

# POSITION DESCRIPTION

## LEAD PASTOR



<b>ACCOUNTABLE TO</b>	The Lead Pastor like all Elders at Chancellor Church is accountable directly to the Eldership team and indirectly to the membership of Chancellor Church.
<b>LOAD</b>	Full time (including Sundays)
<b>DATE EFFECTIVE</b>	Early 2025, Applications close October 1st 2024.
<b>GOVERNANCE CONTEXT</b>	This document should be read in conjunction with <ul style="list-style-type: none"> <li>● Chancellor Church Constitution,</li> <li>● the Queensland Baptist Code of Ethics and Ministry Practice</li> <li>● the Queensland Baptist Registration and Ordination Guidelines</li> </ul>

## POSITION OVERVIEW

The pastor's primary job is to preach the word and love the people, to provide spiritual leadership to the congregation and guard the church from error. The Lead Pastor of Chancellor church will do this in partnership with the Elders to fulfil its mission and vision in accordance with its core values and statutory requirements.

## KEY RESPONSIBILITIES

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<b>EXEMPLARY SERVANT LEADERSHIP</b>	<ul style="list-style-type: none"> <li>● Oversee the direction of the church and set the course required to attain the goals, mission, vision, values, and strategic plan set out by the Eldership team. This will involve collaborating with church leadership and overseeing ministry teams to ensure their ministries are healthy and are aligned to the vision of the church</li> <li>● Cultivate a culture of humble, clear and biblical communication between members, deacons, staff and the Elders</li> <li>● Equip and mobilise the church, and particularly existing and potential leaders through effective discipleship strategies</li> <li>● Champion external relationships with organisations such Queensland Baptists, local Bible focused churches, like minded ministry partners, Chancellor State College and other appropriate organisations</li> <li>● Recognise God-ordained limits in their life and so wisely balance the various callings of their life</li> <li>● Participate in and raise up effective ministry teams</li> </ul> <p>The Lead Pastor is expected to devote some of their working time to personal spiritual development and professional development through:</p> <ul style="list-style-type: none"> <li>● Prayer and personal devotions</li> <li>● Personal ministry development plans</li> <li>● Occasional Sunday visits to other churches</li> <li>● Seek and engage mentors and intentionally mentor others.</li> </ul>

<b>TEACH THE WORD</b>	<ul style="list-style-type: none"> <li>● Partner with the elders in leading and pursuing a church culture that is deeply grounded in the Bible</li> <li>● Delivers the majority of the preaching at the Sunday services</li> <li>● Ensure the majority of preaching at the Sunday services are expositional in nature</li> <li>● Oversee various ministries of the church to ensure they are sound doctrinally</li> <li>● Champion and implement plans for the systematic teaching of the Bible</li> <li>● Cultivate a personal discipleship culture</li> </ul>
<b>PASTOR THE CHURCH TO SERVE</b>	<ul style="list-style-type: none"> <li>● Partner with the elders in leading and pursuing a church culture that is equipped and ready to serve one another</li> <li>● Training and resourcing of current &amp; future leaders throughout the church</li> <li>● Oversee the content and design of all teaching and training courses run on behalf of the church to ensure theology, philosophy and methodology is acceptable</li> </ul>
<b>CULTIVATE BIBLICAL COMMUNITY</b>	<ul style="list-style-type: none"> <li>● Partner with the elders in leading and pursuing a healthy biblically based church community</li> <li>● Conduct celebrations and ceremonies as required (this includes funerals, dedications, weddings, baptisms etc.)</li> <li>● Invests in relationships within the church and provide pastoral care</li> </ul>
<b>PASTOR THE CHURCH TO WORSHIP GOD</b>	<ul style="list-style-type: none"> <li>● Partner with the elders in leading and pursuing a church culture that seeks greater intimacy and love of God and prays to Him according to the Bible</li> <li>● Plan and oversee the Sunday church service in ways that are biblically grounded and culturally relevant</li> </ul>
<b>PASTOR THE CHURCH TO BE ON MISSION</b>	<ul style="list-style-type: none"> <li>● Partner with the elders in leading and pursuing a healthy church culture that both shares the gospel in word and loves the community in deeds</li> <li>● Participate in broader Christian collaborative community outreach and service initiatives</li> <li>● Engage with the wider community as the leading representative of Chancellor Church</li> </ul>
<b>CHURCH GOVERNANCE &amp; ADMINISTRATION</b>	<ul style="list-style-type: none"> <li>● Participate in Elder meetings and perform other tasks as directed by the Elders</li> <li>● Collaborate with Elders in the development and implementation of policies and guidelines</li> <li>● Work in and champion our elder-lead ministry environment</li> <li>● Oversee the administration of the church and maintain an awareness of current trends and best practices</li> </ul>

