



Our Mission is to help people become active, committed followers of Jesus Christ.

308 Nelson Road, Para Vista SA 5096
8263 2344
chuchatpv.org.au

CHURCH@PARAVISTA PASTORAL POSITIONS - APRIL 2019:

COVERING STATEMENT

Applications are invited for the following pastoral positions at Church@ParaVista:-

- **Senior Pastor**
- **Associate Pastor**

Applicants are asked to note that, while the two distinct pastoral roles of Senior Pastor and Associate Pastor are described in the following, ONLY ONE pastoral position is available. Hence, ONLY ONE of the above positions will be appointed in the period 2019/2020.

In the first instance, the desire of the Elders of Church@ParaVista is to appoint a suitably qualified and experienced person to the role of Senior Pastor at Church@ParaVista. This appointment would ideally take place in the middle or latter part of 2019. The role description for this Senior Pastor appointment accompanies this covering statement.

In the event that a suitable Senior Pastor appointment is not available, in the required time period, the Elders of Church@ParaVista will consider the appointment of a suitably qualified and experienced Associate Pastor who can be assisted to transition to the role of the Senior Pastor. This transitional arrangement would take place under the guidance of the current Church@ParaVista Senior Pastor and the oversight of the Elders. The role description for this Associate Pastor appointment accompanies this covering statement.

Applications for either the role of the Senior Pastor or Associate Pastor at Church@ParaVista, in accordance with the following role descriptions, should be made via the accompanying **Church@ParaVista Pastoral Positions - Application Form, April 2019** to either:

Postal Address –

**The Elders
Church@ParaVista
308 Milne Road Para Vista
SA 5093**

Email – george@chuchatpv.org.au

Closing date for applications: Friday 10th May, 2019.



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Senior Pastor Role Description

1.0 Church Context:

Church@ParaVista commenced in 1985 as a fellowship which was part of the Christian Brethren (often known as the Open Brethren) and which continues to be aligned with this network of churches under its current name of Christian Community Churches of Australia (CCCAust). Located in Para Vista, a north-eastern suburb of Adelaide, Church@ParaVista is a growing fellowship of around 200 believers, with a diverse range of ages and from diverse backgrounds. Within the demographic mix of the church there is a significant cohort of families with young children.

Church@ParaVista is a welcoming community for all who seek to learn about God and live in obedience to God's desire for his people, as revealed in the Bible. We welcome all who have already made a faith commitment to Jesus as Saviour and Lord, to join us at Church@ParaVista.

Because Church@ParaVista is committed, "*to help people become active, committed followers of Jesus Christ*", our desire is to see people transformed by the grace of God through a life commitment of faith in Jesus as Saviour and Lord. Thereafter, it is the desire of Church@ParaVista that believers' grow in their understanding and expression of this faith, to become committed disciples of Jesus and active members of his church.

Our beliefs come from the conviction that the Bible is God's revelation of himself to his creation and as such is absolute, authoritative and able to guide and direct those who seek to be obedient to God. In it we discover that through Jesus we are reconciled to God from our sin and disobedience.

2.0 Church Vision:

The vision of Church@ParaVista is...

- To share the Gospel of Jesus Christ, in all its aspects, with the community of northeast Adelaide and beyond. Acts 1:8
- To welcome all people into the fellowship of our church family – worshipping, loving, and serving together in joyous harmony and in prayerful dependence upon God. Acts 2:41-47, Colossians 4:2
- To be a fellowship where all people, including the hurting, the depressed, the frustrated and the confused can find love, acceptance, help, hope, forgiveness, guidance and encouragement. Isaiah 61:1-3, Matthew 5:3-4; 11:28
- To develop people to spiritual maturity evidenced by obedience to God's Word and the submission of every aspect of life to God. Ephesians 4:11-13
- To equip and encourage every believer to actively engage in works of service through the use of their gifts and talents within the ministries of the church and beyond. 1 Corinthians 12:7; 12:18, Ephesians 4:12

- To send out Gospel workers into God's global harvest field and empower every believer for a life of Gospel witness, wherever they live, work, study and socialize. Matthew 28:19, Acts 1:8
- To support and encourage church planting opportunities, nearby and further afield. Acts 14:21-23
- To promote justice and mercy in our community and to speak out in a godly manner where this is not so, as and when appropriate. Isaiah 1:17, Amos 5:14-15, Mark 6:18

3.0 Church Values:

Church@ParaVista values...

