



**Esperance Baptist
Church**

SENIOR PASTOR INFORMATION PACK
MARCH 2022





A call committee has been formed to receive and review applications and conduct interviews on behalf of EBC Diaconate and members. If after reading this pack, seeking guidance and counsel from God on the right path for you as well as speaking about it with your family and friends, you wish to submit an application for the position, please complete the following and send to; ashleighdreyer17@gmail.com, Attention: Pastoral Call Committee.

1. Cover Letter
2. Application addressing the selection criteria (see below)
3. Curriculum Vitae
4. Three ministry references, including one from a current mentor or pastoral colleague

SELECTION CRITERIA

Please address each of these areas in your application:

1. Share a brief overview of your faith journey, including your decision to follow Jesus, and what led you to take up a life of ministry.
2. Outline 3 of your strengths and explain why you believe they would benefit our church and why you think they would be great for the role.
3. Identify 2 areas in which you feel you may need some extra support or development if you were to be successful.
4. Provide insight into how you feel becoming a Pastor at Esperance Baptist Church fits into God's plan for your life.
5. Give a brief overview of how you see your role in pastoral care over a church community.
6. Describe how you would develop the goals of your ministry in the church and also in the wider community.
7. Provide a brief overview of any missionary (local or overseas) or evangelistic work you have been a part of, what the aim of it was or what you would like to one day be a part of.
8. From the attached list indicate 12 which most accurately describes your main leadership characteristics and/or way of engaging in ministry.

We greatly appreciate you taking the time to learn more about us, and for your prayerful consideration.

Sincerely,

Harvey Jones
Chair, EBC Pastoral Committee

ABOUT ESPERANCE...

Esperance is a small coastal town with a population of around 12,000. The Esperance Region comprises some of the most spectacular landscapes in Western Australia. It includes over 400km of coastline ranging from the gently undulating bays and picturesque islands of the Recherche Archipelago to the spectacular cliffs of the Great Australian Bight.

The environment and agricultural aspects of the Shire of Esperance are a significant part of its heritage, values and identity. The National Parks, Ramsar wetlands and dramatic coastline provide a number of recreational and tourism opportunities. The network of small towns, such as Condingup, Salmon Gums, Scadden, Grass Patch, Gibson and Cascade are the backbone of our agriculture industry. The Esperance port services the agriculture and mining industries both locally and distant regions.

The town of Esperance has long been a sustainable community, with it not having suffered the devastating fluctuations of residents as is the case with a lot of small towns. This is due to the broad economic base of the town founded on the agricultural, mining and tourism industries. The town has a complete range of services including government services, shopping, educational, medical, social and recreational facilities.

Our region is a popular tourist destination abounding in manmade and natural attractions. In particular the coastline is spectacular and unspoiled with some of the best beaches in Australia. One of the greatest assets for Esperance is its five National Parks comprising one-fifth of the total shire area.

ABOUT ESPERANCE BAPTIST CHURCH...

Esperance Baptist Church is a small sized church located in the picturesque town of Esperance, Western Australia. We have a small, yet loyal and dedicated group of members, some which have remained at the church since its founding. Our church is a member of Baptist Churches Western Australia (BCWA).

The church has a current membership of 13, and a regular attendance of between 15 - 20 adults and 4 - 6 children at our Sunday services. Our church consists of a majority of active seniors together with a few younger families. Accordingly, our services tend to lean more towards the traditional side of worship. Under the stewardship of our previous Pastor this has slowly changed, with more contemporary music being introduced and having more congregational involvement during services.

Our church has several programs that are run on a weekly or fortnightly basis. These include our Ladies Group, which meet for lunches once a week with the meeting place differing from week to week. The Ladies Group is run independently by the ladies of our church. We have our weekly Bible Study which alternates between 2 groups, having women attend one week and men on the other. We are also beginning a Sunday School for the children which is run by 2 members of our church.

OUR HISTORY

During the late 1990s the church was lead through a congregational rebuilding. The new pastor had a strong emphasis on visiting folks in their homes. This renewal was accompanied by an attendance of families and growth of the Sunday School to upwards of 30 children. The children participated in many activities and projects alongside the congregation.

After this period of church growth a new phase began in it's ministry by the mid 2000s when the church building was extended to include a dedicated worship auditorium in addition to the hall. During this phase youth work became a strong focus of church ministry for a large group of high school children. Also during this period extending into the second decade of the 2000s the church gained a high community profile through it's assistance to the poorer and homeless folks in the community.

