



Narrogin Baptist Church Position Description - Senior Pastor

Position: Pastor of Narrogin Baptist Church

Location: Narrogin, Western Australia

Overview of the Church

Narrogin Baptist Church is an evangelical church that loves Jesus. We have around 55 regular attendees across a whole range of ages. The church is currently involved in various ministries, including a Sunday School and Girls Brigade. The town itself is 2 hours' drive south of Perth, initially along Albany Highway.

The town of Narrogin has a population of 3745. The town has three local independent primary schools, and a Senior High School. Other facilities include Narrogin Regional Hospital (a training facility), medical centre, police station, TAFE, sporting facilities, Agricultural College, swimming pool and childcare facilities.

Our Vision is: To share the love of God in a way that is relevant to the receiver, to develop those who come to Christ into mature disciples, equipping them to be ministers in the church and evangelists to the world, and in doing so to bring glory to God.

Our Values are:

- 1) Biblical Teaching above every other voiced authority.
- 2) Meaningful worship.
- 3) Warm, personal fellowship.
- 4) Service to Christ.

1. Overview of Role:

1. Work with the Elders and Leadership Team to be responsible for the oversight and Pastoral ministry of the Church in accordance with God's word.
2. Oversee the ministry areas of the church in collaboration with ministry leaders.
3. Lead and oversee the preaching and teaching of the Word of God.
4. Leadership development and Equipping ministry leaders.
5. Oversee the development and implementation of a discipleship pathway for people to grow in Christian maturity.

Priority areas include:

- a) Weekly Preaching & Lead a Bible Study.
- b) The Development of Leaders: Elders, Growth Groups, Pastoral Care Team.
- c) The Development of a clear Pathway for new comers that leads to Maturity in Christ.

2. Overview of responsibilities

1. Church Leadership

- a) Provide spiritual leadership and vision for the Leadership Team and church.
- b) Outreach. Model and equip the church to do outreach in the local community.
- c) Take the lead role in communicating the leadership directions to the membership and congregation.
- d) Ensure Individual Discipling of Leadership Team.

2. Oversight of Ministries

- a) In conjunction with the Leadership Team and ministry co-ordinators, oversee planning, direction, development, evaluation and interconnection of ministries consistent with the church's vision and strategy.
- b) Meet with ministry leaders regularly to provide coaching and discipleship.
- c) Oversee and work with ministry coordinators to ensure Safe Church processes are implemented.

3. Preaching and Teaching

- a) Preach for the majority of the church's Sunday gatherings.
- b) Oversee the teaching programs across all ministry areas. Ensure teaching has sound biblical theology and enables growth in biblical maturity.
- c) Foster a culture and provide necessary training so the congregation is encouraged and equipped to be reading and understanding the Bible for themselves.
- d) Continue to develop suitable lay preachers.

4. Leadership Development/ Equipping

- a) Identify and equip new and existing leaders.
- b) Oversee the provision of training for ministry (where applicable, in conjunction with Ministry coordinators). You may provide the training yourself and use other resources and people to help. It is strongly encouraged that you would partner with the other great southern churches and pastors in this, to share expertise and workload. The following areas of training are desired:
 - Pastoral care leaders
 - Bible study/growth group leaders
 - Kids ministry (Annually)
 - Hospitality Team (Annually)
 - Music and Sound Team (2x Annually)
 - Outreach

5. Discipleship Pathway (Medium-term project)

- a) It is a priority of the Leadership Team that the Senior Pastor oversee the development of a pathway for believers of different stages of maturity to grow into mature disciples. Included in this would be processes and a pathway for new believers to learn the essentials of Christianity (Doctrine and Life) as well as integration into growth groups.

6. Other

- a) Continue cooperation of ministry within the Great Southern. This includes occasional preaching at other churches (either by yourself or a lay preacher) and assisting in the region's Intern program and Training Hub.
- b) Oversee Development and upkeep of church system for records management & Safe Church.
- c) Conduct weddings and funerals as required.

3. Selection Criteria

1. Meet the requirements of 1st Timothy 3 and Titus as an Elder, with commensurate Maturity of Faith and Christian character.
2. Demonstrated by their life and teaching that they are well qualified to lead and teach the church. This includes meeting the requirements of the church Constitution.
3. Good oral and written communication skills, especially preaching.
4. Good time-management skills to juggle competing priorities and delegate tasks to others.
5. Three year theological tertiary education, or equivalent.
6. Experience in pastoral ministry or other forms of Christian ministry preferred.
7. Compliance with Safe Church and Working with Children's Card requirements for a Pastor within the Baptist Union of Western Australia.

4. Support Provided

1. Training
 - a. A mentor for supervision.
 - b. Support from Great Southern Regional Pastor.
 - c. Conferences: such as PGP and Baptist Pastors conference WA.
 - d. Professional development necessary to your role.
 - e. Safe Church training.

2. Resources

- a. Support and direction from other Pastors in the region.
- b. Training provided for any technology or tools required for your role.
- c. A Church laptop (if required)

5. Benefits

1. The position will receive the BCWA recommended stipend amount(Pro rata), based off previous experience and potential accreditation. This includes the BUWA recommended Stipend and Exempt Benefits amount.
2. 4 weeks annual leave(pro rata).
3. Phone reimbursement for up to \$50 a month.
4. The position will receive reimbursements of fuel or car costs when used for pre-agreed specific purposes.
5. Time in lieu: The Senior Pastor will work weekends and some public holidays and will take Time in Lieu instead of overtime. The hours worked will be 38 hours per week(pro rata) averaged over a month. This allows flexibility for peak workloads and flexibility for personal time to refresh and recharge.
6. The church will contribute towards reasonable moving costs at its discretion.
7. The church manse in Narrogin is available for the successful applicant, should they require it, at a cost to be negotiated.

6. Position Review

There is an initial 6 month probation period. Then an annual Performance Review. It is intended to offer an initial contract for a 3 year period with the option to review.

7. Confidentiality & Mandatory Reporting

This role is recognised as a Mandatory Reporter of childhood sexual abuse.

The role involves a reasonable amount of personal vulnerability and the personal vulnerability of others. Any serious matters would be disclosed only for ethical or legal purposes, in line with mandatory reporting laws and Safe Church Practices. Otherwise, confidentiality must be kept for the benefit of all concerned. If there are any concerns in this regard, the conflict resolution process will be used in all godliness.

To apply for this position please submit:

- A cover letter expressing your interest in and qualifications for the position (with particular reference to the selection criteria outlined in this document),
- Your resume or curriculum vitae,
- A statement of your faith and philosophy of ministry

Applications may be submitted by email to ngnbapt@gmail.com

Any question about the position or the application process should be sent to the same email address.