**About us**

The mission of Northcote Baptist is to follow Jesus, every day, with all we have. Our heart is for all people, and we value the diversity that exists within our church family. We seek to do life together and share the hope of Jesus.

As part of the Northcote Baptist Church(NBC) pastoral team, your role is to further the mission, vision and values of the church. Aroha, Whanaungatanga, Manaakitanga are the three pillars of the church vision, and are connected below to the attributes and responsibilities required of all pastors.

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| **Vision** | **Attributes** | **Shared responsibilities** |
| **Aroha – Love**  Loving God wholeheartedly | Be a mature Christian who is continually growing in relationship with Jesus.  Formal theological qualification ( Bachelor’s degree or higher). | Pray for the church- it’s people, ministry and mission.  Actively sharing the hope of Jesus  Supporting others to grow in their walk with Jesus. |
| **Whanaungatanga**  **– Connect**  Connecting together intentionally | Ability to relate well to people of all ages and cultures.  A team player, committed to contributing to the success of the church.  An understanding of Te Tiriti O Waitangi and the significance of this covenant for the church, Māori and Aotearoa. | Commitment to Baptist beliefs and community of faith.  Attend church services, pastorally engaging with those in attendance, across all age groups and cultures.  Actively welcome and assist newcomers to connect with our church community.  Provide pastoral care to those in the wider church community who need support.  Attend weekly team meetings.  A commitment to progressing NBC’s understanding of Te Tiriti o Waitangi, tikanga Māori and te reo. |
| **Manaakitanga**  **– Serve**  Serving others boldly | Servant leader.  Adaptable and flexible in changing circumstances.  Good management and leadership skills. | Preach in church services.  Provide teaching and training to equip others to share the hope of Jesus. |

As Senior Pastor you have specific accountability for the following.

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| **Primary Functions** | **Primary Responsibilities** | **Primary Expectations** |
| **Leadership** | Develop and execute a strategic plan for the church. | *In conjunction with the elders:*  Develop the Vision, Mission and Values of the Church.  Develop the ministry objectives and strategic goals for the church considering the current needs, growth patterns and future development of the Church.  Providing leadership and guidance (with elder support) as NBC works out what it means to be a good Treaty partner. |
| Maintain day to day operations | Leadership and oversight of all church staff.  Budget oversight with Elder approval.  Recruitment and management of staff both paid (with Elder approval) and voluntary.  Ensure there is a pastoral care plan that is responsiveness to the needs of the church. |
| **Equipping** | Recruit and develop a team of ministry leaders to execute the church ministry plan | With the ministry team leaders, set and review individual objectives for each ministry, including any development requirements.  Provide effective leadership to and management of the ministry leaders. |
| Provide the primary teaching and preaching ministry of the church | Ensure quality of teaching and preaching is maintained across all ministries of the church.  Develop the teaching and preaching capacity within the church. |
| Community outreach | Maintain a church-wide focus on fulfilling the great commission including mission(both local and overseas) and discipleship.  Responsibility for the provision of community services such as – Weddings, Dedications, Baptisms, Funerals. |
| **Governance** | Accountability to the Elders for all activities that the church engages in | Be an active member of the Elders meetings. |