demonstrated experience in ministry with children, youth, and/or families.
- Proven ability to build teams and develop volunteers.
- Strategic leadership capacity with experience designing programs and discipleship pathways.
- Sound biblical knowledge and theological discernment.
- Strong organisational and relational skills.

Preferred:

- Formal training in theology, ministry, education, or child development.
- Experience supervising staff.
- Parenting or family ministry experience.

### **PERSONAL QUALITIES**

- Evident Christian maturity, godly character, and integrity.
- Deep love for Jesus, His Church, and the next generation.
- Relationally intelligent, pastorally sensitive, and collaborative.
- Missional mindset aligned with CBC's DNA.
- Commitment to excellence, learning, and personal spiritual growth.

### **KEY PERFORMANCE INDICATORS**

- Clear and functioning discipleship pathways from childhood to young adulthood.
- Healthy, growing Children, Youth, and Families ministries aligned with CBC's vision.
- Volunteers recruited, equipped, supported, and retained.
- Families feel connected, supported, and equipped to disciple at home.
- Strong team culture and leadership development evident across Generations ministries.