## SELECTION CRITERIA

### A SUITABLE CANDIDATE SHOULD MEET THE FOLLOWING CRITERIA:

1. Able to live and minister within the theological and ministry practices and convictions of Chancellor Church and more broadly those of QB.
2. Be a man who has exemplary Christlike character and spiritual maturity fulfilling the qualifications for eldership within the church as set out in 1 Timothy 3:1-13 and Titus 1:6-9; and 1 Peter 5:1-4
3. Be skilled in vision casting & strategic plan implementation
4. Be a skilled and gifted expositional teacher/preacher with a very good understanding of mission and discipleship strategies
5. Be secure in a strong call by God to pastoral ministry and how this pertains to Chancellor Church
6. Have significant Christian leadership experience that can engage with the wider community and is adaptable to a changing culture
7. Be able to provide Biblical care for people with an understanding of key care issues, such as emotional, mental and physical health, grief and loss, life stages and transitions
8. Have exemplary communication and interpersonal skills
9. Able to understand and effectively oversee church administration
10. If married, their spouse must be supportive of their call and ministry
11. To have completed a theological degree from a reputable institution to at least bachelor level or equivalent and be registered (or able to be registered) as a Minister with Queensland Baptists, including being eligible for a Blue Card and Marriage Celebrant Licence

## PASTORAL REVIEWS

The Lead Pastor's performance will be annually reviewed against agreed annual operation plans that are consistent with the strategic plan and this position description.

## CONDITIONS

Remuneration and other details are outlined in the Lead Pastor's Spiritual Appointment Agreement

# Chancellor Church

At Chancellor Church our Mission is to **GLORIFY GOD**, and **MAKING DISCIPLES**.

Our vision is **To create an environment of grace where we become the visible and active presence of Christ in our community.**

It is this vision that has brought us from the first meeting in the living room of our founding pastor 27 years ago, to a congregation of 250 people. We are based at Sippy Downs on Queensland's beautiful Sunshine Coast. Our congregation comes from many different backgrounds and locations. We have families of up to 4 generations attending and participating in church activities and areas of ministry, all learning to walk the path that Jesus set before us.

Our ministries include a number of Bible Study groups, Home Groups, 4 ministries for our children and young people, a youth ministry, a young adult ministry, a young families ministry, plus a number of ministries that take us into the community, and beyond.

Chancellor Church is theologically conservative yet contemporary in style.

Chancellor Church has grown significantly over the past few years. Many of the newer people heard about us from friends and family. They tell us that they are drawn to Chancellor Church by our strong commitment to expository teaching, and the lessons taught in the bible. They tell us that Chancellor Church

- *"helps me to grow in my faith"*
- *"we help each other to grow spiritually"*
- *"I am a part of a community of believers that care for one another despite our different backgrounds and ages"*
- *"have access to pastoral care in our church"*
- *"we feel comfortable to invite people along to the services offered"*.

In a recent survey the top reasons for people attending were

1. Biblical Teaching
2. Community and Fellowship
3. Vision or Focus of the church
4. Family Members
5. Children / Student Ministry.

Our Lead Pastor of the past 5 years has been Rodney Cripps who came to us from the USA, with his wife Sarah. Rodney's impact is shown directly in the growth in our membership, and in the spiritual growth of our congregation. We were saddened when Rodney and Sarah recently announced that they were returning home to take up the Lead Pastor role in a town close to their own families. Despite our own feelings we are excited at the opportunity that they have.

We accept that Gods plan should be our focus. We strive to understand the plan he has chosen for us, and to accept our responsibility to do what he asks of us. With Gods plan taking Rodney and Sarah back to their home, it is the same plan that requires us to move forward. And so, we come to the present.

