



MISSION STATEMENT

To challenge, partner and equip the Church
to release children from spiritual,
economic, social, physical and emotional
poverty in Jesus' name.

STATEMENT OF FAITH

1. The Bible to be the inspired, the only infallible, authoritative Word of God.
2. There is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. The Company believes in the deity of our Lord Jesus Christ, in His Virgin birth, in His sinless life, in His miracles, in His shed blood for the remission of sins, in resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
4. The Company believes salvation is found only through Jesus Christ and requires individuals to acknowledge their sin, accept His forgiveness and repent.
5. The Company believes that for the salvation of lost and sinful man regeneration by the Holy Spirit is absolutely essential.
6. The Company believes in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
7. The Company believes in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto eternal separation from God.
8. The Company believes in the spiritual unity of believers in the Lord Jesus Christ.
9. The Company believes Jesus established the church to carry out ministry on earth.

STATEMENT OF PHILOSOPHY

- **WE BELIEVE** every child is a unique creation of God. We accept the command of Jesus when He said, “Suffer the little children to come unto me and forbid them not; for of such is the Kingdom of God.” (Mark 10:14)
- **WE BELIEVE** every child is a child of promise and that each has a right to discover and develop his God-given potential. Millions of children living in developing countries, however, are too hungry and malnourished, too diseased and poverty-stricken to develop as God intended. Since we also believe children are the world’s most valuable resource, we purpose to help them reach their God-given potential.
- **WE BELIEVE** that the well-being of a child, present and future, is conditioned by his surroundings. If, therefore, we can improve his surroundings, we can improve the well-being of the child. For example, the well-being of a child is affected by conditions in his family; the well-being of a family is affected by conditions in the church and community; the well-being of a community is affected by characteristics of the larger society or country and its government. **COMPASSION AUSTRALIA** believes that as we minister to the families, churches and communities, we will enhance the development of children into productive, Christian adults.
- **WE BELIEVE** in ministering to the whole person. People are neither “soul-less stomachs” nor “stomach-less souls”. We recognise that “man cannot live by bread alone”. As Jesus taught, “Life is more than food and the body more than clothing.” We understand, therefore, that “fullness of life” and fulfilment in life can be found only through a personal faith and trust in Jesus Christ. We also believe that if we are to follow the teaching and example of the Lord Jesus Christ, we must share His compassion and concern to “feed the hungry, clothe the naked, house the homeless and heal the sick.” We are, therefore, committed to ministering to people’s physical, material, mental and emotional requirements, as well as their spiritual needs.

STATEMENT OF INTENT

Neither “Soul-less Stomachs” nor “Stomach-less Souls”

1. The participating Child Development organisations within the “Compassion Family” recognise that “Man cannot live by bread alone”. As Jesus taught, “Life is more than food and the body more than clothing”. We understand, therefore, that “fullness of life” and “fulfilment of life” can only be found through a personal faith and trust in Jesus Christ.
2. We also believe that if we are to follow the teaching and example of our Lord Jesus Christ, we must share His compassion and concern to “feed the hungry, clothe the naked, house the homeless and heal the sick”. We are, therefore, committed to ministering to people’s physical, material, mental and emotional requirements as well as their spiritual needs.
3. As members of our respective National Evangelical Alliances and Fellowships, we readily endorse the Statement of Faith of the World Evangelical Fellowship to which each National organisation is related.
4. In order to ensure that our philosophy is applied in relevant terms to each of our constituent departments, only programs and personnel that share these convictions are eligible for our support. The supervision of projects supported by our organisations will, therefore, always be in the hands of those who want to introduce the people they serve to the forgiveness of sins and fullness of life which comes only through faith in the Lord Jesus Christ.

THE COMPASSION AUSTRALIA COMMITMENT

Compassion has been involved in helping children in poverty for over 20 years. From this experience and our dedication to conduct this ministry in a manner that glorifies God, we make the following commitments to our child sponsors:

WE COMMIT TO HONOUR JESUS CHRIST IN ALL THAT WE DO.

Compassion is unapologetically a distinctly Christian organisation. Our programs are Christian, our staff are Christian and our ethics are Christian.

WE COMMIT TO WORK IN PARTNERSHIP WITH THE LOCAL CHURCH.

Compassion's ministry strengthens the local church through a partnership that reaches out to children and their families in their local communities. The church is the God-given institution meant to be salt and light in a hurting world. Enabling the church to minister holistically to children and their families is at the heart of Compassion's strategy.

WE COMMIT THAT OUR SPONSORSHIP PROGRAMS DIRECTLY IMPACT CHILDREN'S INDIVIDUAL DEVELOPMENT.

Poverty is about a lack of opportunity. Our child development programs provide developmental opportunities for the individual children enrolled in the program. We have seen that changed circumstances do not necessarily change people's lives, but changed people inevitably change their circumstances.

