

POSITION DESCRIPTION

Position: Pastor Selection Team (PST) Member
Reports to: Church Leadership Team (CLT)
Term: Until the successful appointment of the Senior Pastor

PURPOSE OF THE ROLE

The Pastor Selection Team (PST) is responsible for leading the process of selecting a new Senior Pastor for the congregation. This includes developing the Senior Pastor profile, overseeing recruitment, conducting interviews, and making recommendations to the CLT and the congregation.

KEY RESPONSIBILITIES

1. Develop Pastor Profile and Position Description
 - Conduct a consultative process with the CLT, church staff, and congregation, on what their priorities are in a Senior Pastor. From this feedback, develop a comprehensive Senior Pastor profile outlining essential and desirable competencies that reflects the current needs and future direction of the church.
 - Create a Position Descriptions (PD) for the new Senior Pastor, incorporating input from the current church organisation documents, incorporating the Senior Pastor Profile feedback.
2. Oversee Recruitment Process
 - Initiate and manage the recruitment process, including advertising the position, reviewing applications, and screening candidates.
 - Ensure each candidate is assessed against the competencies outlined in the Senior Pastor Profile.
 - Conduct initial and formal interviews, providing both the church and the candidates opportunities to assess alignment.
 - Facilitate discussions to discern spiritual, cultural, and organisational fit between the candidates and the church.
 - A representative from the Baptist Association will also observe activities and provide guidance as needed.
3. Communicating and Reporting
 - Appoint a Point of Contact (POC) within the PST to communicate regularly with the CLT, the congregation and the Baptist Association. Ensure ongoing updates are provided to the CLT and congregation regarding the progress of the selection process.
 - Communicate decisions and updates clearly, ensuring transparency throughout the process.
4. Recommendation to the CLT
 - Prayerfully discern and present a final recommendation to the CLT after completing the interview and discernment process.
5. Ongoing Collaboration

- Work closely with the CLT, the Lead Pastor, and other church leaders to ensure alignment with broader church vision, mission and organisational design.
 - Participate in discussions about potential organisational changes and ensure any shifts align with the future vision of the church.
6. Develop and implement a transition plan and schedule of events to ensure a smooth pastoral transition.
- Create a detailed timeline for the recruitment process and transition plan, ensuring milestones are met.
 - Assess and track the morale of staff and congregation during the transition process.

Membership and Structure

- The PST will be congregationally approved, with members elected by the GRLC Partners.
- The PST will consist of a minimum of six members:
 - Three representatives from the CLT
 - Three Congregation members representing each of the Peakhurst AM, PM, and Chipping Norton (CN) services.
- One member of the PST will be selected as the Chair to liaise with the Baptist Association and provide regular updates to CLT and the congregation.
- The Congregation Representative for each service will be a POC for each of the services.

Key Relationships

- Reports directly to the CLT.
- Updates the Baptist Association on processes for insight and feedback.
- Engages with the congregation for feedback and updates throughout the building of the Senior Pastor Profile and Position Description and progress of the selection process.

Required Time Commitment

- Participation in regular meetings (frequency to be determined by the PST).
- Engagement with congregants, interviews, candidate assessments, and congregational updates as necessary.

Desired Qualities

- Deep spiritual discernment and commitment in their walk with Jesus.
- Strong interpersonal and organisational skills.
- Ability to operate in the strictest of confidence, ensuring all discussions and decisions remain within the team until appropriate channels of communication are used.
- Commitment to seeking God's will and acting with integrity throughout the selection process.
- Be highly collaborative, supportive and able to maintain open communication in stressful situations
- Highly skilled in conflict resolution and ability to engage in healthy disagreement to maintain unity and consistency in communications.