



Position Description

Lead Pastor (Geographic) – Wesley International Congregation

Wesley Congregational Life
November 2024

Agreement

Signed – Senior Pastor

Signed – Lead Pastor (Geographic)

Date

Date



Lead Pastor (Geographic)

Wesley International Congregation

1. Overview of Wesley Mission

Wesley Mission delivers services and programs to provide direct relief of poverty, sickness, suffering, distress, adversity, disability, destitution, and helplessness in New South Wales and other parts of Australia as inspired by the work of Jesus Christ in word and deed. Our vision is to:

“A Spirit-led disciple-making movement: doing all the good we can because every life matters”.

Out of Christian love and compassion we are driven by Christlike servant hood, unfailing integrity and courageous commitment.

2. Overview of Wesley Congregational Life

Wesley Congregational Life is the spiritual heart of Wesley Mission and seeks to grow Christ-centred communities through:

- Worship services and our diverse and vibrant congregations across Sydney
- Connecting and empowering our community service ‘Deed’ ministry through Chaplaincy
- Establishing and growing the presence of the church in Sydney

3. Overview of role

The geographical lead pastor provides active pastoral leadership to the worship and prayer of a geographical service and its community, working with the wider staff and leadership to see the greater vision of WIC fulfilled.

4. WCL Relationships and beyond

4.1 Reports to the Senior Pastor, Wesley International Congregation
Senior Minister, Wesley Congregational Life

4.2 Works with:

- Wesley International Congregation’s Elder Council, Ministry leaders and other congregation members



- Wesley Congregational Life staff including Ministers, Pastors, Chaplains and Administration Staff;
- Functional Head Office areas including accounting, legal, fundraising, property development, HR and other Mission staff;
- External stakeholders including the Uniting Church, government departments, service providers, industry associations and corporate partners

5. Responsibilities

Primary Responsibilities	Church Vision & Strategy <ul style="list-style-type: none"> • Keep and champion the vision for and to their assigned service of WIC • Design, Develop and Implement strategies to achieve the vision for WIC in their assigned geography, together with WIC Pastoral Staff, WICC, Staff, Strategy team and Lay leaders as necessary • Continually evaluate the overall spiritual health of the WIC ministry of their assigned geography, and its alignment to the vision – and where and when necessary refine and/or introduce strategies to improve ministry. (Together with the Ministry Leaders) • Ensure ministries, initiatives and events at their assigned geography align with WIC Vision and agreed strategies, (through both WIC Pastors, WICC, Staff and Ministry leaders)
	Worship and Prayer <ul style="list-style-type: none"> • Cultivate a culture of prayer and worship together with the WIC leadership through the leadership of worship services and other prayer gatherings and initiatives
	Preaching <ul style="list-style-type: none"> • Work with the WIC Pastors to oversee the sermons issued from their assigned geography of WIC: <ul style="list-style-type: none"> ○ ensure doctrinal integrity, orthodoxy, and clarity of messages issued from the pulpit ○ preach in a manner that reaches the lost, builds up the church and is of a high standard (together with the WIC Pastors and WICC) • Preach regularly at their assigned service of WIC, and occasionally at other WIC events as required • Encouraging the proper use of spiritual gifts during the service and in the life of WIC as an expression of the work of the Holy Spirit in the life of the Church.