The church also gained increased involvement in overseas ministry and even a group of youth in the church visited Thailand where a member had previously had served in rural development and local church encouragement. This extended to supporting a member family for many years in their ministry to villagers in Kazakhstan.

From around 2019 after a period of part time pastors the church engaged a leader who was in the process of completing his pastoral training and upon completion to begin full time service. Esperance church enjoyed participating with him in his journey to complete training and was looking forward to many years of ministry together. However, before a replacement could be sought the pastor was called to ministry in Perth. This has indeed placed challenging situation upon the church where the congregation has total reliance on the Lord Jesus for their participation in His outworking in Esperance. The fellowship has responded to this through increased loyalty by volunteers running services and the other activities and administration.

OUR OBJECTIVE

1. Encouraging people to love God deeply, and to share that love with those around them.
2. Promoting and providing opportunities for people to worship God together.
3. Proclaiming the good news of salvation in the Lord Jesus Christ and encouraging people to believe in Him.
4. Providing Bible teaching and fellowship for Christians.
5. Maintaining and teaching Christian standards of living.
5. Enabling and encouraging Christians to use and develop their gifts for the service of the Lord Jesus Christ in the Church and in the community.
6. Promoting the spread of the Gospel in our local and wider community.
7. Ministering to the various needs of people.

OUR CHURCH STATISTICS

Weekly Attendance

Sunday Services: 25 - 30 (including adults & children)

Sunday School: 4 - 6 (aged between 3 - 14)

Members: We currently have 13 members

LEADERSHIP

Elders: 0

Deacons: 4

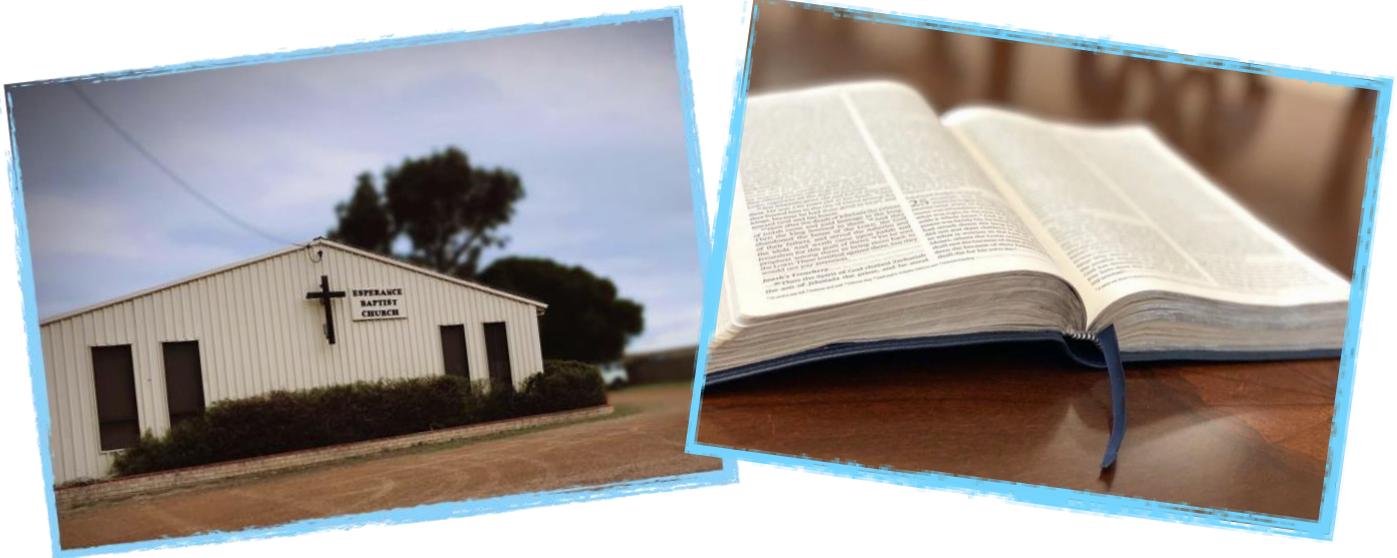
Current Paid Staff Positions

We do not currently have any paid staff positions at our church.

The stipend and conditions will be negotiated with the applicant upon their expression of interest.

DIACONATE

The Diaconate, when having a full complement, is a group made up of Deacons, Elders and the Senior Pastor. We aim to have monthly meetings (though this isn't always necessary), to discuss various matters of importance that pertain to the church. Any member of the Diaconate can call for a meeting if it is deemed necessary, with the time and date to be discussed by all.



