

New Position Advertisement

Providence City

Pastoral Staff Team Member

Role

Potential scope:

- Ministry Area Leader for one or more Purpose Ministry Areas
- Focus Pastor for a Congregation or people group

FTE: part-time to full-time, to be negotiated

The nature of the roles

Providence City is prayerfully seeking one or more men or women to join the pastoral staff team in 2025. Each staff member will lead or co-lead one or two Purpose Ministry Areas, and roles may also include a Focus on a Congregation or People group. Typically a Ministry Area Leader role would be allocated 0.4–0.6 FTE, and a Focus on a Congregation or People group 0.2 FTE.

Details

- Positions will commence from January 2025, with some flexibility possible depending on circumstances.
- We will consider applicants who are available part-time or full-time.
- We will negotiate the precise make-up of the role with the preferred candidate(s) based on their experience and preferences.
- Pay is in line with the pastoral staff pay-bands for the Providence Church Network.
- Financial support will be offered in the case of a relocation to Perth for the role.

Applications

To express interest in a role please send your application to hello@providencechurch.org.au including:

- A personal statement expression your competency in essential and desirable criteria (maximum 3 pages)
- A recent CV including paid and unpaid ministry experience



Shortlisted candidates will be interviewed, and will be asked to undertake some psychometric testing and screening checks (reference checks, WWCC, National Police Clearance) prior to a position being offered.

More details will be provided to candidates once applications close. Providence City retains the right to not hire if a suitable candidate is not found. Applications close COB 16 September 2024.

About Providence City

Providence City is a growing Christian community of about 600 people (Sunday attendance) spread across 4 congregations who are committed to giving the 800,000 people in our area (the 20 minute travel distance from our venues) a fighting chance to know Jesus. We are an evangelical and reformed church, passionate about evangelism, committed to a pattern of expository Bible teaching, complementarian in our pattern of leadership, and deeply committed to the scriptures and their truths as expressed in the historic creeds of the church. The pastoral team is staffed according to purpose, with each team member taking responsibility for seeing one of the key biblical purposes for church – Worship (Magnification), Community (Membership), Maturity, Service (Ministry), and Mission.

As a staff team at Providence City we value working hard and resting well; we value debate and letting the best ideas win; we're optimistic and we like to back people; we are into aesthetics and like things to be and look nice; we value humour and being able to poke fun at ourselves (and each other!); we're not afraid of change and we strive to make things better; we like to try new things, we'd rather try and fail than not try at all; we value productivity and treat time as a precious resource; we leverage technology to get stuff done.

About the Roles

We are seeking the right person or people to join the team, who will be an excellent fit for our theology, ministry philosophy, and culture. We will consider appointments to lead any of the five Purpose Ministry Areas depending on the gifts, skills, and experience of the successful applicant(s). Roles may also include a people group or congregation focus.

Worship (Magnification) Ministry Area



The Ministry Area Leader (MAL) for Worship will be responsible for the music, liturgy, and overall delivery of rich Sunday services in which we are helped to respond to all that God is with all that we are. We want our Sunday services to be appropriately expressive, joyful, reverent and rich. We are contemporary in our expression, but with a deep love for and embrace of aspects of historic liturgies and congregational music from previous centuries.. We are committed to a high standard within our Sunday gatherings, and the Worship MAL will take seriously the musical standards, aesthetics, and overall experience of the Sunday gathering.

The Worship MAL will also be responsible for impacting the devotional lives of Providence City people Monday–Saturday by sourcing or creating material, programmes, and structures that will help our members to foster love for God in families, Growth Groups, mid-week gatherings and as we go about our lives as individuals.

Community (Membership) Ministry Area

Providence City is one church made up of (currently) 4 congregations. We want every person at Providence to be connected and feel like they belong. The Ministry Area Leader for Community will take responsibility for nurturing the Community life of Providence in all its dimensions, guiding the teams who take responsibility for this aspect of our life together on Sunday, and working with the team to foster and develop opportunities for Community life during the week. The Community MAL will be responsible for implementing the processes and courses that help new people to engage and get connected with Providence City.

