

Bendigo Baptist Church (BBC)

Associate Pastor, Eaglehawk Campus – Position Description

Vision & Mission:

Our **vision** at Bendigo Baptist Church is to be a: *‘A community of empowered believers reaching our city, state, nation and globe for Christ.’* (Matthew 28:19-20). We accomplish this God-given **mission** by ‘making biblical disciples in relational environments.’

Staff:

The primary task of the staff of Bendigo Baptist Church is to equip God's people for service (Eph 4:11-13), thereby cultivating a community of empowered ministers, not a congregation of expectant observers.

We expect staff members to be Christians who place a high value on living out what it means to be and make disciples of Jesus Christ. They must be learning and listening leaders who will give a strong lead in modelling, training, coaching, strategizing, developing teams, taking risks and advancing the ministry of the church. Ministry at BBC demands a strong commitment to team spirit, consensus building and loyalty.

Essential Qualities:

The Associate Pastor of Eaglehawk Campus:

1. Be a committed Christian who, upon appointment, will (if not already) become a member of Bendigo Baptist Church (BBC)
2. Be in full agreement and aligned theologically, relationally, philosophically and structurally with BBC
3. Able to fulfil the qualifications for leadership within the church, as set out in 1 Timothy 3:1-13 and Titus 1:6-9
4. Show evidence of a strong call by God to the church and the position
5. Possess theological training and / or significant ministry experience related to this role
6. Be able to work in harmony with and for the mutual benefit of those in all ministries of the church
7. Have an understanding of financial reports and managing budgets
8. Display the following personal qualities:
 - a. A person who demonstrates the love of God in their daily walk
 - b. Highly developed people-management and interpersonal skills, including the ability to work effectively with people from a range of social, cultural and theological backgrounds and perspectives of all ages
 - c. Effective in negotiation and conflict resolution
 - d. A team-orientated leader, using a collaborative and consultative style of leadership that inspires others and builds effective teams

- e. Self-motivated with the ability to work in unsupervised situations
- f. Desirous of continual learning and growth
- g. An active compassion for those who have not yet come into a knowledge of the saving grace of Jesus Christ and a passion for the growth of the local church
- h. Committed to ongoing personal growth through prayer, worship, bible study and fellowship
- i. Seeking to follow the examples and principles of Jesus Christ

Position Purpose:

This role is strongly pastoral and has a major emphasis upon overseeing the growth and development of our Eaglehawk campus to meet the vision and mission of BBC in this community and beyond. They will be responsible for:

1. Fostering the churches commitment for biblical relational discipleship
2. Implementing a biblical disciple-making culture that grows people of all ages towards spiritual maturity in Christ
3. Exploring and implementing innovative ministry approaches that minister to families and enable us to reach children and youth
4. Participating in weekly worship services as a member of our teaching team
5. Recruiting and empowering people to serve in appropriate areas of ministry and ensuring that each one is adequately equipped, resourced and supported as they serve God and His church
6. Overseeing and developing staff members and key ministry leaders
7. Providing oversight and visionary input into each congregational gathering of the campus
8. Strengthening the church's presence and engagement within the Eaglehawk community

Other responsibilities of the Associate Pastor will include:

1. Provide formal and informal feedback of activities and outcomes to the Senior Pastor, Church Council and wider Church family when requested
2. Participate in senior staff meetings and collaborate where appropriate in team initiatives across campus locations

Performance Management:

The Associate Pastor of Eaglehawk will participate in an annual performance appraisal that is conducted by the Senior Pastor and a representative from Church Council. The employer and employee may also request these at any time. Performance will be measured against key result areas that are determined and developed annually from this position purpose. *Note: Achievable goals will be determined in consultation with Senior Pastor to reflect the part-time nature of this role.*

Terms of Appointment:

The Associate Pastor of Eaglehawk Campus will be responsible to the church through the Senior Pastor and Church Council. The appointment to this position will be a fulltime

pastoral position and will be for a period of two years. This may be extended upon a satisfactory review.

The salary for this role will be negotiated with the appropriate candidate. Superannuation contributions will be paid as required under the Superannuation Guarantee (Administration) Act 1992 as varied from time to time to a complying fund. Superannuation is paid in addition to an employee's salary.