SUNDAY SERVICES

Preparation for our 9:30am Sunday Services sees the Pastor along with any other members who wish to attend, gather at around 9am for a prayer time before the service. This prayer time is used to allow God into our hearts and souls, to ask for guidance for our Pastor as well as anything else that may arise during this time. We have 2 musicians, who arrive sometime between 9am - 9:15am, to set up their instruments and prepare for the service. The music for the service will generally be handed down to them sometime during the week preceding the service, to allow them time to rehearse and prepare.

If Sunday School is being held, whoever is running it that day will have prepared for it at an earlier time during the week. As we have a small congregation, Sunday School is generally run during the sermon portion of the service. This allows parents the ability to completely submit themselves to the word as it is spoken, without distraction.

PASTORAL MINISTRY

PURPOSE

To effectively oversee the spiritual affairs of the church.

Consistent with the New Testament concept of spiritual gifts, the Pastor like any member of the body, is uniquely gifted and should seek to minister primarily within their gift area. In addition to the pastoring role, our pastor would be primarily responsible to be a teacher/preacher to the body of the church. Their goal should be to help mature believers through insightful and accurate presentation of biblical truth, equipping them to be the true 'ministers' in the body. Our pastor should strive to teach and lead by word and example, and must stress both the understanding and the application of God's truth.

As the shepherd of the church, our Pastor is responsible for appointing other volunteers/leaders with complimentary gifts to undertake areas and aspects of the ministry that cannot be filled by the pastor or involve them in shared responsibility with the pastor. Teaching within the body should not be limited to the pastor. The New Testament emphasizes the need for the utilization of other members who are gifted in ministry areas.



KEY MINISTRY ROLES OF THE PASTOR

- Preaching & Teaching
- Leading in a cooperative manner, managing and pastoring the diaconate and volunteers
- Work with Church Leadership on any big issues such as church discipline, appointments, seeking the will of God
- Be the Visionary in conjunction with the diaconate and listen to God on the direction of the Church.
- Set goals and a strategic plan with the leadership team.
- Prayer & meditation on the Holy Bible sharing their own spiritual growth with the church
- Ensure our Church is a missions focused Church within our town community and to the wider world "Making Jesus last command our priority"
- General pastoral care of the congregation as well as encouraging, mentoring & disciplining new Christians
- Conduct weddings, baby dedications and funerals.
- Practice the Safe Church Policy as promoted by Baptist Churches Western Australia

KEY ATTRIBUTES

We are seeking a Pastor who has the following character qualities:

- Is a person who cultivates a close, loving devotional relationship with God.
- Allowing the Holy Spirit to direct their understanding of the Bible
- Exhibits agape love in their daily life in the likeness of Jesus Christ.
- Is committed to developing their own spiritual life
- Is committed to helping people develop their spiritual life and outworking in their daily life in the likeness of Jesus Christ.
- ministers empathetically and effectively to people in crisis situations.
- make pastoral calls on people in hospitals, nursing homes, those confined to their homes and available for general home visits.
- builds a sense of fellowship among the people with whom they work.
- cooperative leader with a strong sense of direction
- helps people develop their own leadership abilities.
- Can work regularly at bringing new members into the church.
- reaches out to inactive members.
- Is active in ecumenical relationships and encourages the church to participate.
- Encourages people to relate their faith to their daily lives.
- Is mature & emotionally secure.
- Committed to cultivating a healthy work/life balance.
- Willingness to involve themselves and the church in local charities and the general community

REQUIREMENTS FOR THE ROLE

- A committed Christian who lives their life by the Word of God to the very best of their ability.
- A Bachelor Degree (or working towards), or equivalent level of theological/ministry education

- Accreditation as a Baptist Church Pastor, or a willingness to work towards accreditation.
- Work cooperatively with Baptist Churches Western Australia
- Acceptance and agreement with the Constitution & Statement of Unity of EBC (Attached) and work according to that document
- Willing, as a family (if applicable) to live in Esperance.
- Maintain good relations and witness within the general community of Esperance.
- Must be willing to put themselves at the forefront of the community eye, representing our church and our love for God and His word.
- Willing to undertake their own professional development

EMPLOYMENT TERMS & CONDITIONS

- A church manse is provided as free accommodation
- Occupier to maintain the manse property in good condition
- Utilities at the manse paid by the church
- Phone allowance is available
- Annual leave and sick leave provided
- Salary based on Baptist Churches WA standard
- Other as negotiated

FURTHER INFORMATION

Please refer to the attached Constitution & Statement of Unity.

If any information is required in addition to that which has been provided, please do not hesitate to speak with our Secretary, Harvey Jones on 0473769004.