Chancellor Church is seeking to employ a Lead Pastor.

The Position Description provides further detail, and we invite interested, qualified applicants to apply for the role. Expressions of interest can be sent to [admin@cpcc.org.au](mailto:admin@cpcc.org.au) or you can contact Elder Peter Hill on 0412265166.

On behalf of the Elders of Chancellor Church – August 2024

## Chancellor Church Statement of Faith

### The Bible

The sixty-six books of the Bible are our sole basis of belief. Originated from God, the Bible is God's revelation of Himself to humanity, and the final authority over every area of knowledge to which it speaks. We believe these Scriptures, as originally given, stand free from error, and that their truth has been preserved to the present day. We believe these unique books are complete in their revelation of God's will for salvation, and are sufficient for all that God requires us to believe and do. [2 Timothy 3:16-17](#); [2 Peter 1:21](#).

### God

God loves all people dearly, and demonstrated it by sending His Son to die in our place. We believe He is one, yet His oneness comprises three persons—the Father, the Son, and the Holy Spirit. These three have the same perfections and power and shall therefore be honoured and obeyed as the one true God. [Deuteronomy 6:4-5](#); [Isaiah 57:15](#); [Matthew 28:19](#); [John 10:30, 38](#); [14:10-11](#); [17:21](#); [1 Corinthians 12:4-6](#); [2 Corinthians 13:14](#).

### God the Father

God is the all-powerful, all-pure Creator of all people, and the Father of those who believe in Jesus. Over those He adopted as children, He pours fatherly love and holds fatherly authority. [1 Corinthians 8:6](#); [2 Corinthians 1:3](#); [Ephesians 1:3-5](#); [Hebrews 12:5-7](#); [1 John 3:1](#).

### Jesus Christ The Son

Jesus is the focus of our devotion, the saviour of our souls. He is the eternal Son of God, the creator of life, and the only way by which people may know God. He was conceived by the Holy Spirit and born to a virgin. He lived a life of example to all, died on a cross as a substitution for all, and was raised to life securing the salvation of all who place their faith in Him. He ascended to heaven, where He now intercedes on our behalf before the Father. He shall return to earth, first to take those who placed their faith in Him, then to rule as Judge and King, as foretold in Scriptures. [Luke 1:34-35](#); [John 1:1-2](#); [5:22, 27](#); [8:58](#); [14:3-6](#); [17:5](#); [Acts 4:12](#); [Romans 5:8-10](#); [1 Corinthians 15:3-5](#); [Colossians 1:13-17](#); [1 Thessalonians 4:13-18](#); [Hebrews 2:14-18](#); [4:14-15](#); [7:3](#); [9:24](#); [13:8](#); [1 Peter 2:24](#); [Revelation 20:1-6](#).

### The Holy Spirit

In the Spirit's ministry on earth, He will always glorify Christ. We believe that the salvation secured by Jesus Christ is applied to his people by the Holy Spirit. He is our source of comfort in times of trouble, and guidance in times of uncertainty. He comes from the Father, and was sent by the Son to dwell in believers since the Day of Pentecost. He continues Jesus's work amongst believers today, of comforting and convicting the world of sin, righteousness, and judgment, and by his work regenerates spiritually dead sinners, awakening them to repentance and faith, and in him they are baptized into union with the Lord Jesus, such that they are justified before God by grace alone through faith alone in Jesus Christ alone. [John 14:16](#); [15:26](#); [16:7-14](#); [Romans 8:9](#); [1 Corinthians 6:19](#); [12:11-13](#); [Ephesians 1:13-14](#); [4:30](#).

We believe the Holy Spirit gives spiritual gifts to all believers at the point of conversion. The purpose of these gifts is always to honour God and serve the church, not to serve as measures of spirituality. The exercise of spiritual gifts must always be consistent with Scripture. [1 Corinthians 12:14](#), [Ephesians 4:11-16](#), [1 Peter 4:10-11](#).

