

# Kew Baptist Church: Pastor Profile



Prepared by the Pastoral Search Committee

9 May 2022



Loving God. Loving One Another.  
Loving our Neighbours. Since 1856.

## Pastoral Search Committee (PSC)

The PSC was appointed by Kew Baptist Church on recommendation of the Leadership Team at a Church meeting on 20 July 2021.

The PSC is comprised of the following members:

- Hannah Constantine Morning Church
- Marny Croot NightChurch
- Jordan Cullen NightChurch
- Benjamin Taylor NightChurch
- Peter Todd NightChurch
- Deidre Willis Morning Church

## Pastoral Profile

<b>POSITION TITLE:</b>	<b>SENIOR PASTOR, KEW BAPTIST CHURCH</b>
<b>REPORTS TO:</b>	Leadership Team (Diaconate)
<b>DIRECT REPORTS:</b>	Worship & Integrations Pastor Church Administrator Administration Assistant (Temporary) Other Associate Pastor (Currently being recruited)
<b>OTHER:</b>	Pastoral oversight and support of Kew Student Residence Manager/s

## About Us

Kew Baptist Church (KBC) is situated on Wurundjeri Woi-wurrung peoples land in Kew, an inner eastern suburb of Melbourne. KBC is among the oldest surviving churches in Australia. Founded in 1856, it has a rich heritage and history of faith and service within the community of Kew and beyond. KBC is a medium-sized, urban church with two congregations meeting on Sundays.

KBC is a community of people that share a faith in Christ but are diverse in age, political alignment and background. As of May 2020, there were 289 people across both congregations who are either members, active non-members or new people. Of those attendees, 83 people go to the Morning Church service at 10am and 205 to the NightChurch service at 5:30pm. KBC is influenced by the culture that the rural students from Kew Student Residence (a ministry of the church) bring. Past and current students of KSR make up at least half of the NightChurch congregation.

## About the role

We are seeking an energetic and evangelical Senior Pastor who is called to provide spiritual and pastoral leadership of the church community. The Senior Pastor is responsible for:

- Leading the church community;
- Providing spiritual teaching and preaching;
- Spiritual development;
- Strategic leadership;
- Proclaiming the gospel of Jesus Christ and effectively teaching the word of God;
- Engaging in pastoral care; and
- Providing administrative leadership.

The Senior Pastor is responsible for ensuring the continued development and implementation of our ministry priorities. These being:

- Teaching and preaching;
- Bible study and spiritual development;
- Prayer;
- Global and local mission;
- Young adults;
- Leadership Development and training; and
- Nurturing and mentoring the congregation in Christian faith.

### **Employment Type**

Employment is full-time at the equivalent rate of 5 days per week. The hours may be worked flexibly across the week, as appropriate, negotiated with any other Pastor/s where relevant, and agreed to by the Leadership Team. Days worked per week may be amended by agreement. Attendance on Sundays is assumed except for one Sunday every 6 months, in addition to Annual Leave. The appointment is open-ended, but may be terminated in accordance with the church constitution.

### **Remunerations and Benefits**

The remuneration package is based on the BUV recommended stipend for 2021/22 at the level of pastor with 5+ years' experience and a Theological/Ministry degree. Any changes will be determined by experience and qualifications. Salary rate will be reviewed annually and will increase in line with any increase approved by the BUV for a Pastor's recommended stipend. The stipend components include:

- Salary subject to PAYG tax
- Exempt benefit (up to 50%)
- Housing allowance
- Superannuation

The church will make payments to your Long Service Leave account. Further details are available in our Church Profile. (Available by request)

## About You

### You are...

**A pastor who can nurture the church's spiritual growth and help our church to connect more deeply with God.**

- A pastor who is passionate about discipleship; grounded in and nourished by God's word.
- A pastor who can equip members of the congregation with the tools and disciplines necessary to grow spiritually.
- A pastor who models, teaches, and thoroughly engages with disciplined prayer (personal and corporate).

**A pastor who can communicate God's message in a way that draws a response.**

- A pastor who can present the gospel in ways appropriate and applicable to different generations and different stages of life, given the variance in the demographics of the two congregations.
- A pastor who can communicate God's Word in such a way that people hear and respond, rather than for mere intellectual stimulation or leisure.
- A pastor who is gifted in empowering congregational involvement in the church's communication of the good news of Jesus Christ.

**A pastor with an ability to identify, develop and support leadership.**

- A pastor who can lead the Ministry Team and develop and support the other pastors in the team.
- A pastor who can identify potential leaders in the congregation and help equip them. This is both a challenge and opportunity given the regular influx of young adults/students each year at NightChurch.
- A pastor whose teaching and behavior emphasises the importance of discernment of each person's gifts and provides opportunities for them to use their giftings.

**A pastor who can lead the church into missional engagement with our community and abroad.**

- A pastor who champions our mission workers and outreach ministries.
- A pastor who can help our church to appreciate the needs, issues, and philosophies that are shaping the lives of people in our community.
- A pastor who can move beyond the "talk" and get the "doing" happening. KBC is about to undertake a significant building project. In consultation with the Leadership Team, you will be responsible for supporting and advocating the building project within our church and local community. Although it is not expected that you would drive this independently, experience in a similar context would be beneficial.

### Essential qualities and qualifications that you will have include:

- A competent teacher/preacher committed to the Bible;
- A prayerful person in a growing relationship with God;
- Sense of call;
- Inspiring team leader with significant experience in pastoral ministry;
- Minimum 5 years in a Senior or Lead Pastor role;
- Pastoral heart with a passion for people inside and outside the church;
- Missionary-minded;
- Equipper of people; and
- Charismatic and evangelistic outlook.

### Desirable qualities and qualifications for this role include:

- Accreditation as a Baptist Pastor in Australia or equivalent accreditation or qualifications;
- A strong social conscience;
- Understand dynamics of conflict and how to deal with it;
- Visionary and strategic thinker;
- Family oriented;
- Understand organisational and administrative processes, and
- A good sense of humour.

### Next steps

If you have a sense of calling for this role and would like to submit an expression of interest, please email the KBC Pastoral Search Committee at [kewpsc@gmail.com](mailto:kewpsc@gmail.com) with your CV and a brief cover letter outlining your initial responses to our Pastoral Profile.

This process is being managed by an independent group appointed from within the congregation, so we ask that you do not contact the Church office directly.