

Position Title:	<b>Intercultural Church Health Consultant</b>
Full Time Equivalent:	1.0 FTE
Reports to:	Head of BUV Church Health & Capacity Building Team
Position Location:	1193 Toorak Road, Camberwell, Victoria

### INTRODUCTION

The Baptist Union of Victoria (BUV) is an association of more than 250 churches, faith communities, micro churches and Baptist agencies across Victoria. It is a non-profit organisation, with a vision to be a union of 500 flourishing churches, making Christian disciples and transforming Victoria. We do this by encouraging, equipping and empowering women and men to lead local churches in healthy congregational life and fruitful intercultural mission.

Baptists are grass-roots people, with a particular emphasis on the local church. These local churches are self-governing and self-supporting, ranging in size from twenty or so members to several thousand. Although each Baptist church is autonomous, Baptists nonetheless have always believed in associating with one another - and so churches come together in regional, national and international forums to promote and support the fellowship and mission of Baptists everywhere.

One of the key features and strategic strengths of the BUV is cultural diversity, with 100+ churches using various primary languages other than English (LOTE). The BUV is seeking to develop churches' intercultural collaboration on mission.

At the BUV Support Hub, we promote and live out the values of faith, community, servanthood, stewardship and respect.

### PURPOSE

The Intercultural Church Health Consultant, as a member of the BUV Church Health & Capacity Building Team, will:

- Contribute to the pursuit of the BUV Vision and Strategy, with particular focus on the LOTE churches and intercultural collaboration.
- Support the leaders of LOTE churches to foster flourishing churches.
- Support the BUV Support Hub and churches and agencies of the BUV to engage with churches and individuals from culturally and linguistically diverse backgrounds.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

- Conduct consultations, church reviews, and provide advice to LOTE churches on various matters across the BUV's Flourishing Church Framework, including church growth and revitalization.
- Provide training to LOTE churches on Christian Leadership, with a focus on governance, discipleship, the development of missional vision and conflict resolution.
- Provide training on topics related to culturally diverse churches, intercultural mission and engagement.
- Preach in LOTE and other churches.
- Provide mediation to resolve systemic conflicts within LOTE churches.
- Play a leading role in collaboration with BUV Support Hub staff and others in organizing the annual

BUV Multicultural Pastors' Retreat and Ignite Conference.

- Assist churches seeking to affiliate with the BUV to understand Baptist principles and the vision and missional strategies of the BUV, including compliance with governance and Safe Church requirements of the BUV, the Australian Charities and Not-for-Profits Commission and other government agencies.
- Foster the increased contribution of LOTE churches and leaders to the life of the BUV, with an emphasis on "leading with" and "mission together".
- Assist LOTE churches in engagement with Baptist Financial Services, Baptist Insurance Services, and other agencies.
- Facilitate the exploration and development of intercultural collaboration between churches, including the creation of various forms of partnership.
- Support churches that have declined to the point of closure, with the winding-up process.
- Convene quarterly meetings of a BUV Multicultural Church Advisory Group to speak into the life and mission of the BUV.
- Be an active participant in the BUV Church Health & Capacity Building Team and BUV Support Hub.
- Participate in the bi-monthly meetings of the BUV Support Hub Intercultural Ministries Group.
- Participate in the bi-annual meetings of the Australian Baptist Ministries Multicultural Leaders Network.

### KEY COMPETENCIES

- Competent at preaching, training and facilitating group discussion.
- Able to communicate clearly in English interpersonally, in group settings and in writing.
- High level of cultural intelligence, with a proven capacity to engage interculturally and to encourage others in unity across cultural diversity.
- Proven ability to relate constructively to people and churches from a range of theological, ecclesiological, and cultural approaches to ministry
- Able to engage constructively in situations of conflict and achieve resolution.
- Capacity for deep theological reflection on church life and mission
- A good understanding of the vision and ethos of the Baptist movement in Victoria.
- Able to provide consultancy services to local churches, including conducting church reviews and guiding strategic planning.
- An understanding of governance and Safe Church requirements and capacity to assist churches with compliance as part of developing a healthy church culture.

### KEY ATTRIBUTES

- Active participant in a local church, with a passion for the life and mission of the Church.
- Hold the beliefs and practices set out in the Doctrinal Basis of the Baptist Union of Victoria.
- Committed to personal spiritual growth and ongoing personal and professional development
- A self-starter: proactive and able to work autonomously to achieve goals
- Approachable with an ability to quickly build relationships and establish trust
- Proven ability to work well in a team, working collaboratively with others and able to involve, empower and encourage people
- Proven ability to relate to people assertively with warmth, empathy, and sensitivity.
- Some understanding of the migrant and refugee experience, with a perspective of compassion and justice.

### QUALIFICATIONS

- Theological and/or Ministry qualification at a minimum of undergraduate level
- Ordained Baptist Pastor or eligible for Ordination by the BUV
- Pastoral Accreditation with the BUV or eligible for Accreditation
- At least five years' experience in leadership of a local church, preferably as Pastor

- Experience in collaborative and empowering leadership in an intercultural context
- Hold a current Victorian Working with Children Check and satisfy BUV Safe Church and other Staff policies.

#### **KEY ACCOUNTABILITY**

- Church Health & Capacity Building Team.

#### **KEY RELATIONSHIPS**

- **Internal Relationships** – Church Health & Capacity Building Team, BUV Staff
- **External Relationships** – Churches, Baptist Agencies & Affiliates, Baptist Community

#### **LOCATION OF POSITION**

- **BUV Support Hub** – G/F 1193 Toorak Road, Camberwell VIC. 3124

#### **APPLICATION OR ENQUIRY**

Please send applications to [david.devine@buv.com.au](mailto:david.devine@buv.com.au)

Applications should include CV and a Cover Letter addressing key competencies and relevant experiences.

Candidates are encouraged to apply immediately as the position will be closed once the successful candidate has been appointed.