



Seaforth Baptist Church

Lead Pastor Job Description

Position: Lead Pastor
Load: Full-time or Part-time
Responsible to: Church body by way of the Elders

Key Responsibilities:

1. Providing overall leadership and vision for the church through:

- Working in partnership with the appointed Leaders and Elders of the church.
- Leading, developing and providing opportunities for SBC ministry teams and ensuring that they are adequately equipped, resourced and supported as they serve God and His church.
- Oversight and visionary input to the morning and evening congregations, with particular attention initially to Night Church.
- Responsible for compliance with mandatory requirements as set out by the Baptist Association.

2. Ensuring there is biblical teaching and preaching that challenges people to grow spiritually and relate their faith to their everyday lives.

- Preparing preaching series that help the community mature in Christ and put their faith into action.
- Oversight and training of those involved in preaching and teaching.
- Developing the prayer ministry within the church.

3. Fostering a loving and inclusive community with the same spirit of acceptance and grace shown by Jesus.

- Maintain a sense of belonging to SBC, encouraging a welcoming culture for all people regardless of theological backgrounds and views.
- Facilitate development of a formalised pastoral care approach.

4. Fostering vision for the mission of SBC.

- Ensuring that the community continues its strong and meaningful contributions in areas of social justice.
- Strengthening an evangelistic culture in our community.

5. Showing evidence of a sincere walk of faith to follow Jesus Christ that is grounded in God's Word and open to the Holy Spirit.

- Demonstrating an ongoing commitment to professional development – including theological rigour, pastoral integrity, leadership development and spiritual renewal.

Requirements:

- A sense of calling and commitment to SBC.
- Theological qualifications (eg BTh, BMin, MDiv) and credentials acceptable to the Baptist Association of NSW & ACT.
- A compassionate leader with demonstrated proficiency in pastoral care.
- Mature, emotionally secure, with a growing faith in Jesus.
- Strong preaching skills that encourage people to relate their faith to their daily lives.
- A demonstrated ability to equip and train others for ministry.

Desired Strengths:

- A heart for social justice, recognising it as a key expression of the Kingdom of God.
- A demonstrated ability to love and grow a diverse Christian community.
- Able to build and maintain meaningful connections with the local community.
- Works effectively and dynamically with young adults.
- Clear and transparent communicator.
- Conflict resolution skills.

Salary and Conditions:

- This position is not designated full or part-time, as we want the freedom to adjust and negotiate the position according to the applicant's gifts and church's needs.
- Ministry reviews would take place every year by elders.
- The successful applicant will be offered remuneration in line with Baptist Association recommendations comprising of a base salary, a tax-free component, housing allowance, car allowance, superannuation and standard leave provisions.



Seaforth Baptist Church

Church Profile

Seaforth Baptist Church

Seaforth Baptist Church (SBC) is at an exciting stage in its journey. Having been blessed with stable leadership over the last 25 years, with God's help we are now looking for our next lead pastor with whom we can grow to become all that our Creator has planned for us.

We believe that growing in God's love happens best in a close and loving community where everyone contributes to the growth of the Kingdom. With a strong belief that everyone matters to God, a culture of belonging and inclusivity is fostered with a strong acceptance of people with divergent backgrounds and traditions.

One of the key expressions of the gospel at SBC is our social justice ministry. This ministry has been successful in encouraging and equipping the congregation, other churches, local residents, schools, community groups and businesses to be a voice of hope in our local and national community and take action for the poor and marginalised.

Part of the joy of being who God has called us to be involves us learning and growing together. For that reason, everything that happens at Seaforth Baptist happens as part of a team – a place where ministry teams are encouraged, equipped and celebrated. We enjoy authenticity in relationships and we are open to trying new things.

The church community is eager to embrace this next season with a strong desire to grow in our faith and intimacy with God.