WE COMMIT TO THE HOLISTIC DEVELOPMENT OF CHILDREN IN POVERTY – DEVELOPING THEIR MINDS, BODIES AND SPIRITS.

All of our child development programs provide opportunities that encourage healthy development in four areas – spiritual, physical, social and economic. Jesus cared for people in all aspects of their being and He is our model.

WE COMMIT TO GIVE EVERY CHILD IN OUR PROGRAM A CHANCE TO RESPOND TO THE GOSPEL.

Poverty sends a defeating, painful message into the heart of a child – a message that says, "I don't matter." Introducing children to their loving Heavenly Father is the most powerful way of reversing this message. Every child who participates in a Compassion program is given the opportunity to learn about Jesus and discover how to develop a life-long relationship with God.

WE COMMIT THAT THE CHILD YOU SPONSOR WILL HAVE ONLY ONE INDIVIDUAL SPONSOR – YOU.

Each Compassion sponsored child has only one sponsor. We encourage sponsors to develop a meaningful relationship of encouragement with the child they sponsor. In this effort, they join with parents, extended family, the local church and Compassion staff in being champions for that child.

WE COMMIT TO EDUCATE AND CHALLENGE OUR SPONSORS ABOUT ISSUES OF POVERTY AND DEVELOPMENT.

We will help our sponsors understand the deeper issues of poverty and the issues that sponsored children face in their own contexts. We will challenge sponsors to greater involvement on behalf of children.

WE COMMIT TO BEING FINANCIALLY ACCOUNTABLE TO YOU.

We take our role as stewards of your resources very seriously. We regularly perform audits to ensure that our programs are being well managed and that funds are being properly disbursed and applied. We are audited annually by an independent auditing firm (KPMG).

WE COMMIT TO USE MONEY ONLY FOR THE PURPOSE FOR WHICH IT WAS RAISED.

The marketing of child sponsorship programs implies that the funds will be used for the development of those children. We do not use funds raised for individual child development to do broader community development work.

WE COMMIT TO THE HIGHEST STANDARDS FOR THE USE OF FUNDS.

Our standard is to apply a minimum of 76% of contributions to program activities. We will keep our administrative and fund-raising costs as low as possible, balancing this with the need for quality and integrity throughout the ministry.

MINISTRY PRINCIPLES

These principles will guide our practice in fulfilling Compassion's mission of holistic, Christian child development.

Christ-Centred Culture

We are committed to a corporate culture, which depends on Christ for vision, wisdom and direction.

Global Perspective

We believe that God is working around the world and has gifted believers everywhere to serve in child development. We will, therefore, be a global organisation in our governance, funding, programs and staffing, behaving with sensitivity, in cross-cultural issues.

Church Partnership

The church is the vehicle God has ordained to carry out His ministry on earth. Compassion is committed to work in partnership with the local Body of Christ in developing resources, equipping for ministry and mobilising for effective service.

Challenging the Worldwide Church

We acknowledge that there are many children whose needs are beyond the resources of Compassion. As child advocates, therefore, we will encourage, educate and challenge others to increase and improve their ministry to children.

Support Partners

We seek to motivate support partners to become increasingly active on behalf of children. Recognising that their value extends far beyond their financial contributions, we will encourage support partners to prayerfully engage in an active developmental role with children. We will treat all support partners with integrity and respect.

Integrity

Compassion sets high standards of integrity and excellence, in all we do, seeking to continually improve quality and service. We seek to be open and transparent in all our activities.

Dignity of the Poor

Compassion believes in the dignity of all people, regardless of their socio-economic status. We express respect by learning from all, realising that the poor have significant value, knowledge and wisdom relevant to our ministry.

Staff Development

Compassion places great value on its staff members worldwide as they diligently commit their gifts and lives to the ministry. We will work with them to develop their gifts and abilities, which will contribute to the effectiveness of the ministry now and in the future. We are committed to being a proactive, learning organisation.

Economic Health

We are committed to consistent, controlled growth, resulting in greater long term impact on more children and a healthy corporate economic environment. We will operate within the resources God provides.

Role of the Family

Compassion recognises and respects the great impact that the family has in the life of the child. We, therefore, encourage and support the role of the family in each child's development.

POSITION DESCRIPTION – updated: June 2009

Position Title: Program Director (Full time)

Location: Compassion Australia, Warabrook (Newcastle), NSW

Responsible To: Chief Operating Officer (COO)

Broad description: In response to God's calling and in the power of the Holy Spirit, the Program Director:

- Develops and monitors the programmatic interventions of Compassion Australia's child development projects in Australia and the Pacific.
- Collaborates with Compassion International counterparts in the development of ministry blueprints
- Works with field staff and relevant experts to provide support in the event of disasters.
- Develops enduring partnerships with implementing churches and communities. Adheres to best practice in holistic child development methodologies that are effective in releasing children from poverty in Jesus' name.