- Prayer and Bible teaching as essential for the spiritual growth of individuals and of the church.
- Excellence and integrity in all things.
- Spiritual gifts and their use for the building up of the church.
- Spiritual leadership for maintaining a healthy church. This involves Elders in governance matters and Deacons in areas of practical ministries.
- Relationships characterised by love, grace, unity and flexibility, in the life of the church.
- Small group participation as the best means for the growth and care of believers.
- Christian witness that is culturally relevant and is in harmony with doctrinal purity.
- Serving people with the love of Christ, both within and outside the church.
- Love for God and for one's neighbours as a normal pattern for every Christian.
- Conduct that promotes mercy and justice at all levels of the community.

4.0 Position Overview:

The Church@ParaVista Senior Pastor position is a pastoral/leadership role as part of an Eldership team that is responsible for the oversight of the church. As an active participant within the Church Eldership, the Senior Pastor would contribute to the development of the church's annual goals and the strategies to implement the church's vision, to help people become active committed followers of Jesus Christ. Thereafter, the Senior Pastor would have a leading role in the communication of the church's vision and direction including, vision casting to motivate congregational involvement and monitor church health, to identify areas for need and improvement.

The Church@ParaVista Senior Pastor position would be best suited to an appropriately qualified (academic/tertiary qualifications applicable to pastoral ministry) married man, with an established family, who has a demonstrated level of spiritual maturity and Christian/church experience.

Ideally, applicants will possess the skills and experience to undertake the pastoral care of the people of God and be an effective communicator, teacher and motivator, to encourage and equip believers to be active and effective participants in the cause of Christ in a contemporary Australian context.

The Senior Pastor will take a leadership role within the pastoral practices of the church, particularly where these apply to the pastoral care of ministry leaders.

The Senior Pastor will have an active role in the Bible teaching programme of the Church to:-

- Communicate the essentials of the Gospel to challenge and call people to personal faith in Jesus Christ as Saviour and Lord.
- Provide sound Bible teaching that is consistent with the Church@ParaVista statement of faith and focussed towards practical Christian living and life-related applications.

- Equip future leaders with ministry training and Bible knowledge to enable them to effectively lead others towards active ministry involvement and personal Christian maturity.
- Involve church personnel in appropriate church-wide discipling and mentoring strategies, to develop church members in their areas of giftedness and ministry interest.

The Senior Pastor will work with the Administrator and Deacons to ensure best practice in church organizational practices, policy and procedural development and compliance with external regulatory requirements.

5.0 Remuneration:

Remuneration and related support arrangements would be in accordance with Baptist Union SA, “Recommended Pastoral Stipends Policy”, effective from 1 January 2018, as agreed by the Elders and commensurate with the applicant’s training and years of experience.

6.0 Role Description Specifics:

The following details set out the task and person specifications of the Church@ParaVista Senior Pastor:

