Knightsbridge Baptist Church Pastoral Profile July 2015

Knightsbridge Baptist Church (KBC) is seeking a full-time or part-time Lead Pastor to support us in the direction of our church life.

We seek a person who will work alongside us in achieving our vision whilst building faith, encouraging us to embrace necessary change and empowering us to undertake God’s work.

It is expected that the Lead Pastor will be a person with previous ministry experience and is accredited as a Baptist pastor. The Lead Pastor will hold at least an undergraduate degree in Christian Ministry.

Essential Personal Characteristics

The Lead Pastor will have a conviction of God’s call to our church and provide evidence of being able to offer:

**Faith and character**

- Demonstrated maturity of faith and character, consistent with the role of Lead Pastor.
- Demonstrated commitment to the authority of the scriptures as the Word of God to be lived and preached.
- Demonstrated commitment to seeking the will of God through prayer.
- Beliefs and values consistent with those of the Knightsbridge Baptist Church.
- A positive role model who displays enthusiasm, authenticity, integrity and a Christ-Centred life.
- A person with a strong love and empathy for others, particularly the disadvantaged.

**Strong Leadership:**

- An ability to work with the leaders and members of the Church to articulate and implement a shared vision for KBC.
- A participatory leader, motivating, equipping and coaching leaders so they can support others within the congregation
- An ability to relate appropriately and to minister effectively in the role of Lead Pastor to persons of all ages.
- A person who accepts positive and negative feedback well and responds appropriately.
- A person who understands and practises good communication at all levels.

**Effective Preaching and Teaching:**

- Biblically sound with an ability to engage people in the practical implications of God’s word.
- Enabling people to apply and grow their relationship with God.

**Valuing and Encouraging a Praying Church**

- Understands the importance of prayer in their personal life and also in the congregation seeking God’s strength and direction in an ongoing manner
- Actively supports prayer ministry

**Effective Communication and Ability to Build Healthy Relationships:**

- Values people and treats them with respect in their day to day communications
- Is approachable and displays personal warmth
- Manages conflict effectively.
- Constructively encourages and exhorts others.
- Has a heart for people of different cultures.
- Is able to relate well with groups and individuals of all ages and backgrounds
A ‘Missional’ Heart:
- A keen sense of God’s heart for those who are not yet followers of Jesus, and a desire to connect meaningfully with them both personally and as a church

Willingness to Learn:
- An open mindedness to new things and new ways
- Prepared to learn with and from others.

Key Roles:
The Lead Pastor will take responsibility for:

- Supervising and working collaboratively with other paid staff as they undertake their responsibilities, providing support and direction as required
- Working collaboratively with the Deacons and Elders as they undertake the effective administration, governance and spiritual oversight of the church.
- Facilitation of the preaching and teaching program as it occurs through Sunday morning services, Home Groups (as relevant or appropriate) and other programs as they occur. The lead pastor is expected to preach most Sundays with others also participating in the roster as appropriate.
- Working with our Pastoral Care Team to ensure a high level of pastoral care for our congregation. This will include active involvement in visitation as appropriate, including attention to “crisis” situations.

The Lead Pastor will also have oversight for a range of KBC ministries and be expected to support and encourage the following:

- Prayer Ministry
- Healing and Wholeness Ministry.
- Worship Ministry (We currently have a Worship Team Leader who is also the full time Youth Pastor).
- Children’s Ministry Team
- National and Overseas Mission.
- Home Groups

Anticipated Outcomes
It is anticipated that the Lead Pastor will see the fulfilment of the following outcomes:

- The church will have a stronger sense of shared vision and understanding of what God is doing and wanting to do amongst us. People will be empowered to develop and use their gifts in pursuing this vision.

- An increasing number of young families see KBC as their ‘home’ for family support, growth and meaningful worship. Similarly an increasing number of people from multicultural backgrounds attend the Sunday services and commit to the life and mission of KBC.

- An harmonious, multicultural worship environment is valued within the local community

- All members of the KBC Congregation value Home Groups as a method for spiritual growth, mutual support and building of positive Christian relationships.

- Leaders across the ministries of the church have been developed, coached and empowered to lead in the various expressions of our engagement with the mission of God.
Support in Ministry

The Lead Pastor will be encouraged to take 5 days per year in paid leave for ministry development and/or spiritual direction according to a Professional Development Plan. There is also a budget line allocated for expenses in this area.

The pastor and pastoral family can expect the love, care, and prayer support of the congregation (and particularly the leadership) as valued members of the church family. The extended family of Baptist Churches of SA also provide support for the pastor through a Regional Minister and many other services. Several local pastors meet weekly for prayer and are a great source of support and encouragement.

The health of the pastor and pastoral family is a priority for our church and we encourage the taking of all leave entitled according to the recommended conditions of the Baptist Churches of SA. This includes 5 weeks annual leave for a full-time appointment.

Informal reviews will be undertaken by the church leadership after each year of ministry. These reviews will give the lead pastor opportunity to also review the church and leadership, and will be simple, loving, frank, encouraging, and specific in identifying areas of development. At the end of every 3 years a formal review will be undertaken in line with the process outlined by Baptist Churches of SA.

Conditions of Appointment

The Lead Pastor role is appointed as either part-time or full time, depending upon the recommendation of the most appropriate applicant.

The KBC Diaconate will negotiate with the successful applicant about the specifics about the role, depending upon the fraction of time of appointment.

Other conditions are:

- Agreement to uphold the Baptist Churches of SA Foundational Values
- Agreement to abide by the Baptist Churches of SA Code of Ethics
- Agreement to abide by the Baptist Churches of SA Child Protection Policy
- Presentation of a current National Police Certificate
- Is (or is eligible to be) accredited with Baptist Churches of SA

Accountability and Reporting

The Lead Pastor is accountable to the congregation through the KBC Leadership Team

The Lead Pastor regularly reports to the KBC Leadership Team and to the congregation through scheduled congregational meetings.

Remuneration Package

Will be based on appropriate Baptist Churches of SA recommendations.

Enquiries:

For further information please contact the Moderator, Rev Mike Mills

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