

## **SeeChange Pastor – Job Description**

Location: SeeChange Church, Kingsway Church Campus

Reports to: Lead Pastor (Brett White) and SeeChange Eldership

Employment type: Part-time Currently - Can discuss Full-time / Senior Pastoral role

### **Role Purpose**

The SeeChange Pastor is responsible for providing pastoral, spiritual, and operational leadership to the campus, ensuring alignment with Kingsway Church's mission, vision, and values. This role involves:

- Leading the spiritual life of the congregation.
- Overseeing ministry programs and staff.
- Facilitating community impact initiatives.
- Ensuring governance, compliance, and financial accountability.
- Nurturing a relational, authentic, and Spirit-led culture.

### **Key Responsibilities**

#### **Pastoral & Spiritual Leadership**

- Provide spiritual leadership, teaching, and pastoral care to the congregation.
- Support and mentor staff and volunteer leaders in their ministry roles.
- Foster an environment where prayer, worship, and discipleship are central.
- Engage personally with the church family, modelling authenticity, inclusion, and relational connection.

#### **Ministry & Mission**

- Oversee the design, development, and implementation of local programs and ministries.
- Initiate and support community engagement and social impact projects, especially in partnership with Kingsway Care.
- Ensure ministry aligns with Kingsway Church vision and shared values (Prayer, Story, Justice).
- Encourage and enable congregation members to participate in mission and ministry.

## **Governance & Leadership**

- Participate in SeeChange Eldership, contributing to vision, strategy, and spiritual oversight.
- Collaborate with SLT, Operations Team, and Finance Team to ensure alignment, accountability, and effective resource use.
- Ensure compliance with Safe Ministry, WWCC, WHS, and other legal requirements.
- Support the appointment and mentoring of leaders, including future Eldership candidates.

## **Administration & Financial Oversight**

- Work with Operations Team and Finance Manager to plan, monitor, and manage budgets.
- Ensure all ministry expenditure aligns with approved budgets and church policy.
- Prepare reports for SLT, Finance Team, and Eldership as required.
- Oversee effective administrative systems to support ministry delivery.

## **Culture & Relationships**

- Model and foster SeeChange cultural values: Authenticity, Spirit-led, Community impact, Family, Relaxed/non-religious.
- Build trust and relational networks within Eldership, SLT, staff, volunteers, and congregation.
- Facilitate conflict resolution and relational health within teams and leadership structures.

## **Professional Development & Self-Care**

- Maintain work-life balance and sustainable ministry practices.
- Participate in ongoing spiritual formation, training, and peer mentoring.
- Lead by example in personal discipleship, prayer, and professional integrity.

## Key Relationships

Relationship	Purpose
Lead Pastor (Brett and Jen White)	Primary pastoral and line management accountability
Whole Kingsway Eldership	Spiritual governance and oversight
SLT (Senior Leadership Team)	Strategic alignment and operational support
Operations Team	Finance, HR, compliance, and operational support
Finance Team	Budget guidance, accountability, and financial stewardship
SeeChange Eldership	Local vision, pastoral oversight, and cultural health
Staff & Volunteers	Day-to-day ministry leadership and mentoring
Congregation	Spiritual care, teaching, and engagement in community mission

## Selection Criteria

### Essential

- Mature Christian faith with a clear calling to pastoral leadership.
- Proven experience in church leadership, pastoral care, and team development.
- Ability to lead ministry, manage staff, and oversee budgets.
- Relational, authentic, and collaborative leadership style.
- Commitment to community engagement and social impact.
- Excellent communication, teaching, and interpersonal skills.
- Education in Mission , Ministry, Pastoral Care and Theology

### Desirable

- Experience in multi-campus church contexts.
- Innovative and Spirit-led approach to ministry initiatives.

## Conditions of Appointment

- Compliant with Safe Ministry, WWCC, and WHS obligations.
- Regular review and reporting to Lead Pastor, Eldership, and SLT.
- Commitment to ongoing professional development and accountability structures.
- Participation in staff retreats, planning days, and key church events as required.
- Endorsed by Churches of Christ NSW/ACT - Kingsway / SeeChange Church is affiliated with Churches of Christ in NSW & ACT, a network of over 70 independent churches united by a commitment to the Lordship of Jesus and the simplicity of New Testament Christianity. While each church within the network maintains its own local governance and decision-making authority, they share common values and a collaborative spirit. This affiliation provides SeeChange Church with opportunities for mutual support, resource sharing, and alignment with a broader movement dedicated to unity, restoration, and life in Jesus

## Application Process

Interested applicants should submit:

1. Cover letter addressing their calling, experience, and fit for SeeChange Church.
2. Current CV including ministry, leadership, and experience.
3. Referees – at least two professional or ministry-related.

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