SENIOR PASTOR TASK SPECIFICATIONS
In relation to the Elders, the Senior Pastor is expected to:
<ol style="list-style-type: none"> 1. Undertake the role of Senior Pastor at Church@ParaVista in conjunction with, supportive of and accountable to, the Eldership of the Church@ParaVista. 2. Participate with the Eldership to provide enthusiastic, prayerful, spiritual leadership that gives expression to the intentions of the Vision & Mission objectives of the Church@ParaVista. 3. Participate with the Eldership in mutual support, encouragement, harmony and understanding that provides the Church@ParaVista with an effective example of godly leadership. 4. Participate with the Eldership in the periodic review process of the role of the Senior Pastor and the appraisal of the manner and effectiveness of the discharge of this role. 5. Provide the Eldership, in a timely manner, with all requests for information related to ministry updates, strategic reports, monthly reports, personal welfare needs & concerns, general pastoral activity and Church staff activities.
In relation to the Church Community, the Senior Pastor is expected to:
<ol style="list-style-type: none"> 1. Develop and implement an effective church-wide pastoral care programme in consultation with and involving the active participation of the Church Pastoral Care Team. 2. Implement appropriate strategies for shepherding and mentoring individuals in the Church, with particular emphasis on those in significant leadership positions and those who need the additional support of such functions. 3. Participate in the Bible teaching programme of the church. 4. Develop a culture of positive Church growth, both organizationally and individually. 5. Develop an effective evangelism ethos in the Church and equip the believers with the tools, confidence and strategies for participation in personal and Church evangelism opportunities. 6. Develop and maintain effective communication opportunities and procedures that will encourage respectful fellowship and effective conflict resolution within the church community.

In relation to Church administration, the Senior Pastor is expected to:

1. Oversee the Church Office & the organizational/administrative functions of the Church in liaison with the Church Administrator & the Deacons. This includes the supervision of paid and voluntary staff within the Church administrative, pastoral, and ministry structure, to ensure their personal welfare, appropriate deployment, necessary training, periodic job appraisal and spiritual nurture.
2. Represent the Church@ParaVista as the spokesman for the Church in matters of public consultation, media communication, compliance requirements, police liaison, inter-church dialogue and Christian Community Churches of Australia (CCC (Aust)) participation, as directed by the Elders.
3. Effectively implement existing Church policies and participate in the development of future policies or policy reviews, to ensure that Church@ParaVista is compliant with community and statutory requirements and the highest expectations of Christian conduct that brings honour to the Lord.

In relation to ministry leaders and ministry functions, the Senior Pastor is expected to:

1. Act as a mentor to key ministry or administrative personnel (especially any Associate and Youth Pastor roles within the church) and assist them with personal and spiritual growth, career planning and ministry development.
2. Act as a spiritual guide and mentor for emerging leadership candidates from within the Church fellowship, as identified in consultation with the Eldership.
3. Assist ministry leaders in setting ministry directions (including spiritual growth and outreach), in keeping with the overall vision of Church@ParaVista.
4. Equip, manage & oversee specific ministries in consultation with the Elders and in cooperation with existing Church ministry & service structures (E.g. Deacons, Church Pastoral Team etc).

SENIOR PASTOR PERSONAL ASPECTS

In relation to character, the Senior Pastor is expected to:

1. Have a record of Christian integrity and godliness befitting a leader and example in the Church.
2. Possess the spiritual experience, maturity and aptitude sufficient to satisfy the Biblical qualifications for participation with the Elders, as one of the Eldership Team (1Timothy 3:1-7, Titus 1:5-9).
3. Demonstrate personal spiritual development that can be an example and inspiration to others.

In relation to self and others, the Senior Pastor is expected to:

1. Possess self-motivation and the ability to motivate others.
2. Have well developed inter-personal skills, team mindset, and a teachable spirit.
3. Have the ability to teach others and encourage them towards mature Christian faith.

In relation to ministry, the Senior Pastor is expected to:

1. Be able to exercise initiative and creativity in task fulfilment, problem solving, staff management and activity planning.

2. Possess the ability to manage activities and people, without micro-management, by the delegation of tasks that will utilize the skills, giftedness, willingness and availability of others.
3. Have appropriate time management and organizational skills.

In relation to beliefs, family life and personal welfare, the Senior Pastor is expected to:

1. Be in agreement with the Mission Statement, Core Values, Statement of Belief and Vision Statement of Church@ParaVista (see church website – <http://www.churchatpv.org.au/beliefs/>)
2. Demonstrate a quality of family life that evidences the implementation of the biblical instructions to husbands and fathers (Eph 5:25-33; 6:4; 1 Peter 3:7-7).
3. Enter into a mentoring relationship and/or arrangement, involving the Elders and/or an external person, in consultation with the Elders, to assist personal spiritual health and growth.



