



REVEALING HOPE
RESTORING LIFE

Role Title & Details

Role Title: Spiritual Guidance Coordinator

Team / Capacity: DART Field Team

Reports To: Team Leader

Location: Field-Based

Employment Type: Mission Assignment

Date Prepared: 25/04/2026

Role Identity Statement

This role exists to support the spiritual wellbeing of the DART team during deployment and to foster a Christ-centred team culture marked by prayer, care, and compassion. The Spiritual Guidance Coordinator also helps ensure that humanitarian aid is delivered in a manner consistent with GAIN's values of unconditional, needs-based assistance, while facilitating respectful engagement with local churches and Christian partners where appropriate.

Purpose of the Role

To strengthen the spiritual health and unity of the team, support the Team Leader in caring for team members, and ensure that all humanitarian activities are carried out with compassion, humility, and integrity.

Primary Contributions

- Spiritually supported and cared-for DART team members
 - Regular prayer, reflection, and worship opportunities for the team
 - Respectful and appropriate engagement with local churches and Christian partners
 - Clear reinforcement of unconditional, needs-based humanitarian aid principles
 - Strong contribution to team wellbeing, unity, and resilience
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Key Responsibilities

1. Internal Spiritual Care

- Support and advise the Team Leader regarding the spiritual and overall wellbeing of the DART team and individual members

- Provide pastoral care and spiritual encouragement to team members throughout deployment
 - Organise and facilitate prayer, reflection, and worship times for the team
 - Lead or support prayer coverage for field activities and operational needs
 - Gather and forward prayer requests and concerns to the designated DART secretary or reporting structure
 - Provide staff care support where no other dedicated staff care role is assigned
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2. External Engagement

- Establish contact and maintain respectful relationships with local churches and Christian organisations where appropriate
 - Communicate GAIN's humanitarian motivation, reflecting the love of Jesus Christ for all people
 - Reinforce and uphold the principle that all aid is distributed unconditionally and based on need
 - Engage sensitively with disaster-affected individuals during visits or distributions, offering presence, listening, and prayer where appropriate and culturally sensitive
 - Ensure all external spiritual engagement is conducted with humility, respect, and cultural awareness
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3. Team Support & Culture Building

- Foster a healthy spiritual team culture characterised by unity, encouragement, and mutual care
 - Support team members in managing stress, fatigue, and emotional challenges during deployment
 - Encourage reflective practices that strengthen resilience and purpose in field conditions
 - Help maintain a positive, respectful, and mission-aligned team environment
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4. Liaison & Coordination

- Liaise with the Team Leader regarding spiritual care needs and team wellbeing considerations
 - Coordinate appropriately with other team roles to support overall mission cohesion
 - Ensure spiritual activities align with operational schedules and field priorities
 - Support communication between the team and relevant local church partners where appropriate
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Leadership Framework Expression

Heart of the Leader: CHARACTER (Heart)

Actively growing in your love for God by:

- Demonstrating deep dependence on God in prayer and service
- Caring faithfully for the spiritual and emotional wellbeing of others
- Serving with humility, compassion, and integrity

Expressing God's love for others by:

- a) Encouraging and caring for team members in challenging environments
- b) Treating all people with dignity, respect, and compassion
- c) Promoting unity, peace, and servant-hearted leadership within the team

Coach – Encourages spiritual growth, reflection, and wellbeing within the team

Direction Setter – Helps establish rhythms of prayer, reflection, and spiritual care

Change Agent – Supports resilience and hope in challenging and changing environments

Spokesperson – Represents the organisation respectfully to local churches and Christian partners

Measures of Fruitfulness

- Strong spiritual wellbeing and unity within the DART team
 - Regular and meaningful prayer and reflection practices
 - Healthy and respectful engagement with local churches and partners
 - Positive contribution to team resilience and emotional wellbeing
 - Clear reinforcement of unconditional humanitarian aid principles
 - Sensitively conducted spiritual interactions in the field
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Requirements for the Role

Schooling / Knowledge / Experience

- Demonstrated gifting in pastoral care or spiritual leadership
 - Strong communication and interpersonal skills
 - Ability to provide emotional and spiritual support in challenging environments
 - Experience in cross-cultural or humanitarian contexts is beneficial
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Supplied by GAIN

- Knowledge of the work of GAIN / Power To Change Australia
 - DART training
 - Field trip experience
 - Internship opportunities
 - Ongoing refresher training
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Other Requirements

- English language ability (spoken and written); additional languages are beneficial
 - Ability to work under pressure and demonstrate intercultural competence
 - Good physical health
 - Psychological stability and resilience
 - Stable and supportive personal environment
 - Flexibility and short-term availability
 - Strong teamwork capacity
 - Willingness to fulfil duties faithfully and professionally
 - Readiness to deploy to disaster areas for at least 3 weeks; ideally 4 weeks to 3 months
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Nature of the Appointment

- Field-based disaster response assignment
 - Requires deployment to disaster-affected regions
 - Relationally and emotionally demanding role involving team care and spiritual support
 - Requires flexibility, resilience, empathy, and cultural sensitivity in dynamic environments
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Review Rhythm

Performance will be reviewed following deployments, including debriefing with the Team Leader and Lead Agency to support accountability, learning, and continuous improvement.