Maturity Ministry Area

The Maturity Ministry Area may be led by a man and a woman working in partnership together. God grows his people by his Spirit, through his word, and the ministry of his people. The Ministry Area Leader(s) for Maturity will take responsibility for creating opportunities for this to happen by leading the Growth Group and related discipleship ministries, and developing new opportunities for people to be taught and trained. They will foster and develop a culture of intentional discipleship across the church, and will work with the whole staff team to implement a cradle-to-grave discipleship pathway and curriculum.

Service (Ministry) Ministry Area



The Service purpose may be led by a man and a woman working in partnership together. The Service MAL(s) will be responsible for building a culture and programme for training members within a leadership pipeline, all the way from first-time servers to team leaders and Growth Group leaders, to ministry apprentices, student minister, and church planters. They will support the team to recruit, develop and train people at every stage on the leadership pipeline. We are committed to becoming a training hub for gospel ministry in and beyond the Prov Network, and the Service MALs will be charged with building this training hub over time.

This part of the ministry also includes oversight of student ministers and MTS candidates, so familiarity with and enthusiasm for the MTS vision for ministry recruitment would be essential.

Mission Ministry Area

We consider our mission-field to be the 800,000 people who live within 20 minutes of where we gather on Sunday. We want to be a church on Mission together, seeing regular and consistent evangelistic fruit. The Mission Ministry Area Leader for Mission will take responsibility for fostering and developing a heart for mission and evangelism in the church, and a culture of missional intentionality in our life together and apart. They will lead the teams who implement our evangelistic courses, follow up courses, and mission events to create opportunities for our friends, family, and neighbours to connect with the life of Providence City, to hear about Jesus, and to commit to following him.

We believe that sharing the gospel (“gospel telling”) should be accompanied by good deeds that adorn the gospel (“gospel deeds”). We want to grow in deliberately identifying and training up people who can address practical needs in our area in the name of Jesus. We would encourage candidates with background experience in this sort of work to make that known in the application process.

Congregation and People group Focuses

In addition to a Purpose Ministry Area, staff may also have a Focus on one of the four congregations, or a People group such as young adults, women, or men. Focus roles are invested in the pastoral care and discipleship of the relevant group of people, helping them to connect, belong, and integrate all five purposes in their lives.



Essential Qualifications

1. Love, faith, and life in Jesus
2. A commitment to word-based ministry
3. Able to work well with various people, particularly with the senior pastor and the executive pastor
4. Able to connect and engage with different kinds of people for evangelism
5. The ability to plan projects, build teams, and achieve key objectives
6. Convinced of team-based ministry and training within a leadership pipeline
7. Desires to see more church planting and ministry workers in Perth
8. A 3-year theology degree or equivalent experience

Desirable Qualifications

1. Experience within a purpose-based church and pipelines
2. Experience in the training and building of new teams
3. Previous ministry experience within a church, whether full or part-time.
4. For the Worship purpose: Intermediate to expert knowledge of music and contemporary music production with an ability to lead and train others.

Reports to

The executive pastor directly, with ultimate accountability to the senior pastor.

Direct Reports

1. Ministry Directors and or Team Leaders in relevant ministry area
2. Ministry Apprentices or student ministers as appropriate

Key Relationships

1. Providence City Staff Team
2. Providence City leadership
3. Providence Network Committee of Management and Providence City Elders

Key Responsibilities:	Key Activity:
Sunday Services	There are currently four Sunday services at 8:30am, 10:30am, 4pm, and 6pm. All pastoral staff will be



	primarily engaged at 2 services, attending the other services often enough to be known across the church.
Mid-week ministries	Most Ministry Areas include meetings, courses, groups, and events that take place on Weekday evenings.
Building Teams to make ministry happen	All staff across the church will primarily achieve their ministry outcomes by recruiting, training, developing, and leading the teams of volunteers who do the work of ministry.
1-1 with Senior or Executive pastor	Once a week for 1 hour or equivalent
Student Minister Training	Run training for student ministers related to role, the Service MAL will coordinate this training.
MTS Training	Run training for Ministry Apprentices related to role, the Service MAL will coordinate this training.
Conferences	Reach Australia Conference (Annually) TTC Ministry Matters as applicable PGP (Annually)
Staff meetings	Up to three hours per week, plus quarterly and annual offsites and staff conferences..

