



Youth and Young Adult Pastor Harrisdale Campus Application Pack

Position Summary

Thank you for your interest in the position of Youth and Young Adult Pastor at Carey Baptist Church, Harrisdale. This is a new role created as part of our vision for the coming 5 years and building on the excellent work of our current Lead Youth Pastor, who will be moving to a new opportunity.

The primary focus of the Youth and Young Adult Pastor role is to;

1. Develop a strategic vision and plan for youth and young adults;
2. Oversee and develop our youth programs;
3. Develop and grow the young adult community;
4. Be an integral part of building a discipling culture at Carey Church; and
5. Lead and serve other Youth and Young Adult staff team members.

A more detailed description of the role, its context, purpose and duties and responsibilities can be found in the Youth and Young Adult Job Description document in the [Employment section](#) of our website under Carey Baptist Church.

History of the Carey Community

In 1996 God spoke to Pastor Steve Izett and a small group of Christians worshipping at Mt Pleasant and Riverton Baptist Churches leading them to establish the Church in the Canning Vale area. The Church, under the leadership of Senior Pastor Steve Izett, started with a desire to turn the church inside out and identified the need for a school in the Canning Vale area and saw it as a means of connecting the church with the local community. Despite significant hurdles, Carey Baptist College commenced in 1998. It was clear to the Church through these challenges and the way they were overcome that God had indeed provided the means to found the College and that this was His work.

From 1998 the College grew from an initial intake of 73, to today's thriving campus of around 1500 students from kindergarten to year 12. The numerical growth has mirrored the development of the College, spiritually, academically, physically and socially. The College is committed to honouring God in everything and in equipping students to make a difference in the wider community. In an atmosphere of academic rigor and enthusiasm for excellence, the College is focused on effective teaching, student learning and meaningful relationships. The majority of the College families have no association or background with the Christian faith.

As part of the continuing desire to turn the church inside out, another very significant incorporated ministry, Jump Early Development Services, was also established in 2003 and provides, on the existing campus, long day care and a range of services to young families.

Additionally the church has grown greatly in size and maturity with significant ministries to children, families and youth. Dr. Brian Harris took over from Pastor Steve Izett as Senior Pastor in

2008 and held this role until 2013. In 2013 David Kilpatrick, previously a lawyer and the Chair of the Board of the Church since its commencement, was appointed as the Senior Pastor of the church and Executive Director of the Carey Group and Brian Harris took up the position of Board Chair and Pastor at Large. In 2018, as Dave Kilpatrick moved into a full-time role as Carey's Chief Executive Officer and Director of Ministries, Peter Scott was appointed as Senior Pastor. And, in 2021, Charmaine Hugo took over from Brian Harris as Chair of the Carey Board.

In 2009 the Carey community sought to understand God's will for the next chapter of the journey. By the end of the year, Carey 2014 was published, outlining the values of the community and its aspirations over the next 5 years. Central to this vision was the belief that God had called the Carey community to establish a new campus and create a new community in which the ministries of Church, Jump and College could flourish. After a 6 year journey, in which many obstacles were overcome, the second Carey campus, Forrestdale, was opened in 2016. Today the Forrestdale campus has a primary school, high school to year 10 and Forrest cafe, with plans for continued expansion to year 12 and an early learning center in the coming years. Also in this timeframe, the Carey Centre on the Harrisdale campus opened, including Timber Café, the Carey Youth Room and JUMP Early Learning Centre.

At the conclusion of 2014 we started to dream and pray again about where God would lead us over the next five years and beyond. The Carey 2020 document was created out of this process, setting out a vision for the whole Carey Community to realise the potential of development so far and position for future impact. And indeed, since then, through many challenges (including the pandemic!) we have consolidated the gains from previous years, strengthened our organisational structure, seen encouraging growth and enhanced our capacity - including the launch of Carey Right Track, Carey Hope, Carey Strategic and the Avenir Leadership organisations.

Most recently, at the start of 2022, we launched the next phase of the vision we believe God is calling us to, called [Carey 2026](#). This document is the culmination of a discernment process across Carey, which included staff from all the Carey entities and Church Partners and was led by the Board. It details our plans to further deepen our foundations and widen the reach of what God has given us as his mission for this time, place and community.

Our Purpose

Our vision is to see the world transformed by the love of God. We do this by establishing flourishing communities of hope through which people can:

1. Experience God's love;
2. Have the opportunity to say yes to Jesus; and
3. Demonstrate God's compassion for this world.

The church's mission is to be and make disciples who love God, love people and serve in God's mission to our communities and beyond.

William Carey

The Carey Community takes its name from William Carey, a well known 18th century Baptist missionary and educator who founded a college in India that excelled in teaching of the Sciences and Arts. The College welcomed people of all creeds and provided education for many who would not otherwise have had the opportunity.

Our Motto

The motto of Carey Group is derived from a message William Carey preached where he exhorted his hearers to 'Expect Great Things From God; Attempt Great Things For God'. Carey has now adopted the message: 'Attempt the extraordinary'. This is an invitation to our community to join with us as we seek to see communities transformed by God's love. We attempt the extraordinary not because we are special but because we serve an extraordinary God who does amazing things.

Details of the Position

The details of the role are set out in the attached Job Description. The successful candidate will oversee a team responsible for running the Youth and Young Adult Ministry. This includes up to two additional staff members working 0.4-0.7 FTE between them.

Terms and Conditions of the Position

Working Hours: Full Time preferred, part-time (minimum 0.8FTE) considered.

It is anticipated that the position will require an average of 37.5 hours per week. Specific days and hours to be worked will be agreed with the Senior Pastor. Increased hours during school terms for time in lieu during school holidays will be considered.

It is also anticipated that not all of the hours will be worked within normal office hours. This includes hours worked on Friday evenings, to support Church events during the year and to be part of the Sunday service.

Leave Entitlements

- Annual Leave – 4 weeks paid (prorata)
- Personal/Sick Leave – 10 days annually (prorata)
- Emergency Leave – as approved by Senior Pastor
- Study Leave – as approved by Senior Pastor
- Long service leave - 13 weeks after 10 years of service, with an ability to take a prorated amount after 7 years.

Professional Development:

- If the Youth and Young Adult Pastor is in the process of studying toward accreditation, consideration may be given toward financial assistance for study load.
- Seminars and courses as approved by the Senior Pastor.

Remuneration: In line with Baptist Churches WA stipend recommendations, which can be found at: <https://www.baptistwa.asn.au/for-boards-councils/>

Selection Criteria

- A leadership gifting with demonstrated experience leading teams and leaders;
- A strong relational ability to work closely with, motivate and engage a wide range of people, including staff and volunteers;
- The ability to identify, recruit and develop leaders;
- A passion for the future of the church;
- Experience working with youth and young adults;
- An understanding of and experience in the process of developing disciples of Jesus;
- An understanding of the duty of care issues presented by church ministries and working

- with youth;
- The ability to manage conflict and difficult situations;
- Proven ability to plan and implement.

Applications

Applications close on 31 October (though applying earlier is encouraged) and should be sent by email to info@careychurch.asn.au and addressed to Peter Scott.

In addition to a Curriculum Vitae, applications should contain:

- A statement regarding the applicant's journey of coming into relationship with Jesus;
- A statement regarding the process of their sense of call to ministry;
- A reference from the applicant's current pastor unless you are attending Carey Church;
- References;
- Evidence of a Working with Children's Check (WWCC) and Police Clearance (Please note, if a WWCC is not held, it needs to be obtained before an interview will occur); and
- A statement addressing the selection criteria.