



## Position Description: Senior Pastor

### Overview:

- **Position Title:** Senior Pastor
- **Location:** Horsham Church of Christ, Horsham, Victoria, Australia
- **Reporting to:** Board of Elders
- **Further information:**
  - Our website: [www.horsham.org.au](http://www.horsham.org.au)

### Role Description

The role of Senior Pastor is to give leadership to the overall operation of the Horsham Church of Christ. A communicator who can lead, empower and release our ministry team and congregation as we seek to transform our community in the name of Jesus.

### Key Responsibility Areas:

- 1. Spiritual Leadership:**
  - Provide visionary leadership and connection that aligns with the mission of transforming the community in the name of Jesus.
  - Communicate God's message in a way that draws a response and has an awareness of current cultural and global issues without compromising the message of Jesus.
  - Lead by example in personal faithfulness, prayer, integrity, and servant leadership – embodying the values of presence, authenticity, courage, and generosity as modelled by Christ.
- 2. Pastoral Care:**
  - Shepherd and care for the spiritual, emotional, and physical needs of the congregation, nurturing a culture of compassion and grace.
  - Ensure counselling, support, and guidance is provided to individuals and families in times of joy, crisis, and grief, reflecting Christ's love and understanding.
  - Other ministry functions to be carried out in consultation with the ministry team, such as preaching, family dedications, baptisms, weddings, and funerals.
- 3. Community Engagement:**
  - Cultivate relationships with community leaders, organisations, and other churches to promote unity, collaboration, and outreach, extending God's love beyond the church.
  - Ensure local and global missions are supported, and demonstrate God's love and compassion for all people.
  - Empower congregational involvement in the church's communication of the good news of Jesus Christ.

#### **4. Personal Development:**

- Commit to ongoing personal and professional growth through prayer, study, and participation in relevant training and development opportunities, making time for self-care and setting an example of lifelong learning, loving yourself and making disciples.
- Prioritise a framework for personal spiritual growth, such as having a spiritual director or other means of accountability for continuing spiritual formation.
- Have a Supervisor as per the requirements of accreditation with CCVT.

#### **5. Support for Operational, Ministry and Leadership Teams:**

- Provide leadership, spiritual guidance and support to the operational, ministry and leadership teams; supporting their efforts in day-to-day church operations, ensuring alignment with the church's mission and values.
- Coordinate the church organisational structures to function smoothly with excellence in communication and efficient processes.
- Balance assertive leadership with appropriate delegation; and discern leadership and organisational skills in others, channelling those gifts to their best use.
- Ensure compliance with all church policies and procedures related to safety, including child protection policies.
- Address any safety concerns or incidents promptly and appropriately, in line with church guidelines and legal requirements.

#### **Requirements:**

- Alignment with the mission and core values of Horsham Church of Christ (see church profile.)
- Minimum of 5 years of experience in pastoral ministry, preferably in a similar size church.
- Strong interpersonal and communication skills, particularly in building and leading teams.
- Proficiency in biblical teaching, counselling, and pastoral care.
- Demonstrated personal prayer and spiritual life and ongoing professional development.
- Valid Working with Children Check and National Police Check.
- Flexibility to work evenings, weekends, and attend conferences or events as required.
- Accredited, or able to be accredited, as a CCVT minister.

#### **Accountability:**

Accountable to the Elders Board through monthly reports of the Ministry Team, regular reviews & ongoing conversations.

#### **Remuneration:**

The Senior Pastor will be remunerated according to CCVT recommendations plus 5%.

#### **Application Process:**

Qualified candidates are invited to submit their application, including a cover letter and resume, to [application@horsham.org.au](mailto:application@horsham.org.au). Applications will be accepted until 28th of August 2024.