Key Relationships: Internal – CEO, COO, Finance Director, Senior Leadership Team, Program staff, Product Managers.

External - Program staff in the US Global Ministry Centre (GMC), project staff/partners in Australia/Pacific and other relevant like-minded organisations, Government instrumentalities, NGOs.

Duties and Responsibilities:

- Give priority to personal devotions, Bible study, prayer and involvement in a local church fellowship.
- Participate in morning small group devotions, Wednesday staff devotions and use gifts in ongoing ministry to staff, supporters, project partners and sponsored children and their families.
- Be an advocate for children.
- Create a safe working environment, minimising risk and occurrence of illness and injury.
- Identify and participate in appropriate professional development activities to expand personal knowledge and skills.
- Contribute to the development and implementation of strategies and activities that ensure the Program Section's culture is in alignment with the desired Ministry culture.
- Develop and monitor the strategic plan for the Program Section, ensuring alignment with Ministry goals and priorities and section priorities and initiatives.
- Prepare an annual program budget taking into account the Ministry's strategic directions, projected incomes and relevant policies relating to the use of funds for non-sponsorship work. The budget should include training initiatives for project partners and staff.
- Oversee, monitor and support Australian-managed projects in Australia and in the Pacific region. This includes selecting project partners, approving partnership agreements, budgets, project plans and evaluating outcomes, including use of funds.

- Develop relevant program manuals for use by Australia/Pacific project partners involved in holistic child development.
- Set, in consultation with COO and other relevant staff, Australian and Pacific programs and interventions to be funded by Compassion Australia.
- Work closely with Product Managers to prepare funding proposals for promotion, accurate communication of programs and to provide specialist advice as required for training, promotion or dealing with supporter enquiries.
- Collaborate with Product Managers on programmatic feedback through the Ministry Integration and Innovation (MI2) Department to ministry blueprints.
- Receive and evaluate project proposals from potential partners.
- Prepare and deliver reports for the Executive Leadership Team, Compassion Australia Board of Directors and other stakeholders.
- Work closely with relevant Child Development department staff to ensure relevant reporting of Australia/Pacific projects and assist in fundraising initiatives.
- Arrange for periodic audits of Australia/Pacific projects by Australian and international staff.
- Develop relationships with other Compassion International Program Group staff and outside organisations to develop best practice guidelines for holistic child development.
- Understand Compassion International's current programmatic interventions including Child Development Sponsorship Program (CDSP), Child Survival Program (CSP), Leadership Development Program (LDP) and Complimentary Interventions (CIV).

Outcomes of this position:

- Compassion Australia has appropriate child development projects in indigenous communities.
- A long term plan containing clear goals, priorities and initiatives to start new projects in Papua New Guinea (PNG) and indigenous communities, strengthen and develop child development programs in East Timor, the Solomon Islands and Vanuatu. This includes preparation of budgets for funding, capacity building, program development and fundraising.
- Strong relationships with project partners, staff and program leaders in International Program Group.
- Contextually relevant curriculum, staff, budgets and financial controls, staff training and outcomes for Compassion Australia programs.
- A thorough knowledge of contemporary development practice and theory, and good relationships with other agencies involved in similar work.
- Working with the Product Managers, ensure Compassion Australia Board of Directors, staff and supporters understand the breadth of Compassion's programmatic interventions.
- Core program interventions represent best practice in development.
- Children released from poverty through holistic child development, in Jesus' name

PERSON SPECIFICATION – updated: June 2009

Position Title: Program Director

Location: Compassion Australia, Warabrook (Newcastle), NSW

Responsible To: Chief Operating Officer (COO)

ESSENTIAL CRITERIA

Education:

- Bachelors degree or higher in community development, international development, child development, community action, social entrepreneurship or related discipline.

Experience:

- Experience in Christian overseas aid and development, specifically as it relates to children.
- Working with indigenous communities.
- Experience working with government agencies or peak bodies, complying with regulatory codes or best practices.
- Senior leadership and management experience in mid to large organisations.
- Experience working with other cultures and reviewing or overseeing projects in developing countries.

Abilities:

- Leadership and management skills.
- Project design (within a sustainable development context).
- Sound participatory project management skills.
- Program writing, evaluating and reporting skills.
- Interpersonal and problem-solving skills - influencing, listening and negotiation.
- Ability to communicate effectively across cultures.
- Planning and budgeting skills.

Other:

- Active Christian faith.
- Strong desire to see children released from poverty.
- Personal integrity.
- Ability and willingness to travel interstate and internationally to remote locations (up to 90 nights per year).
- Prepared to undergo Criminal History checks for child protection purposes.

DESIRABLE CRITERIA

Education:

- Teaching, Finance, business, politics and international relations qualifications.
- First aid qualifications or a willingness to obtain First Aid Certificate.

Experience:

- Knowledge of Compassion's programs and philosophy.
- Experience working with indigenous communities including program design, implementation and evaluation.