

Position Title:	<b>PLS&amp;D Regional Pastor – Metro area</b>
Full Time Equivalent:	1.0 FTE (5 days per week)
Reports to:	Head, Pastoral Leadership Support and Development
Position Location:	1193 Toorak Road, Camberwell, Victoria 3124
Commencement:	Feb 2024

### INTRODUCTION

The Baptist Union of Victoria (BUV) is an association of more than 339 congregations and 257 Baptist churches, faith communities, micro churches and Baptist agencies in Victoria. It is a non-profit organisation, with a vision to be a union of flourishing churches with Christ-like followers that redeem society. We do this by encouraging, equipping and empowering our local churches for mission.

Baptists are grass-roots people, with a particular emphasis on the local church. These local churches are self-governing and self-supporting, ranging in size from twenty or so members to several thousand. Although each Baptist church is an independent entity, Baptists nonetheless have always believed in associating with one another - and so churches come together in regional, national and international spheres to promote and support the fellowship of Baptists everywhere.

At the BUV Support Hub, we promote and live out the values of faith, community, servanthood, stewardship and respect.

### PURPOSE

The Regional Pastor (Metro area) is a member of the Pastoral Leadership Support and Development (PLS&D) team. The purpose of the role is to provide key support and development to local church pastoral leaders toward life-giving sustainable ministry, empowering them to lead flourishing churches with Christlike followers that redeem society.

The position is intended to be the first port of call for churches in times of crisis and transition. This role requires experience in Christian ministry, wisdom, adaptability, and high level of communication skills as pastoral support and leadership development is offered to a diverse range of pastoral leaders.

It offers a stimulating and strategic role in making a difference to people who lead their churches in mission.

---

### ESSENTIAL DUTIES AND RESPONSIBILITIES

- Be an active member of the BUV staff and the PLS&D team
  - Contributing to the vision and goals of the team
  - Commitment and investment in key BUV events and staff activities
- Oversee the health and well-being of church pastoral leaders
  - Encourage and support the on-going professional development of pastors; this includes church pastoral leaders engaging Professional Pastoral Supervisors to meet regularly and reflect on their ministry practice.
  - Encourage and support church pastoral leaders in active involvement in the BUV's Pastoral Accreditation process.

- Encourage church pastoral leaders to think beyond the confines of their own church community, to embrace missional and regional approaches to ministry; this may include engaging with the Mission Catalyst team in supporting pastoral leaders in the missional development of their churches.
  - Promote being “better together” through the practice of collegial support and accountability amongst pastoral leaders; this will include participation in Pastoral Peer Groups, Rural Ministry Fellowships, and other appropriate retreat events.
  - Facilitate (or engage other facilitators) in healthy models of pastoral review, annual appraisal and exit interview for pastoral leaders.
  - To ensure support of pastoral leaders in times of crisis, providing resources they need to make healthy decisions and when appropriate, support the participation of a pastor in the Pastoral Recovery Program.
  - Work with the BUV’s Multicultural consultants and Generations and Emerging Leadership Pastor to ensure that LOTE (Language other than English) and Next Gen pastors are provided with appropriate support and development opportunities.
- Be the first port of call to churches in times of crisis and transition
    - Be the first responder to cases of crisis or church life transition and to discern the right time to refer the case to the Church Health & Capacity Building team or the Mission Catalyst team.
    - Provide Pastoral Search Advisory Group (PSAG) with assessment on appropriate interventions during pastoral transition and pass on the names of recommended moderators or interim pastors to the churches.
  - Contribute and share mission stories to be included and highlighted in our BUV communication channels
  - Keep accurate and up to date records of ministry engagement on Salesforce and provide a monthly report to the Head of PLS&D and the team

## OTHER TASKS AND RESPONSIBILITIES

On some occasions:

- represent the BUV at key church events, such as but not limited to anniversaries, inaugural or final services, pastor/family funerals, etc.)
- interview prospective pastors as part of the Advisory Board process
- preach in BUV churches

## KEY CHALLENGES

- To help pastoral leaders to recognise that the Regional Pastor is not their primary source of support and development, but is a facilitator, encouraging them to engage with support and development opportunities
- To keep the development of mission as a central focus in engagement with pastoral leaders
- To exercise discernment in engagement with church crises and transitions, recognizing the right time to call in the Church Health and Capacity Building Team or Mission Catalyst Team

## KEY COMPETENCIES

### Professional Qualifications / Experience

- Theological qualification
- Accredited Baptist minister (preferably Ordained)

- Recent pastoral leadership experience (preferably in a variety of settings, including local church and as a senior pastor)
- Awareness of Victorian Baptist ethos – including its diverse ecclesiology, especially as it applies to missional and pastoral leadership

#### **Essential Qualities**

- Committed follower of Jesus that practices servant leadership
- Committed to personal spiritual growth and ongoing personal and professional development including Professional Pastoral Supervision
- Theologically literate with a clear understanding and commitment to a Baptist approach to ministry and church life
- Competent at preaching, communication, facilitating group discussion and training
- A self-starter: proactive and able to work autonomously to achieve goals
- Proven ability to relate constructively to people and churches from a wide range of theological, ecclesiological, and cultural approaches to ministry
- Able to prioritise and manage several tasks at a time

#### **Interpersonal Skills**

- Approachable and ability to quickly build relationships and establish trust
- Proven ability to work well in a team – someone who can work collaboratively with others and who is able to involve other people
- Proven ability to relate to people assertively with warmth, empathy, acceptance and sensitivity
- Proven ability to use tact and diplomacy with a commitment to healthy conflict resolution

### **KEY ACCOUNTABILITY & RELATIONSHIPS**

- Accountable to the Head of PLS&D

#### **Internal relationships:**

- PLS&D team
- Church Health & Capacity Building team; including the Professional Standard Consultant
- Mission Catalyst Team
- BUV staff

#### **External relationships:**

- Church Pastoral Leaders
- Church Leaders

### **LOCATION OF POSITION**

#### **BUV Support Hub**

1193 Toorak Road, Camberwell VIC 3124

### **APPLICATION OR ENQUIRY**

Please send applications to [jonathan.stark@buv.com.au](mailto:jonathan.stark@buv.com.au)

Application should include CV and a Cover letter addressing key competencies and relevant experiences.

Candidates are encouraged to apply immediately as the position will be closed once the successful applicant has been appointed.