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Associate Pastor Role Description

Applications for the following Church@ParaVista Associate Pastor are invited with the understanding that this position is a transitional position towards the role as the Senior Pastor of Church@ParaVista.

1.0 Church Context:

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Church@ParaVista is a welcoming community for all who seek to learn about God and live in obedience to God's desire for his people, as revealed in the Bible. We welcome all who have already made a faith commitment to Jesus as Saviour and Lord, to join us at Church@ParaVista.

Because Church@ParaVista is committed, "*to help people become active, committed followers of Jesus Christ*", our desire is to see people transformed by the grace of God through a life commitment of faith in Jesus as Saviour and Lord. Thereafter, it is the desire of Church@ParaVista that believers' grow in their understanding and expression of this faith, to become committed disciples of Jesus and active members of his church.

Our beliefs come from the conviction that the Bible is God's revelation of himself to his creation and as such is absolute, authoritative and able to guide and direct those who seek to be obedient to God. In it we discover that through Jesus we are reconciled to God from our sin and disobedience.

2.0 Church Vision:

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- To welcome all people into the fellowship of our church family – worshipping, loving, and serving together in joyous harmony and in prayerful dependence upon God. Acts 2:41-47, Colossians 4:2
- To be a fellowship where all people, including the hurting, the depressed, the frustrated and the confused can find love, acceptance, help, hope, forgiveness, guidance and encouragement. Isaiah 61:1-3, Matthew 5:3-4;11:28
- To develop people to spiritual maturity evidenced by obedience to God's Word and the submission of every aspect of life to God. Ephesians 4:11-13

- To equip and encourage every believer to actively engage in works of service through the use of their gifts and talents within the ministries of the church and beyond. 1 Corinthians 12:7; 12:18, Ephesians 4:12
- To send out Gospel workers into God's global harvest field and empower every believer for a life of Gospel witness, wherever they live, work, study and socialize. Matthew 28:19, Acts 1:8
- To support and encourage church planting opportunities, nearby and further afield. Acts 14:21-23
- To promote justice and mercy in our community and to speak out in a godly manner where this is not so, as and when appropriate. Isaiah 1:17, Amos 5:14-15, Mark 6:18

3.0 Church Values:

Church@ParaVista values...

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- Excellence and integrity in all things.
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- Spiritual leadership for maintaining a healthy church. This involves Elders in governance matters and Deacons in areas of practical ministries.
- Relationships characterised by love, grace, unity and flexibility, in the life of the church.
- Small group participation as the best means for the growth and care of believers.
- Christian witness that is culturally relevant and is in harmony with doctrinal purity.
- Serving people with the love of Christ, both within and outside the church.
- Love for God and for one's neighbours as a normal pattern for every Christian.
- Conduct that promotes mercy and justice at all levels of the community.

4.0 Position Overview

4.1 General Considerations:

The Church@ParaVista Associate Pastor position is a transitional leadership position towards the role as the Senior Pastor of Church@ParaVista. This transition is to happen in a timely manner in the period 2019/2020, under the mentoring role of the existing Senior Pastor and the oversight of the Elders, according to the experience and preparedness of the Associate Pastor appointee.

The Associate Pastor is to work in co-operation with and under the direction of the Senior Pastor, with a level of discretion in the areas of assigned ministry responsibility, so they can exercise proactive and creative ministry leadership.

The Associate Pastor is expected to exercise their pastoral, ministry and teaching gifts, as required, to benefit the growth and development of the church in its mission to ***help people become active, committed followers of Jesus Christ.***

4.2 Specific Considerations:

The following areas of involvement, requiring active, personal participation through leadership, mentoring, teaching and modelling, are expected of the Associate Pastor, namely:

4.2.1 Pastoral Care:

- Involvement with and leadership of the pastoral team to facilitate effective and systematic pastoral care within the community of the church.
- Pastoral visitation to strengthen, support and encourage those who are struggling, needy, sick, and young in their faith, or facing family or personal challenges. (Ezek 34:7-10)

- Participation in a suitable home group.

