

POSITION DESCRIPTION (ATTACHMENT A): Kids Pastor

Position Title:	Children's Pastor
Award / Level:	Non Award
Department / Dept Head:	Campuses / Julia A'Bell
Responsible To:	Julia A'Bell
Type of Position: Pastoral	Status: Full-time <input checked="" type="checkbox"/> Part-time <input type="checkbox"/> Fixed Term <input type="checkbox"/> Hours per Week: 38
Summary of Position: To pastor and oversee Hillsong Kids across all of our Australian Campuses, ensuring their health and growth of children, leaders and staff. To grow the church and outwork the vision of Hillsong Church through the Children's Ministry.	
Key Result Areas	Key Responsibilities
1. Leadership / Staff	<ul style="list-style-type: none"> Oversee the staff of Hillsong Kids across our campuses ensuring they are adequately trained, motivated and getting the best out of their areas. Run staff meeting for Hillsong Kids, involving all of our campuses and a representative for extension services. Grow the number of leaders in Hillsong Kids City Campus so that teams across all age groups and services have enough leaders to effectively pastor children. Identify and raise up key leaders who can carry larger areas of ministry. Care for the leadership team pastorally and ensure the systems for caring for leaders is in place and active. Set up appropriate structures in leadership that ensure everything relating to Hillsong Kids gets done on the Hills Campus. Ensure each new leader follows the Hillsong Kids new leaders system and that they are safe to work with children.
2. Child Safety and Protection	<ul style="list-style-type: none"> Chair the Child Safety and Security committee. Ensure safety policies and procedures are followed by all relevant departments at Hillsong Church. Keep all policies up to date and seek out new ways to strengthen the safety of the children and young people of Hillsong Church.
3. Weekend Services	<ul style="list-style-type: none"> To provide programs in all weekend services that are of an excellent standard. Identify improvements required in the systems used for weekend services including safety and protection, program excellence and communication to and from leaders. Oversee the ministry to children at the City Campus during weekend services.
4. Pastoral Care	<ul style="list-style-type: none"> Ensure all midweek events that Hillsong Kids are responsible for including Leadership Vision Night, Mega Prayer Night, Elevate nights, Frontline Encounter Nights all have sufficient leaders and are run at a Hillsong Kids standard. Lead and help oversee the running of Hillsong Kids at all conferences and events including Hillsong Conference, Colour Conference, All Church Seminar, and anything else that comes up. Assist the Hills Campus Hillsong Kids staff in all of the above events and ensure they are doing their role well.

5. Creative Director of Hillsong Kids	<ul style="list-style-type: none"> • Oversee the creative aspect of projects, events and camps. • Produce albums and projects working with the creative department of Hillsong. • Produce resources and material that is a blessing to the greater Church and the ministry to Children and Families.
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Additional tasks and responsibilities may be assigned by your Department Head as required from time to time.

GENERAL POSITION REQUIREMENTS

1. Pastoral Duties

- a. Responsible for the pastoral care and well being of Hillsong Church's congregation.
- b. Responsible for conducting aspects of weekend church services and other events hosted by Hillsong.
- c. Live a lifestyle in accordance with biblical standards as befitting the position of Pastor at Hillsong Church.
- d. Provide spiritual leadership and authority commensurate with the responsibilities and parameters of your position.
- e. To teach Christian discipleship through instruction, leadership and example.
- f. Endorse and encourage faithfulness towards the practices of the Christian faith and the culture of Hillsong Church.

2. General Duties

You, the employee must:

- a. Devote the whole of your time, attention and skill during normal business hours, and at other times as reasonably necessary, to your duties;
- b. Faithfully and diligently perform the duties and exercise the powers consistent with your position as assigned to you from time to time;
- c. Comply with all lawful directions given to you by any person duly authorised from time to time;
- d. Use your best endeavors to promote and enhance the interests, welfare, business, growth and reputation of the Church;
- e. At all times act to a high standard of professional behaviour;
- f. Not act, or be seen to be acting, in conflict with the best interests of the Church;
- g. Not be engaged or concerned or interested in another business or occupation without the prior written consent of the Church;

3. Character and Personal Qualifications

Being a staff member of Hillsong Church, the following are necessary:

- a. Relationship & commitment to Jesus Christ;
- b. Total commitment to Hillsong Church and its vision;

- c. Total commitment and loyalty to the leadership of Hillsong Church, and ability to work in a team environment;
- d. Spiritual maturity consisting of a pleasant, forgiving, non-judgmental, but assertive manner.
- e. Initiative.
- f. Confidentiality.
- g. Ability to work under pressure and remain calm.
- h. Ability to meet deadlines (may involve working outside normal hours).
- i. Ability to communicate effectively with all levels of team, members of congregation and general public.

SKILL AND EDUCATIONAL REQUIREMENTS

Tertiary qualifications in the areas of Theology or Christian Ministry are desirable. Experience in leading, caring for and pastoring people is essential.

ONGOING VISION

Hillsong Church with its broad vision will continue to grow and expand. Anyone accepting any staff role must understand that “ongoing change” will always be part of this church, and therefore must be flexible, open to challenge & willing to move and grow with that ongoing vision.