Our Living History

SBC has been affiliated with the Baptist Association of NSW & ACT since it was built 65 years ago. The congregation still includes one member of a founding family. In the 1980s the character of the church congregation changed from its conservative ecclesiastical beginnings with a new emphasis on community building. Chairs replaced the pews, audio-visuals replaced hymnbooks and a music band replaced the organ. The upper level hall was partitioned for smaller group activities and to provide flexibility for different uses. The community focus of the current church on welcome and inclusion has seen increased engagement with the Seaforth neighbourhood and local Manly area.

Some funds have just been raised and a loan is planned for an upgrade, both internally and externally, to provide adequate facilities for all people including those with a disability. The church also has a manse next door (currently rented), which is in need of renovation.

SBC has enjoyed and benefited from a long culture of team ministry. Whilst we have always had a lead pastor, our model has included bi-vocational part-time pastors, both paid and unpaid staff, and an active eldership. Decisions are made by consensus and with a strong commitment to each other and our church family.

Recent Pastors:

1989- 1991 Mike Frost

1992-2000 Chris Mawson (still attending)

2000-2016 Dave Rowe (on break during transition and now attending)

Associate Pastoral Staff 1992-2017:

Callard Prestoe, Terry McBride, Paul Manning, Will Wrathall, Jim Collins, Les Chatwin, Belinda Groves, Melanie Carroll, Josiah Mawson, Mike Hobson, Vikki Howorth.

2004 – 2016 Mike Hobson (still attending)

2007 – 2017 Vikki Howorth (still leading)

Our Core Values

- everyone matters to God (regardless of age, ability, nationality ...)
- everyone contributes to the growth of the Kingdom
- eternal life is more than a destination it's a journey that starts now
- cultural relevance is not optional
- teaching is to be relevant, bible-based and Spirit inspired
- worship is to be excellent, inspired, encouraging
- the Gospel is not a program but a life changing truth
- growth and nurture happens best in community
- all leadership positions are to model servant leadership

Our Mission: Believe, Belong, Become

- to live by faith
- to be known by love
- to be a voice of hope

Living out the Mission

The church has Sunday services at 10 a.m. (60 – 75 people) and 5.30 p.m. (30 – 55 people). The church directory has 160 people from 20 nearby suburbs. The maximum seating capacity in the church is 120 people. A children's ministry is a feature of the morning service, led by three volunteer church members, supported by youth leaders and support from parents. The evening service began several years ago for young people to welcome their friends and has a strong contingent of committed young adults. The services are currently combined once a month to build relationships between the two congregations. Special 'creative' services are also shared, usually tied to the Easter or Christmas services. Baptisms are performed in the church's baptism pool or in public areas such as the beach at Clontarf.

The current church staff of three people operate during the week from offices located on the upper premises and from home. The upper level also houses staff offices for two other local churches. Current Leadership includes Intentional Interim Minister (0.8 FTE) and Vikki Howorth, Social Justice Pastor (0.5 FTE unpaid), church secretary, treasurer and three elders. The church has a paid church administrator: Cathy Wright (0.3 FTE). Two youth leaders also receive an allowance. The church also benefits from a huge contribution of congregation members involved in ministry.

The church benefits from a large preaching team and a variety of worship bands. Children from pre-school to young teens have good quality Sunday morning teaching programs. Team ministries and home group bible studies provide teaching, discipleship and fellowship.

Pastoral Care is integrated into many of the church's group activities as well as providing individual support for those who are sick or in circumstances needing extra support from the pastoral care team. The ministry of discipleship at SBC happens primarily in small groups, which have a dual function of discipleship and pastoral care. Each has its own focus and 'feel'. Everyone is encouraged to belong to a small group, and the attendance rate is high.

A passion for social justice is a strong fibre running through the fabric of our church, with a wide range of supporting programmes and initiatives. The ministry has also acted as a social justice hub for other churches in Warringah, providing them with opportunities to reach out to our local community (including residents, businesses and local, state and federal politicians) to be a voice of hope as we call for justice, advocating for the poor and marginalised.

In addition to these activities, many individual members of the church community are personally involved in supporting a variety of missional activities of their own or are on boards or committees of aid and development organisations and para-church organisations.

