

Pastor

Our Church & Our Community

Roma Church of Christ is a small but active congregation, located on the Warrego Highway approximately 500km west of Brisbane. We currently have a large number of children in the church, but also have a significant number of elderly members.

Roma is rural community of about 7000 people, but services a much wider area. Farming is the main industry in Roma (boasting the largest saleyards in the southern hemisphere), there is also a significant mining industry in the area, and a number of government workers based in Roma as well.

The Senior Pastor's Role

We are looking for a Senior Pastor who is willing and able to work with the Eldership to provide strategic and spiritual leadership, provide oversight for the various ministries in the church, provide pastoral care for the congregation and other members of the community as appropriate, coordinate corporate worship services including a significant preaching responsibility, and lead the church into being more evangelistically active.

We anticipate that the major areas of responsibility include:

- Ministry Team leadership and strategic planning, including leadership development
- Oversight and continued development of the various ministries in the church
- Providing pastoral care for members of the church
- Coordinating the churches weekly worship services
- Oversight of the teaching and preaching ministries of the church
- Equipping members of the church to effectively share the gospel with those around them

We are looking for a minister and leader who will fulfil the following core criteria:

- Deep and ongoing personal relationship with Christ and reliance on His Spirit
- Identify with the vision, values and mission of this church
- Ability to communicate effectively with love and respect for the current congregation and its history
- Well organised with excellent communication, relational and strategic planning skills
- A proven track record of effective contemporary ministry and mission within a local community
- Awareness of their strengths and ability to utilise the strengths of others to complement their weaknesses
- Appropriate theological training is vital as is familiarity with the ethos of Churches of Christ
- Applicants must have the right to live and work in Australia
- Hold a current Australian driving license.

The successful applicant will be required to possess a Blue Card; have a National Police Record Check; sign the Churches of Christ Queensland Code of Conduct for Ministering Persons; and become endorsed as a Ministering Person with Churches of Christ in Qld.

Pastor Job Description

Conditions:

- This position is open to fulltime or part-time, with flexible working arrangements, salary and conditions negotiable based on the recommendations of Churches of Christ Queensland.
- Accommodation can be provided as an option.
- The person has the opportunity to join the cohort of pastors from across Churches of Christ Queensland as a wider network of support.
- Commencement date will be in January or as otherwise negotiated with the eldership.

Application Process:

- Expressions of Interest, any questions, or a CV with cover letter should be directed to Roma Church of Christ at office@romachurchofchrist.org.
- If you wish to speak to one of the elders please indicate via above email, and we will call you back at earliest convenience.
- You will be notified when your application is received, and will be contacted at a later date to notify you of the next step. • Applications will close at 5:00pm on the 31st of October.

SENIOR PASTOR

Position Description and Outcomes Statement

Position Title	Senior Pastor
Status	Optional
Award	Qld Churches of Christ Salary and Remuneration Guide
Location	Roma Church of Christ, Roma Queensland
Probation Period	Twelve (12) months
Authorised By	Church Elders
Review Date	

Position Overview	
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The Senior Pastor will, in consultation with the eldership, provide strategic and spiritual leadership to the church, coordinate the internal and external ministries of the church, participate in the provision of pastoral care support to congregational and general community members, and coordinate corporate worship activities including a significant preaching responsibility.

The Senior Pastor is also required to ensure that all ministries of the Church are consistent with the mission, vision, and values of the Churches of Christ in Queensland.

Key Result Areas	
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1. Leadership
2. Ministry Coordination
3. Pastoral Care
4. Corporate Worship
5. Evangelism

Key Result Areas	Position Outcomes and Responsibilities
1. Leadership	<p><u>Outcomes</u></p> <ul style="list-style-type: none"> • In consultation with the Eldership and Ministry Team, appropriate governance policies and procedures and ministry goals are developed and implemented. • In consultation with the Eldership and Ministry Team, church members are informed about and inspired to support the Church's Ministry goals • Church members have a clear understanding of and display a commitment to the Church's ministry goals. <p><u>Responsibilities</u></p> <ul style="list-style-type: none"> • Attend regular meetings of Elders, Team Leaders and the Ministry Committee. • Provide regular support to Team Leaders, such as one-on-one mentoring, facilitating team gatherings and providing training for teams where appropriate.

