

# SENIOR PASTOR MINISTRY DESCRIPTION

(Full Time)

## THE STORY SO FAR

Narara Valley Baptist Church (NVBC) was birthed 40 years ago in the hearts of a small group who had a vision to reach the Valley and the Coast with the Gospel, for the glory of God.

Since our inception in 1978, we have witnessed an amazing work of God's grace in the lives of thousands of men, women and children, as we desire to be disciples of Jesus who are 'Desperate For God, Passionate For People'.

Currently, NVBC is a church of approximately 450 people, with one third of the church having joined us in the past five years. Within a five-kilometre radius, our local population is approximately 30,000 people. The Pastors/Staff team at NVBC comprises: Senior Pastor (full-time); Associate Pastor (full-time); Youth and Young Adults Pastor (full-time); Children and Families Pastor (part-time); Executive Assistant (part-time) and Administration Assistant (part-time).

Over the past three years, we have felt God inviting us to dream again as a church – to take fresh faith-based risks in obedience to where we sense God leading us. This has resulted in us embarking upon: two church plants; fresh missional connections in our local community; partnerships with other churches on the Coast; more intentional strategies in discipleship; and a more intentional leadership development strategy.

Whilst there are many ways to characterise NVBC, our five values guide the way we do life and ministry. We are:

1. **Renewed and Renewing**, experiencing on-going transformation
2. **Real and Relational**, nurturing authentic community across generations
3. **Movement not Monument**, multiplying disciples, leaders and churches together
4. **A Pioneering People**, embracing faith-based risks
5. **Grateful and Generous**, taking nothing for granted

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### ROLE CONTEXT

1. Accountable to: Chair/Elders
2. Direct Reports:
  - NVBC Pastors/Staff Team
  - Worship Directors
  - Safe Church Team leader
3. Other Key Relationships:
  - NVBC Eldership
  - NVBC Church Board
  - Pastors of churches on the Central Coast (with particular attention to Baptist pastors)
  - Coastcare Committee

### ROLE DESCRIPTION

The Senior Pastor will be someone who demonstrates Godly character and leadership. They will be someone who is Desperate for God & Passionate for People, and who desires to see NVBC grow toward this Vision.

The Senior Pastor, in partnership with the Elders, will discern strategic next steps to see this Vision becoming reality and provide team leadership that ensures operational implementation.

The Senior Pastor will be a key voice in communication within NVBC, in our region and beyond. They will be the primary preacher and communicator of Vision, strategy and culture.

### ROLE RESPONSIBILITIES

1. Leading the discernment and implementation of next steps of our Vision, so that we continue to follow where God is leading
2. Discerning the preaching focus, planning sermon series that address this focus, and regularly preaching in services (at least 50% in AM services and 25% in PM services),
3. Leadership of direct reports in a manner that promotes the health, unity, development, and effectiveness of team members, so that each person thrives in ministry.

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4. Discerning and implementing strategies that promote a culture of leadership development that identifies, develops, and deploys leaders, so that leaders thrive, that NVBC ministries are well led, and church planting is sustainable.
5. Discerning and implementing strategies that develop a discipleship culture, so that people become not only disciples of Jesus, but disciple-makers.
6. Championing and communicating a church-planting culture, so that NVBC can plant reproducing churches in a sustainable and gracious manner.
7. Championing and developing an inter-generational church experience.
8. Discerning and acting upon opportunities to partner with God in what He is doing in our region, denomination and with NVBC global partners, so that the Kingdom is advanced.
9. The Senior Pastor is the designated Safe Church Officer, accountable for all Safe Church policies to be fulfilled.

### KEY SKILLS, KNOWLEDGE & CHARACTER

#### SKILLS

1. Demonstrated ability to discern Vision and lead strategic and tactical implementation.
2. Demonstrated significant giftedness in communication (both verbal and written) with people from a wide variety of demographics and backgrounds
3. Demonstrated preaching capability.
4. Demonstrated ability as a “leader of leaders”
5. Demonstrated ability to effectively train others.
6. Clear ability to develop systems that foster health and functionality in ministry teams.
7. Functions in a healthy way in a team context
8. At least five years’ experience discipling people at various stages of spiritual growth
9. Demonstrated heart to plant reproducing churches
10. At least five years’ experience in Pastoral ministry.
11. At least five years’ experience serving in Kingdom ministries beyond the local church
12. Competent with the Microsoft Office suite of applications (e.g. Word, Excel, PowerPoint), and database applications (such as Elvanto, Access)

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### **KNOWLEDGE**

1. Tertiary qualifications in Theology or Christian Ministry
2. Holds to the doctrines, beliefs, objects and values set forth in the Baptist Association NSW/ACT Constitution.
3. Demonstrated knowledge of opportunities and challenges facing individuals and churches when engaging in God’s mission locally, regionally and globally.

### **CHARACTER**

1. A life that exemplifies ‘Desperate for God’ through a commitment to their own spiritual practices and a robust understanding of the Scriptures.
2. A life that models ‘Passionate for People’ through a deep relationships with both those outside a church context and those within
3. A demonstrated passion for God’s Mission within the local community, across Australia and overseas
4. Models servant leadership
5. Actively pursues opportunities to learn and grow
6. A developed and growing self-awareness as evidenced in relationships with others
7. Passion to work collaboratively with other churches and ministries.
8. Active in the local community (e.g. sports teams or service clubs), so as not to be connected solely with other Christians.

### **ROLE EXPECTATIONS**

**Time:** This is a full-time position. Workdays in a typical week include Sunday and it is anticipated that the Senior Pastor will normally be present at Sunday services as well as other key church gatherings. It is strongly preferred that the Senior Pastor work Wednesdays in the Church Office in order to be present at Pastors/Staff Team meetings. Saturday is a non-workday, as well as a single weekday as negotiated upon commencement of the role. Throughout each year, the Pastors/Staff team engages in two two-day residential retreats. Given the nature of the role, the Senior Pastor is required to work outside normal office hours and therefore flexible work arrangements are supported.

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