Outreach to families in our local community is an important part of the church mission. The church offers a variety of programs mid week for families, children and youth. The Mainly Music ministry takes place on Monday morning attracting mothers and carers from the surrounding community. There are currently 30 families attending with an extensive waiting list. Friday nights the church opens up its doors to the youth in our community through two youth programs. Each of these ministries are led by young adults members of our church and volunteer youth members. The numbers attending these programs ranges between 10 and 40 people.

Our Fellowship Activities:

- Home groups
- Women's and men's ministries
- Annual church camp
- Pastoral care team
- Ad hoc social events

Our Outreach Activities:

Global

- International Church partnership through Compassion Australia with Getsemani Baptist Church in Manado, Indonesia
- Overseas development through BWAA and TEAR Australia
- Global Interaction missionaries

Local

- Youth ministries: 'Go Fish' (Years 5-6) and '180' (Years 7-10)
- Mainly Music group (kids under 6 years with carers or parents)
- Local Primary School Scripture
- Anchor RE High School Scripture Board in 3 local high schools
- Macmillan Street Christmas party
- Community Carols partnering with Seaforth Anglican church

Social Justice

- Advocacy Groups: Micah Australia; Voices for Justice; A Just Cause; Baptist World Aid; TEAR Australia group
- Community Social Justice engagement: Manly-Manado Walk, Festival of Meat (a bring-friends-along men's event), Clothes Swap (a bring-friends-along women's event), Manly Corso Christmas Markets

Our Transition

Long term Lead Pastor Dave Rowe announced his intention to step down as pastor in November 2015. After much deliberation, SBC decided on an Intentional Interim Minister (IIM) to seek clarity and discernment for the future shape of Pastoral Leadership at SBC. Sid Grindley began as IIM in July 2016. Dave Rowe stepped down in September 2016. Mike Hobson also stepped down from the leadership team in October 2016. The transition process occurred from July 2016 – May 2017, then handed over to a Pastoral Search Committee.

The transition process helped identify the general opinions and positions of the church today, and they have shaped the New Lead Pastor Profile. These opinions are represented in the Consensus statements on **Appendix 'A'** attached.

For more info: <http://seaforthbaps.org.au> or find us on Facebook



Seaforth Baptist Church

Community profile

Seaforth Baptist Church, located on the corner of Frenchs Forest Road and MacMillan Street, is a community-focussed Christian church that provides a range of programs and events for the benefit of the church as well as the local community.

Seaforth sits in the Northern Beaches Council area.

Location

The suburb of Seaforth, overlooking Middle Harbour and The Spit, is a residential suburb 12 km from the Sydney CBD.

Frenchs Forest Road is a major arterial route that connects the northern parts of the Northern Beaches to the Spit Bridge and the city.

Transport

Local bus services connect Seaforth to the city, Manly Wharf and Warringah Mall. Periodic bus services also run to Frenchs Forest.

Some 21% of employed people travel to work on public transport and 55% by car either as driver or as passenger.

A series of bike paths run from Seaforth to Manly-Shelly Beach and beyond.

Demographics

Part of the Northern Beaches region, Seaforth recorded a population of over 6,700 people in the 2011 Census. The 2011 data reveals that Seaforth has more families with young children than the national average. While the median age was 39 years, compared to the national median of 37 years, children aged under 15 years made up 25.7% of the population (national average is 19.3%) and people aged 65 years and over made up 12.6% of the population (national average is 14.0%).

Two-thirds (67%) were born in Australia; the next most common countries of birth were England (10%) and New Zealand (2.4%). The median household weekly income was \$2,553, compared to the national median of \$1,234.