	<p>Pastoral Care</p> <ul style="list-style-type: none"> Responsible for the oversight of pastoral and spiritual counselling, care and support of the members and adherents of their assigned geographic service: <ul style="list-style-type: none"> Spiritual and pastoral counselling to the members and adherents; Pastoral Care and support of members and adherents, including those who are sick and lapsed attendees (Together with WICC, Strategy team, Ministry & LIFE Group Leaders, and Members of their assigned WIC Service) Identify and connect with newcomers, ensuring their welcome and assist in settling them into the church family (Together with the Welcome Team, and working with the Administrative Worker) Maintain healthy relationships with congregants to ensure their spiritual and pastoral needs are understood and supported. (Together with Ministry Leaders, and Small Group Leaders) Support and encourage member and life group visitation Maintaining contact with supported church missionaries and missions and potentially conduct visitation where helpful
	<p>Team Leadership</p> <ul style="list-style-type: none"> Provide direction and guidance to ensure ministry effectiveness of WIC Ministry Leaders and their ministries. Assist WIC ministry leaders in identifying and addressing training, equipping and growth needs, to improve their effectiveness Regularly review the resourcing and structure of WIC staff and ministries in their assigned geographic service and ensure alignment to WIC Vision and Strategies and congregational needs. Identify needs and develop/refine role profiles for additional workers or associated pastoral roles for their assigned geographic service (As required and in discussion with WIC Pastors, Council, Finance Committee, and following due process for such new roles and appointments)
	<p>Community and Culture</p> <ul style="list-style-type: none"> Responsible for the culture and community of the Ministry Teams and WIC in their assigned geography Continually evaluate health of the WIC community and culture at their assigned geography— and where and when necessary refine and/or introduce strategies or initiatives to improve WIC community and culture
	<p>Administrative Leadership</p> <ul style="list-style-type: none"> Support the Administrative Worker to ensure the smooth operation in the work and ministry of their assigned WIC geography service



	Church Governance <ul style="list-style-type: none"> Together with WIC Pastors and Council ensure the governance of the church in accordance with Wesley Mission, Uniting Church and Government legislative and regulatory standards and requirements
	Personal Development <ul style="list-style-type: none"> To participate, regularly (as agreed with Snr Pastor), in individual WIC Pastor & Staff Ministry Effectiveness reviews Undertake ongoing self-development to improve one's effectiveness in ministry
	General Additional <ul style="list-style-type: none"> Practise the presence of God by cultivating a disciplined Spirit-filled life of prayer and study of God's Word Celebrate or participate in the sacraments of baptism and holy communion, and the conduct of infant dedications, mission and ministry dedications, weddings and funerals as required Work as loyal and committed member of the team with the pastors and ministers of the congregation Conduct Sunday worship services, preach and conduct Bible studies and devotions as required Inspire members into effective discipleship, including (but not exhaustive): stewardship, commitment, and personal evangelism Be available for crisis situations at any time of the day within reasonable limitations
WIC – Vision Specific	Church Planting Development <ul style="list-style-type: none"> Identify members with gifting and calling to start and/or engage with church plants, and refer to the WIC Pastors as appropriate
	Discipleship, Mentoring and Leadership Development <ul style="list-style-type: none"> Inspire members into effective discipleship, including (but not exhaustive): stewardship, commitment, and personal evangelism Disciple & Mentor select key WIC Ministry leaders in their geography Identify, disciple & mentor potential / future WIC Ministry Leaders in their geography Ensure & Promote ongoing education, training and equipping of WIC Ministry leaders their geography
	Intergenerational Integration <ul style="list-style-type: none"> Ensure intergenerational integration within the WIC Service
	Life Groups <ul style="list-style-type: none"> Work with the Life Group leaders to ensure a vibrant and effective Life Group ministry Support and encourage member and life group visitation



	Children and Youth <ul style="list-style-type: none"> Working with the KK and Youth staff and interns to ensure a vibrant and effective children (Sunday School / Kingdom Kids) and youth ministry, as appropriate to the demographic of their Geographic area
	Community Engagement <ul style="list-style-type: none"> Actively and effectively collaborating with other churches, ministries and the wider Wesley Mission to serve and transform the city

