



Mt Barker Baptist Church Senior Pastor

Position: Pastor of Mt Barker Baptist Church (full time)

Location: Mt Barker, Western Australia

We are looking for a new male senior pastor who will continue to lead and shepherd our church.

Overview of the Church

Mt Barker Baptist Church is a reformed evangelical church that loves Jesus. We have around 80 regular attendees across a whole range of ages. The church is currently involved in various ministries, including prison chaplaincy, a youth group, after school kids program, and kids school holiday programs. Several years ago the church sold the old church buildings and developed and moved into the local community centre in an effort to meet future growth and interact more with the community.

The town itself is 4 hours' drive south of Perth, along Albany Highway. It is also a 40 minute drive to the regional and coastal town of Albany. To the East of Town, (20kms away) there are the spectacular Porongurup Ranges, and 60 kms away are the Stirling Ranges, that provide excellent walks, and opportunities to be refreshed in God's creation, as you experience these National Parks.

The town of Mount Barker has a population of 2750, and is located within the Shire of Plantagenet, with a population of 5079 people. We are a town growing in number, due to affordability of real estate, and our proximity to Albany. This provides opportunities for evangelism. The town has a local school that goes from Kindergarten to year 12. Other facilities include a hospital, medical centre, police station, TAFE, sporting facilities, swimming pool and childcare facilities.

1. Overview of Role:

1. Work with the Elders and Leadership Team to oversee and lead the church in obedience and faithfulness to Christ.
2. Oversee the ministry areas of the church in collaboration with ministry leaders.
3. Lead and oversee the preaching of the Word of God.

In addition to the general and strategic leadership roles, the candidate will focus on the following aims (to be determined in consultation with the candidate)

4. Prison Chaplaincy
5. Leadership development and equipping ministry leaders.
6. Oversee the development and implementation of a discipleship pathway for people to grow in Christian maturity.

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.
- e) Coach and disciple paid ministry staff.

2. Oversight of Ministries

- a) In conjunction with the Leadership Team and ministry coordinators, 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 that the congregation is encouraged and equipped to be reading and understanding the Bible for themselves.
- d) Continue to develop suitable lay preachers.

4. Prison Chaplaincy

- a) Weekly half-day chaplaincy visits to Paderlup Prison farm. There is some flexibility regarding this role, which can be discussed with applicants.

5. 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 & Youth ministry (Annually)
- Hospitality Team (Annually)

- Music and Sound Team (2x Annually)
- Outreach

6. Discipleship Pathway (Medium-term project)

- It is desired that the Senior Pastor would 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.

7. Other

- 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.
- Oversee Development and upkeep of church system for records management & Safe Church.
- Conduct weddings and funerals as required.

3. Selection Criteria

- Possession of Christian character, maturity in faith, and gifting that meet the requirements of an Elder in 1 Timothy 3, and Titus 1.
- Proficient in preaching Christ-centred sermons that explain and apply the bible to people in their everyday lives.
- Great people skills.
- Able to recruit and train ministry leaders.
- Work well in a team ministry environment.
- Are currently active and in good standing in their church.
- Agree and adhere to Barker Vision, Mission, Rules, Policies and Statement of Faith.
- Preferred: 3 years theological tertiary education.
- Suitable character references from staff, volunteers & unbelievers.

4. Support Provided

- Training
 - A mentor for supervision.
 - Support from Great Southern Regional Pastor
 - Conferences: such as PGP and Baptist Pastors conference WA.
 - Professional development necessary to your role.
 - Safe Church training.
- Resources
 - Support and direction from other Pastors in the region.
 - Option to be involved in ministry meetings at Albany Baptist Church. This would be an opportunity to be encouraged in your ministry and to bounce ideas around.
 - Training provided for any technology or tools required for your role.

- d. A windows-based Church laptop (if required)

5. Benefits

1. The position will receive the BCWA recommended stipend amount, based off previous experience and potential accreditation. It is anticipated that up to 50% of the Stipend can be paid as Exempt Fringe Benefits. Employment conditions will be offered in accordance with BCWA guidelines.
2. 4 weeks annual leave.
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 40 hours per week 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

6. Position Review

There is an initial 6-month probation period. Then a 12-month Performance Review. It is intended the initial contract be for a 5-year period.

7. Confidentiality & Mandatory Reporting

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

This 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 policies. 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 your curriculum vitae to barker.baptist@gmail.com

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