2. Ministry Coordination

Outcomes

- The ministries of the Church reflect gifts, abilities, and passion of the members of the Church.
- Church members are resourced and equipped for the ministries in which they are involved.
- Ministries of the church are conducted to best practice standards.
- Identified needs within and external to the church are identified, and appropriate ministries are developed to meet these needs as required.
- Where appropriate, the ministries of the church are conducted in consultation and cooperation with other local Christian churches and organisations, as well as other Churches of Christ in Queensland services and/or staff members.

Responsibilities

- Develop and coordinate the small group ministry of the church, and be willing to lead a small group as necessary.
- Actively recruit additional volunteers to assist in ministry to children and young people.
- Communicate regularly with parents, children, and young people about upcoming events in the life of the ministry and wider church.
- Liaise with people from other youth groups and local churches where possible to enhance ministry to young people.

<p>3. Pastoral Care</p>	<p><u>Outcomes</u></p> <ul style="list-style-type: none"> • In consultation with the Eldership, the pastoral care needs of members and contacts are identified, and appropriate pastoral care strategies are developed and implemented. • Short notice pastoral care services are provided in response to urgent requests. • Confidential emotional or spiritual support is provided to church members and contacts upon request. • Referrals are made to professional services where appropriate and agreed to church members or contacts (e.g., General Practitioner, Psychologist, Counsellor) <p><u>Responsibilities</u></p> <ul style="list-style-type: none"> • Provide pastoral care support to the congregation, in addition to the pastoral care team. • Provide pastoral oversight of children and young people and their families, which are associated with the church.
<p>4. Corporate Worship</p>	<p><u>Outcomes</u></p> <ul style="list-style-type: none"> • In consultation with the Eldership, and appropriate Ministry Team Leaders, develop meaningful weekly Corporate Worship services and special events are planned and coordinated. • Congregation members are empowered and inspired to live Christ-centred lives as a result of biblically based preaching. • The Church maintains a positive reputation in the community as a centre for relevant and meaningful worship. • Church members are empowered and inspired to pray regularly for the individual, community and world needs and for the ministries of the church. <p><u>Responsibilities</u></p> <ul style="list-style-type: none"> • Effectively allocated and delegate ministry responsibilities to Team Leaders and other volunteers. • Develop a preaching roster and teaching approach, in consultation with the Elders. • Preach regularly at weekly church services.

5. Evangelism	<p><u>Outcomes</u></p> <ul style="list-style-type: none"> • The Church maintains a heart of love and compassion for the community; while holding fast to the truths of Scripture. • The church maintains a positive reputation in the community for its practice of Christian principals and its commitment to Christian values. • Church members are empowered and inspired to share their faith stories with others in the normal course of their lives. • People who do not profess a Christian faith have an opportunity to come to an understanding of, and make a response to, the teachings of Jesus Christ as portrayed in the Christian Scriptures.
6. Other Duties	<ul style="list-style-type: none"> • Attend local Church and community meetings as required. • Participate in Churches of Christ in Queensland conference activities as endorsed by the Eldership. • Other activities as required by the Eldership.

Key Selection Criteria

We are looking for a minister and leader who has achieved following core criteria:

1. Minimum of 3 years' experience in a leadership or ministry role in a Christian church or organisation.
2. Possesses a recognised theological or ministry qualification and demonstrated ability to provide leadership in a local church.
3. Demonstrated commitment to the promotion of Christian faith through personal and corporate evangelistic activity.
4. Demonstrated ability to identify spiritual giftedness and equip individuals for Christian ministry.
5. Demonstrated ability to assess individual pastoral needs and to plan and implement pastoral care strategies.
6. Demonstrated ability to effectively lead a work team, including developed and managing staff (or volunteer) performance.
7. Demonstrated ability to effectively communicate, both orally (including preaching) and in writing, with a range of persons in an organised context.
8. Demonstrated abilities in computer literacy and confidence in the use of technology.
9. Possess a current Queensland Driver's License, or ability to acquire same within 1 month of employment.

10. Willing and able to work within a Christian context and Churches of Christ in Queensland's philosophies, vision and values, and endorsed as a Ministering Person in accordance with Churches of Christ Queensland Policy, or willing to attain and maintain such endorsement.

Acknowledgement	

I acknowledge that I have read and understood the key result areas described in this Position Outcomes and Description Statement and agree to carry out my duties to meet these outcomes and responsibilities to the best of my ability. I also understand that at times I may be required to undertake other duties relevant to the position that are not listed in this statement. I have received a copy of this Position Outcomes and Description Statement.

Note: Only to be signed by the successful candidate or position holder, and not to be signed by applicants for the position.

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