## **Creation**

We believe that the Genesis account is a trustworthy, historical record of how the universe came to be. We believe that God created the world, and that He created males and females in His own image to care for creation, and to enjoy equal access to Him by faith in Christ. We believe the creation account not only tells of our beginnings but also establishes God's desire for a relationship with humanity. It demonstrates that Adam and Eve were made to complement each other in a union that establishes the pattern for relations between men and women. We view these Scriptures as our guide for what is normative rather than being pressured by current societal opinion. Genesis 1-2; [John 1:3](#); [Colossians 1:16](#); [Hebrews 1:2-3](#).

## **Humanity**

Humans were originally created perfect and sinless, the object of God's love, but rebelled against Him when tempted, resulting in separation from the perfect God, and in physical death. All people since that time have been born sinners by nature, in need of salvation to bring them back to Him. Genesis 2-3; [Romans 3:23](#); [5:12-19](#).

## **Salvation**

God loved us so infinitely that He willingly bore the penalty our sins demanded. The Judge suffered the sentence that the accused deserved, dying in our place on the cross, then rising again to defeat death. God showed us this love because of who He is, not because of who we are, and offers it as a free gift received by faith in Jesus, not by any effort of our own.

We believe that we have assurance of salvation because of God's promises, and that our salvation is secure for all time because it depends upon His great love, not our weak nature. [John 3:14-18](#); [Acts 20:21](#); [Romans 6:23](#); [8:35](#); [Ephesians 1:13-14](#); [2:8-9](#); [Titus 2:11-14](#); [1 Peter 1:4, 23](#); [1 John 3:1](#); [5:13](#).

## **Eternity**

Death seals the eternal destiny of each person. All will be resurrected and judged. God's judgment will reveal both His justice and His grace. Unbelievers will, by their own rejection of Christ, be eternally separated from Him into condemnation. Believers will, by God's grace, be welcomed into an eternal relationship with their Maker. [Matthew 25:31-46](#); [John 3:16](#), [5:28-29](#), [11:25-26](#); [2 Corinthians 5:8](#); [2 Thessalonians 1:7-9](#); [Revelation 20:4-6](#), [11-15](#).

## **The Church**

The church is not an institution or a building, it is people. All people who have accepted Christ's gift of salvation make up the church, which began at Pentecost and will be completed when Christ returns. All believers comprise one spiritual "body," of which Christ is the head. The members of this body are to gather in local churches (for worship, prayer, teaching, and fellowship), and to communicate the Gospel to the world.

We believe that baptism (by immersion), and the Lord's Supper (the commemoration of Jesus' final meal), are the two decrees Jesus instructed the church to follow as visible reminders of His life and ministry.

The church will not compel people's belief or behaviour in matters on which Scripture is silent. Rather, it will show grace by allowing them to be led by the Lord to whom they are ultimately responsible. [Matthew 16:18](#); [28:18-20](#); [Luke 22:17-20](#); [Acts 2:41-47](#); [1 Corinthians 11:23-24](#); [12:12-27](#); [Ephesians 2:19-22](#); [Hebrews 10:25](#).

### **Satan**

We believe that Satan is the Enemy of God, the ruler of this world, and the deceiver of humanity. Although his powers are supernatural, they are limited by God's control. He opposes God by blinding unbelievers to the Gospel, and by diverting believers' time and energy into ungodly channels. He intends us harm and tempts us to sin using our own desires. Believers should oppose him by resisting temptation, but need not confront him, for He has already been judged at the cross. His end is therefore certain. [Job 1:6-12](#); [2 Corinthians 4:4](#); [Ephesians 2:1-2](#); [6:12-18](#); [James 1:14](#); [4:7](#); [1 John 3:8](#); [Revelation 20:10](#).

### **Future Events**

We believe that Jesus will come to gather His Church, and that God will judge the unbelieving world during a seven year period of tribulation. We believe that Christ will return to rule all nations, then the wicked will be judged, Satan forever defeated, and all believers will enjoy God's presence forever. [Daniel 9:24-27](#); [Matthew 24:15-31](#); [Acts 1:11](#); [1 Corinthians 15:51-52](#); [1 Thessalonians 4:13-5:11](#); [2 Thessalonians 2:1-12](#); [Revelation 7:14](#); [20:1-6](#), [11-15](#).