4.2.2 Evangelism & Outreach

- Participation in the development of an effective evangelism ethos in the Church that equips the believers with the tools, confidence and strategies for personal and Church-based evangelism.
- Involvement with the organization and implementation of community outreach opportunities for evangelism, to develop the presence that Church@ParaVista has in the local community.

4.2.3 Leadership & Ministry Support

- Mentoring of assigned ministry leaders to assist them with effective ministry participation, personal development and spiritual growth.
- Participation in the strategic identification and development of emerging leaders.
- Mentoring for emerging leadership candidates from within the Church fellowship, as identified in consultation with the Eldership.

4.2.4 Bible Teaching

- Participation in the church's Bible teaching/preaching program.
- Initiating Bible teaching opportunities through Bible classes, seminars or retreats.

4.2.5 Other Involvements:

- Coordination of the Over 50's fellowship and activity programme, including Coffee Mornings.
- Counselling people within the church community of Church@ParaVista and other after-hours appointments as appropriate. Some counselling connected with weddings & funerals.
- Participation in the Combined Elders' Meetings of the churches in our network.

4.3 Miscellaneous Considerations:

Other potential duties of the Associate Pastor could involve:

- Support for the prayer team coordinator in the development of a sustainable and effective prayer ministry within the community of Church@ParaVista.
- Support for the existing families' ministry coordinator in the development of a sustainable and effective families' ministry within the community of Church@ParaVista.
- Assistance to specified ministry leaders to develop and implement ministry strategies for growth & outreach, in keeping with the overall vision of Church@ParaVista.
- Pastoral support for site-based CYC Campsite staff, as appropriate.

5.0 Role Description Specifics:

The following details set out the personal and task specifications related to the Associate Pastor role at Church@ParaVista.

ASSOCIATE PASTOR PERSONAL ASPECTS

In relation to character, the Associate Pastor is expected to:

1. Have a record of Christian integrity and godliness befitting a leader and example in the Church.
2. Possess the spiritual experience, maturity and aptitude sufficient to satisfy the Biblical qualifications for participation with the Elders, as one of the Eldership Team (1Timothy 3:1-7, Titus 1:5-9).
3. Demonstrate personal spiritual development that can be an example and inspiration to others.

In relation to self and others, the Associate Pastor is expected to:

1. Possess self-motivation and the ability to motivate others.
2. Have well developed inter-personal skills, team mindset, and a teachable spirit.
3. Have the ability to teach others and encourage them towards mature Christian faith.

In relation to ministry, the Associate Pastor is expected to:

1. Be able to exercise initiative and creativity in task fulfilment, problem solving, and activity planning.
2. Possess the ability to manage activities and people, without micro-management, by the delegation of tasks that will utilize the skills, giftedness, willingness and availability of others.
3. Have appropriate time management and organizational skills.

In relation to beliefs, family life and personal welfare, the Associate Pastor is expected to:

1. Be in agreement with the Mission Statement, Core Values, Statement of Belief and Vision Statement of Church@ParaVista (see church website – <http://www.churchatpv.org.au/beliefs/>)
2. Demonstrate a quality of family life that evidences the implementation of the biblical instructions to husbands and fathers (Eph 5:25-33; 6:4; 1 Peter 3:7-7).
3. Enter into a mentoring relationship and/or arrangement, involving the Elders and/or an external person, in consultation with the Elders, to assist personal spiritual health and growth.

6.0 Personal Development:

Opportunities for personal development and spiritual support will be encouraged within the role of the Associate Pastor, to facilitate as appropriate and where necessary:-

- Further formal study
- Involvement in non-church activities that provide contact with non-churched people.

7.0 Remuneration:

Remuneration and related financial support arrangements would be in accordance with Baptist Union SA, "Recommended Pastoral Stipends Policy", effective from 1 January 2018, as agreed by the Elders and commensurate with the applicant's training and years of experience.