



Narrogin Baptist Church

Position Description – Pastor

Overview of church

Narrogin Baptist Church is an evangelical church that loves Jesus. We have around 55 regular attendees across a large range of ages. We currently hold a regular church service on Sunday mornings and a Sunday evening gathering based on a video presentation. Other church activities include a junior church ministry, ladies 'Prayer and Share' group and a Girls Brigade company.

We are a member church of the Baptist Churches of Western Australia (BCWA). We value biblical preaching and teaching above all other authority, meaningful worship, warm and personal fellowship and service to Christ.

Location

The town of Narrogin is a rural community in the Great Southern region of Western Australia with a population of approximately 3,900 and is a regional centre servicing a broader population of approximately 5000. The town is approximately 2 hours south-east of Perth and is well serviced with three primary schools, a senior high school, a regional hospital, good medical and sporting facilities and a range of government services.

Overview of Role

This role is the senior/sole pastor position and only paid-employment role in the church. While the church would desire to have a full-time pastor, this is currently not financially sustainable in the longer term, we therefore seek to appoint a pastor at 0.6 FTE (3 days per week). The church is however in a position to financially support full-time ministry for at least 12 months with the potential to continue that arrangement if it becomes financially sustainable.

We seek a pastor who will:-

- Work collaboratively with the church Leadership Team to be responsible for the oversight and pastoral ministry of the Church in accordance with God's word.
- Lead and oversee the preaching and teaching of the Word of God.
- Provide pastoral support to the congregation, including visitation and encouragement of the church family.

Narrogin Baptist Church, PO Box 1124, Narrogin WA 6312

narroginbaptist.org.au

contact@narroginbaptist.org.au

- Seek to disciple those within the church, with a particular focus on growing people to Christian maturity and the development of future leaders.

Key focus areas

Church leadership

- Provide spiritual leadership and vision for the Leadership Team and collaborate with them in leadership of the church.
- Outreach. Model and equip the church to do outreach in the local community.
- Take the lead role in communicating the leadership directions to the membership and congregation.
- Ensure Individual discipling of Leadership Team.

Ministry Oversight

- Working with the Leadership Team and ministry coordinators, oversee planning, direction, development, evaluation and interconnection of ministries consistent with the church's vision and strategy.
- Meet with ministry leaders regularly to provide coaching and discipleship.
- Work within 'Safe Church' guidelines as published by BCWA, support the leadership team in implementation of effective 'Safe Church' practices.

Preaching and teaching

- Preach for most of the church's Sunday morning services. The church is open to a reduced preaching load to free up time for additional pastoral work within the church.
- Oversee the teaching programs across all ministry areas. Ensure teaching has sound biblical theology and enables growth in biblical maturity.
- Foster a culture and provide necessary training so the congregation is encouraged and equipped to be reading and understanding the Bible for themselves.
- Ideally lead a weekly bible study

Leadership development and equipping

- Identify and equip future and existing leaders
- Identify areas where additional training and support may be beneficial to equip people within the church family for ministry and outreach

Other

- Collaborate as appropriate with other Baptist churches in the Great Southern region, and with other evangelical churches in the area.
- Conduct weddings and funerals as required

- Other ministry responsibilities may be undertaken in consultation with church leadership as needs arise

Selection Criteria

1. Mature Christian faith and Christ-like character, meeting the requirements of 1 Timothy 3 and Titus as a leader.
2. Meets all requirements of the church constitution and for accreditation in ministry by BCWA
3. Effective communication skills and an ability for expository teaching of God's word.
4. Good time-management skills to juggle competing priorities and delegate tasks to others.
5. A degree from a recognised theological college
6. Experience in pastoral ministry or other forms of Christian ministry preferred.
7. Compliance with Safe Church and Working with Children's Card requirements for a Pastor within the Baptist Union of Western Australia.

Applicants must have Australian or New Zealand citizenship, permanent residency or a valid working visa to be considered for this role.

Support and remuneration offered

- The church will pay recommended stipend (Pro rata) as determined annually by BCWA, based on level of experience and accreditation status. A portion of this stipend is available as 'exempt benefits' in line with Tax Office guidelines.
- 4 weeks annual leave,
- Reimbursement of reasonable costs by arrangement, such as vehicle and phone costs.
- Flexible working arrangements/hours to 38 hours per week (pro-rata) .
- The church has a manse available which would be offered to the successful applicant either as an inclusion in the stipend package or at a discounted rental to be negotiated.
- Professional support/mentorship and access to professional development as provided by BCWA
- Position is accountable to the church membership through the church leadership team

Term of appointment

- A three-year initial appointment is offered, starting with a 6-month probation period.
- An annual ministry review to be undertaken with the church Leadership Team.

Confidentiality and Mandatory Reporting

- This role is recognised as a mandatory reporter of childhood sexual abuse. The pastor is expected to understand his legal and ethical obligations in respect of confidentiality and BCWA 'Safe Church' policies

Application process

- Applications may be submitted via email to the Pastoral Search Committee at contact@narroginbaptist.org.au or post to PO Box 1124, Narrogin WA 6312
- A copy of the church constitution is available by request to the above email address, any other questions may also be addressed to the same mailbox.
- Please provide:-
 - o A cover letter expressing your interest in the position, your testimony of faith and philosophy of ministry.
 - o Your full name and contact details.
 - o An up-to-date resume.
 - o A description of how you meet the selection criteria and your ability to fulfill the outlined responsibilities.
 - o Details of 2-3 referees, including name, contact number & email and details of their connection to you.

Applications are sought by 30 September 2026