6. Other Professional Responsibilities

Values Driven Service Culture	<ul style="list-style-type: none"> Proactively support a positive service culture across all service areas and provide leadership that is supportive, non-judgemental and reflective of Wesley Mission's values Regularly meet with an approved and qualified person for regular supervision Participate in ongoing training, staff satisfaction surveys and recognition activities as required Undergo appropriate in-service training to enhance the skills required for the work of ministry in which he/she is engaged.
Positive Stakeholder Relationships	<ul style="list-style-type: none"> Participate as a member of the Wesley Congregational Life Ministry team in activities not inconsistent with normal responsibilities as might reasonably be required by the Senior Minister of Wesley Congregational Life. Work with other staff and teams across Wesley Mission as well as the wider work of the Uniting Church as required Maximise missional engagement of the congregation with other congregations, Christian groups and communities, and Wesley Community Services Attend significant social/ministry events, worship services and formal meetings within Wesley Mission and the Uniting Church in Australia as required. Participate as appropriate in the development and outworking of the Ministry and Mission Strategic Plan. To submit written reports to the WIC Council and Wesley Mission Council as required.
Financial Accountability & Sustainability	<ul style="list-style-type: none"> Adhere to established financial policies and procedures relevant to Wesley Congregational Life and Wesley Community Services portfolios that this role works alongside with. Participate in environmentally positive work practices.



Effective WH&S & Risk Management	<ul style="list-style-type: none"> • Be appropriately responsible under the Work Health and Safety legislation for the health and safety of persons for yourself and whom you are responsible in compliance with all site procedures • Adhere to policies and procedures addressing the requirements of Equal Employment Opportunity, Anti-Discrimination, Affirmative Action and Work Health and Safety.
Validated Compliance Standards	<ul style="list-style-type: none"> • Participate at least annually in the Mission's Personal Review and Development Process • To conduct, at least annually, the Personal Review & Development Program interview with WIC staff. • Demonstrates commitment to Continuous Quality Improvement and the Accreditation Process • Participates in the collection of information and data for quality improvement activities as required • Practices within the guidelines described in the Code of Conduct and Ethics and other Statutory requirements. • To participate in the Mission's Orientation program so as to gain an understanding of the application of the EEO, Affirmative Action, Privacy Act, Occupational Health & Safety Act and other relevant legislation. • Contribute to, implement and maintain policies, practices and standards that adhere to Wesley Mission, Church and Government legislative and regulatory standards and requirements for effective pastoral care.
Confidentiality and Privacy	<ul style="list-style-type: none"> • Demonstrates an understanding and strict compliance with the protocols, policies and procedures concerning privacy, dignity and confidentiality.
Uniting Church	<ul style="list-style-type: none"> • Read and understand the Basis of Union and have a preparedness to work within the polity and ethos of the Uniting Church in Australia as described in the Basis of Union. • Abide by the discipline processes as set out in the Constitution and Regulation of the Uniting Church and the Code of Ethics and Ministry Practice adopted by the National Assembly as they relate to ministerial practice. <p>Abide by the requirements of the Uniting Church Regulations in relation to the specified ministry of Minister of the Word.</p>

7. Selection criteria

To be successful in this position, candidates must possess the following:

Qualifications

Undergraduate Degree in Theology (desirable)



Experience

Demonstrated experience in leading teams in a Christian ministry context

Demonstrated relationship building skills

Ability to preach to a wide audience

Behavioural Indicators

- Genuine concern and interest in WIC congregants
- Problem solving
- Consulting & Supporting Style
- Attention to detail
- Be able to coach and mentor
- Effective time management, planning and control skills
- Self-motivated and capable of self-managed and/or independent work
- Active listening skills
- Is approachable
- Be adaptable and flexible
- Teachable heart & Humility
- Prayerful and Spirit-led approach

Essential Behaviours

- Energetic
- Entrusting
- Utmost integrity and fair
- Is an exemplary role model
- Be a team player
- Has a passion for people and the lost
- Ability to think outside the box
- Be above reproach

Knowledge and Skills

- Strong grounding in the Word of God
- Strong delivery of sermons i.e. in an interesting, creative and motivating manner
- Ability to encourage and foster the use of spiritual gifts during the service and in the life of WIC as an expression of the work of the Holy Spirit
- Excellent verbal and written communication skills
- Ability to teach and simplify the word of God
- Ability to nurture and grow the congregation
- Ability to keep an eye for inactive or unwell congregants
- Ability to work as a team
- Ability to rally teams together