Other churches:

A local church network is shared with the following churches, especially in the area of social justice:

- Seaforth Anglican
- Balgowlah Anglican
- H3O
- Manly Life
- Balgowlah Uniting
- Small Boat Big Sea (Fairlight Baptist)
- St Matthews Anglican (Manly)
- St Stephens (Belrose)

Schools and facilities

Seaforth and adjacent suburbs are home to the following public primary schools: Seaforth, North Balgowlah, Manly West and Balgowlah Heights. The Northern Beaches Secondary College includes the following nearby campuses: Mackellar Girls, Balgowlah Boys, Freshwater Senior and Manly Selective. Other additional schools attended by people from the region include Mosman High School and St Lukes Grammar.

The Seaforth shopping district is located off Sydney Road and offers a wide variety of services, including niche market products, cafes, a bakery, restaurants and the district library. It is also home to Balgowlah RSL Memorial Club and a BUPA aged care facility on the former TAFE site. A major hospital is currently under construction in Frenchs Forest. Nearby major shopping centres include Stockland Balgowlah Shopping Centre and Warringah Mall.

Seaforth has a number of beautiful parks, playgrounds and reserves, with magnificent bush and estuary areas. There are network of bush tracks great for exploring (The Spit to Manly) and mountain biking (Manly Dam).

Nearby sporting facilities include: Manly Boy Charlton Pool, Warringah Aquatic Centre, Seaforth Oval and multiple golf courses.

Appendices:

- Transition Consensus Statements
- Church Constitution

Appendix A Transition Consensus Statements

The transition process created the following statements that reflect the general opinions and positions of the church in 2016, and they have shaped the New Lead Pastor Profile. They give an overview of the comments made in the various ministry areas through both a Congregational Meeting and an on-line Congregational Survey. Whilst the statements themselves do not quote individual comments, they do reflect the essence of the collective weight of the various comments made through the survey.

The congregation supports the general direction of SBC, although it is widely recognised that there are gaps, as reflected in the following consensus statements:

- We are positive about our leadership, specifically how blessed we have been and how hard it will be to replace them.
- We have not satisfactorily resolved night church leadership.
- The 'priesthood of all believers' is a strength of SBC in that so many are involved, but in practice it's lacking in training and equipping, and can result in confusion of responsibilities.
- We discern that the future of SBC involves: future Godly leaders, building on what we have, and increasing our intimacy with God.
- Night church is clearly a vital part of SBCs overall ministry yet it is lacking in resources, leadership, vision and support.
- People feel a strong sense of belonging and experience meaningful friendships in SBCs community, especially in Home groups. Whilst there was a consensus that pastoral care is everybody's responsibility, there is a desire for more organised pastoral care and clarity around how to access it.
- We are a church that has diversity in theological expression and our challenge is how to healthily maintain this into the future. This recognises that there are concerns about the extent to which our teaching is bible based and Christ centred.
- There is recognition that in view of the size of SBC, resourcing and equipping children's ministry can be problematic- however there was positive affirmation of recent changes. A desire for more support for the 0-3 age group was articulated. 12-17 age group was identified as a missing gap on Sundays.
- We desire evangelism to be a more core part of us, driven by our passion, fired through the Holy Spirit working in us. We think it includes heading out, more than bringing in, and we are unclear how this looks in our community.

- There is a huge amount of support for social justice at SBC. Discussions around a more localised area of focus and sustainability would be beneficial.
- The gospel makes sense for us in our expression of social justice. We have a harder time in understanding evangelism's place in our community.
- Opportunities to serve within SBC and the wider community are valued. There is a high level of involvement. Most people do not desire to serve in any further capacity.
- There are a number of differing views expressed about musical worship. There is a desire to further explore how we encounter the Holy Spirit during worship. We are seeking inspiring and passionate worship leading.
- There is a strongly articulated desire to prioritise corporate prayer.

A second Congregational Meeting further explored issues related to leadership and preaching. We found that:

- Going forward, there is a desire to see a clearer leadership model that is inclusive and communicates effectively both formally and informally. For church leadership we seek a balance in leadership styles.
- SBC has a large preaching team that is valued by the congregation. However, a desire was expressed that this variety needs to be subject to oversight to ensure consistent biblically based, Christ centred preaching, with practical implications for everyday life.