

Church By the Bay Portarlington
Associate Pastor
Part-Time (0.4-0.5 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 the Youth and Young Adult ministry areas.

As a church we have a strong emphasis on our cluster groups, smaller places where people gather weekly to explore the Bible, pray and encourage each other in following Christ. As a church we have intentionally sought to develop a culture of discipleship and mission, with many of our young people going on local missions as well as overseas. We seek to build connections and work collaboratively with the Church across our region. We want to continue to see the gospel of Jesus make a holistic impact in our region and beyond. As Associate Pastor you will have an opportunity to work collaboratively with the Lead Pastor to grow this mission.

CBtB is blessed to have many young people (from late primary and into their mid-20's) who are involved in our flourishing Youth and Young Adults ministry programs. This role will provide pastoral support to the ministry leaders who are currently leading those programs. In addition, the role will involve the discipling and developing of new leaders both within the Youth and Young Adults programs and other areas of church life to which these young people may feel called.

The applicant should be of Christian faith, who is 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, vision, and values 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 rights to work in Australia.

Conditions and stipend will follow Baptist Union of Victoria stipend, pro-rata 0.4-0.5 FTE. The Associate Pastor is required to 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 fhorne84@gmail.com

Church by The Bay Portarlington
Associate Pastor

POSITION DESCRIPTION

Position Title	Associate Pastor
Position Type	Permanent Part-Time (0.4-0.5 by negotiation).
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.
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 family church of approximately 130+ people. All ages are represented from newborns to people in their 90’s. We are 30 years old this year and could be described as an evangelical, charismatic church.

Sunday worship can be varied. Walking in on a Sunday one will find a relaxed community and worship that families can feel comfortable in. A more unconventional expression occurs periodically over Spring and Summer as we gather in the local park to worship, share the gospel and eat together. Some Sundays there may be no sermon, instead there is corporate listening to the Holy Spirit over a bible passage with an expectation that He will speak through us (Colossians 3:16).

We have a strong emphasis on our cluster groups, smaller places 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 young people, from late primary and into their mid-20’s. 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. We commenced a joint internship program with a sister church in 2022, and regularly join with other churches in Men’s and Women’s events, Worship and Mission nights (“The Send” and “The Return”). 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 have a desire to see new churches established and anticipate this role will help to develop new leaders who can lead new churches.

The Role

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

From its birth, CBtB has had a history of developing people for leadership. We’re 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 assist in further developing a discipleship culture which will result in the growth of the ministry and mission of the church on the Bellarine. This may include involvement in development and organisation of programs, but the focus of your role will not be to run them, but to encourage and build leaders under you who run the programs.

The role is part time, to provide you with an opportunity to develop and exercise the practical application of church ministry, and at the same time undertake further studies or related ministry and spiritual development. In support of these ongoing studies we will seek to contribute financially. If you are not currently enrolled, we will assist you to find a course that is suitable for you.

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 to maintain 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 be invited to attend Eldership meetings and contribute. Eldership meets twice a month and then 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.

Core areas of function

- Work collaboratively with the Lead Pastor, Elders and other church leadership.
- Desire and willingness to support the Lead Pastor in oversight of the whole church.
- Support and disciple current and emerging 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 of the 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 0.4 - 0.5 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 relationship 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 cluster group.

As you develop in the role, we would anticipate an increase in time and 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 email, fhorne84@gmail.com.

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's check.

Privacy Statement

The information that 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 who are involved in the selection process.