



Position Description

Children & Families Pastor

Full-Time | 5 Days per Week

(3 at Wyong Baptist Church, 2 at Wyong Christian Community School)

Position	Children & Families Pastor
Employment	Full-Time (5 days per week)
Reports to	Lead Pastor (Elders and Church Partners)
Works alongside	Pastoral Team, Staff and Volunteer Leaders
School accountability	Wyong Christian Community School — accountable to the School's leadership for 2 days per week

About Wyong Baptist Church

Wyong Baptist Church exists to be a life-giving community, seeing people transformed by Jesus. Our ministry is shaped by five commitments:

- Membership – Belonging to God's family
- Magnification – Worshipping Jesus
- Maturity – Growing as disciples
- Ministry – Serving one another
- Mission – Making Christ known

We believe that faith is most effectively formed within the home, in partnership with the wider church family. Accordingly, a Children and Families Ministry is not a stand-alone program, but an integrated expression of the church's whole life and mission. It encompasses two distinct yet complementary areas of focus: ministry to children and ministry to and with their families.

As a significant ministry of Wyong Baptist Church, Wyong Christian Community School plays an important role in our mission and outreach. The role is therefore intentionally designed to strengthen the connection between church and school, enhancing both discipleship and gospel witness within the school community.

Position Purpose

The Children & Families Pastor will provide leadership to the discipleship of preschool and primary-aged children and their families, building two healthy, Christ-centred ministries — Children's Ministry and Family Ministry that partner with parents, equip volunteer leaders and integrate children fully into the life of the whole church.

Working under the Lead Pastor, the Children & Families Pastor will develop ministry that is biblically faithful, relationally strong and intentionally focused on making disciples who know Christ, love His Church and live on mission from their earliest years.

A defining characteristic of this role is the development of people. Rather than carrying ministry alone, the Children & Families Pastor will recruit, equip and encourage volunteers, empowering them to share ownership of the ministry.

Key Responsibilities

Leadership

- Provide overall leadership of Children's Ministry and Family Ministry as two distinct ministries.
- Recruit, train and support volunteer leaders across both ministries.
- Develop apprentice leaders and succession pathways.
- Foster a healthy team culture built on prayer, encouragement and shared ownership.
- Plan and evaluate ministry in collaboration with the pastoral team.

Discipleship (Children's Ministry)

- Teach God's Word to children faithfully and engagingly.
- Develop a discipleship pathway for children aligned with the Five Ms.
- Help children contribute their voice to the life of the Church.
- Provide appropriate pastoral care to preschool and primary-aged children.
- Create opportunities for worship, prayer and Christian community suited to their age.

Family Ministry

- Lead Family Ministry as its own ministry — with its own vision, calendar and volunteer team — not simply a support function for children's programming.
- Partner with parents as the primary disciplers of their children.
- Develop family-facing programs, such as parenting support, family services or events, and Playgroup.
- Communicate regularly with families and equip parents with resources to encourage faith at home.
- Build relationships with families characterised by trust, encouragement and support.

Church Integration

- Help children and families become active participants in the wider church family.
- Create opportunities for joint parent-and-child participation in Sunday services.
- Encourage intergenerational relationships.
- Work collaboratively with youth ministry to provide a seamless discipleship pathway.

Wyong Christian Community School

- Represent WBC's Children & Families ministry at the School two days a week, under the School's direction and policies for that portion of the role.
- Build relationships with Wyong Christian Community school and local school families as a natural extension of this ministry.

Administration

- Plan ministry programs and events.
- Manage the Children & Families ministry budget.
- Maintain appropriate communication with families.
- Ensure Safe Church compliance and risk management.
- Participate fully in staff meetings and church planning.

Leadership Development

Wyong Baptist Church is committed to developing future ministry leaders. We believe leaders are developed through intentional discipleship, practical ministry experience, coaching and theological formation, with the goal of becoming leaders who multiply other leaders.

Essential Requirements

The successful applicant will demonstrate:

- Already accredited, or working toward Accreditation or Recognition, within the NSW and ACT Baptist Association.
- A vibrant and growing relationship with Jesus Christ.
- Agreement with the Vision, Constitution and Statement of Faith of Wyong Baptist Church.
- A passion for discipling children and their families.
- Proven ability to build and lead volunteer teams.
- Strong communication and teaching ability, including with children.
- Biblical wisdom and pastoral maturity.
- Theological training completed or in progress (or equivalent ministry experience).
- Current Working With Children Check and Safe spaces accreditation.
- Eligibility to work in Australia.

- Comfortable operating across two settings and reporting lines — Wyong Baptist Church and Wyong Christian Community School.

Desirable

- Previous experience leading children's or family ministry.
- Experience developing volunteer teams.
- Formal ministry or theological qualifications.
- Experience in a school, chaplaincy or other education setting (strongly desired but not essential).

What Success Looks Like

Success in this role will be reflected by:

- Children growing as young disciples of Jesus.
- A healthy and expanding volunteer leadership team.
- Strong partnerships with parents and families.
- Children and families actively participating in the life and ministry of the church.
- A sustainable Children & Families ministry characterised by discipleship, leadership development and mission.
- Effectively reaching the desired goals of ministry within Wyong Christian Community School.

Our Commitment

Wyong Baptist Church is committed to supporting its staff through pastoral care, collaborative leadership, ongoing mentoring and opportunities for professional and theological development.

Depending on qualifications and experience, remuneration is consistent with NSW and ACT Baptist Association remuneration guidelines and the NSW Fair Work Act.

We seek to build a healthy ministry culture where people are equipped to serve faithfully and sustainably for the glory of Christ.

Together, we are building **a life-giving community, seeing people transformed by Jesus.**