



# Providence

MIDLAND

Why is this Job Description being written?				<input type="checkbox"/> New Position <input type="checkbox"/> Replacement Position <input checked="" type="checkbox"/> Position re-designed <input type="checkbox"/> Position not previously described			
<b>POSITION DETAILS:</b>		Position Title:		SENIOR PASTOR - MIDLAND			
Division:		Senior Staff		Department:		Elders/Senior Staff	
Position reports to:		Midland Elders					
Location: include all possible locations		Midland Centre, Swan Christian School (or other venue sites), various.					
<b>POSITION PURPOSE:</b>							
<p>The Senior Pastor of a Providence church is an experienced pastor-teacher who works alongside the elders, staff, and lay-leaders to lead the flock by setting the direction and feeding them the word of God. Our mission as a network is to bring glory to God, by planting seeds of the gospel of Jesus Christ, which give rise to his church. And it is the Senior Pastor who works with the elders and other leaders to see that mission worked out in the place, and with the people, that God has entrusted to their care.</p>							
<p>Inevitably the role of Senior Pastor must evolve as the church grows. An essential requirement of senior leadership is the capacity to grow and adapt as the church's needs change, and to equip, train and delegate to other leaders. That means the following responsibility areas are necessarily broad, and what they look like in practice day to day, and week to week will change as the church grows.</p>							
<p>The next Midland Senior Pastor will guide the church from its current 150-attendee growth stage to the next phase and beyond. This will involve a specific person that has experience in this environment. Crucial attributes include the ability to be a platform preacher coupled with the executive skills to identify communication and structural bottlenecks that churches of this size struggle to overcome.</p>							
<p>Providence Midland and the Midland Senior Pastor will receive ongoing support and resourcing from the Providence Church Network.</p>							



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## KEY RESPONSIBILITY AREAS:

Key Position Accountabilities	Inputs:	Outputs:
<b>Casting, leading, and enabling the vision and mission of the church</b>	<ul style="list-style-type: none"><li>• Working with Elders on vision and direction for Midland</li><li>• Building direction and vision with the Midland congregation</li><li>• Working with and within the Providence Church Network and its wider vision for Perth</li></ul>	<ul style="list-style-type: none"><li>• Enable the spiritual growth of the congregation and engage the area of Midland, as the church grows.</li><li>• Providence Midland is well engaged with the Providence network.</li><li>• A clear and quantifiable plan for Providence Midland and how it will reach the community.</li></ul>
<b>Preaching and teaching</b>	<ul style="list-style-type: none"><li>• Preaching in Sunday services.</li><li>• Teaching in a variety of contexts</li><li>• Overseeing and supporting others in teaching the word of God</li></ul>	<ul style="list-style-type: none"><li>• Congregation receives sound, applicable bible teaching that leads to lives more devoted to Jesus</li></ul>
<b>Identify, Train, and Support Ministry Leader</b>	<ul style="list-style-type: none"><li>• Building and supporting the team of elders</li><li>• Building and supporting the staff team.</li><li>• Building and supporting volunteer leaders across various ministries</li></ul>	<ul style="list-style-type: none"><li>• A healthy and growing team of servants of Jesus are identified, equipped, and supported.</li><li>• Ministry leaders are released to undertake the work of ministry under the oversight of the senior pastor and elders</li></ul>



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KEY RESPONSIBILITY AREAS:		
Key Position Accountabilities	Inputs:	Outputs:
<b>Building and championing the culture of the church</b>	<ul style="list-style-type: none"><li>Working with Elders, staff, and senior leaders to build a good and godly church culture.</li></ul>	<ul style="list-style-type: none"><li>A caring, well-structured church with good communication between staff, leaders, and congregation</li></ul>
<b>Church Administration</b>	<ul style="list-style-type: none"><li>Overseeing the budget and policy requirements</li></ul>	<ul style="list-style-type: none"><li>Timely annual budgets and policy alignment</li></ul>



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## ESSENTIAL SKILLS, KNOWLEDGE AND EXPERIENCE:

**Qualifications:**

A Bachelor of Theology or equivalent.

**Skills, Knowledge & Experience:**

- 5 years of post-College ministry and leadership experience.
- Ability to work with teams
- Ability to preach from scripture on a regular basis at to a high quality (faithful, biblical, and relevant)
- Experience in pastoral care
- Experience in discipleship
- Experience in evangelism
- Experience in line management
- Ability to work with governance bodies

## SCOPE:

**Financial accountability:** Does this role have accountability for a budget?

- Yes. The Senior Pastor oversees the Midland church budget in conjunction with the Midland Elders

**People responsibility:** Does this role have any direct reports or indirect reports: Yes

**No. of direct reports**

1 - Trainee Pastor

**No. of indirect reports**

TBD

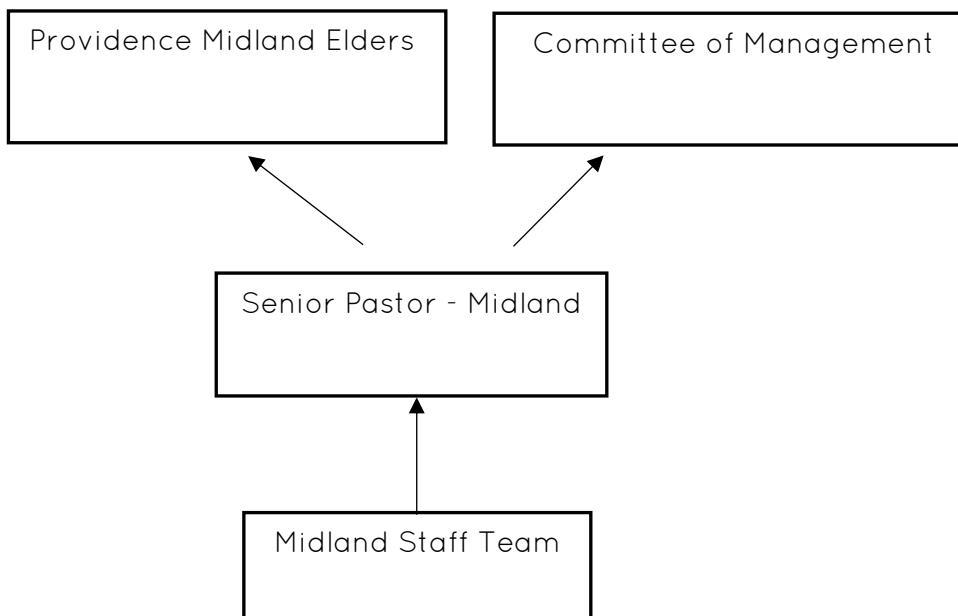


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## ORGANISATIONAL CHART:

Next level of supervision



**This role**

Direct reports

The Senior Pastor sits on the Board of Elders and is accountable to the Elders for the spiritual life and health of the church. The Elders are responsible for asking: 'is this faithful? Is it fruitful? Is it for the building of the church and the advancement of the gospel?' The Senior Pastor also reports to the Committee of Management who are responsible for the Network's face to the world, including risk management, human resources, and finances. They're responsible for asking: 'is this safe? Is it legal? Can we afford it?'

## ADDITIONAL INFORMATION:

- The recruitment timeline and process will be outlined in separate document
- The preferred candidate will be asked to submit references and undergo psychological/psychometric testing
- After an initial 12 month probationary period the role of Senior Pastor continues, with the backing of the members, for 7 year terms.