



SENIOR PASTOR FULL TIME EMPLOYMENT OPPORTUNITY

Haven Church has a long history of ministry and mission in the Campbelltown and Austral regions. We have been richly blessed ministering under the core values and ethos of Churches of Christ. We are now embracing a season of transition to find a new Senior Pastor.

The Senior Pastor serves as the primary spiritual leader of Haven Church and works collaboratively with the Eldership, staff and ministry leaders to advance the church's mission of helping people face the challenges of life through the power of Christ.

Haven Church is a growing, intergenerational, multi-site church that meets in two locations. The Austral campus is in the growth and development area of Sydney's new International Airport. Campbelltown campus has a well resourced building with a large auditorium, set up for online streaming and with youth and children's ministry areas. Ministry opportunities, pastoral care and outreach are provided through a Community Pantry, Opportunity Shop and a weekly Community Lunch.

We are looking for a Senior Pastor who will lead through:

- A dynamic personal relationship with Jesus, seeking ongoing growth and spiritual maturity.
- A humble dependence on God's wisdom and strength, through the ministry of the Holy Spirit.
- An example in prayer, Christian character, discipleship and evangelism.
- A high level of communication and relational skills – including the ability to listen well and negotiate effectively.
- A strong sense of God's calling to pastoral leadership.

How to apply

If you believe you are called to this role and meet the criteria in the Position Description, we would love to hear from you.

Submit the required information listed in the following Position Description.

Applications should be sent to: jobs@ccoc.org.au

Please use the subject line: **Senior Pastor Application – Haven Church**

Closing date: **Monday 14th September 2026**



SENIOR PASTOR POSITION DESCRIPTION

About Haven Church

Haven Church exists to help people face the challenges of life through the power of Christ. We pursue this mission by:

- Pursuing God
- Gathering Together
- Living Generously

Haven Church is a growing, intergenerational, multi-site church within the Churches of Christ in NSW & ACT. We gather across two locations and are united by a shared mission, vision, values, and leadership.

At Haven we take Jesus and his teaching seriously, read Scripture as a unified story centred on him and seek to be a community shaped by the gospel rather than by cultural Christianity.

As we look toward the future, we are seeking a Senior Pastor who will provide spiritual leadership across both locations, prayerfully nurturing and guiding us as we move forward in God's purposes.

The Opportunity

The Senior Pastor serves as the primary spiritual leader of Haven Church and works collaboratively with the Eldership, staff and ministry leaders to advance the church's mission of helping people face the challenges of life through the power of Christ.

The Senior Pastor will provide leadership across our two locations, cultivating a unified culture while recognising and supporting the unique opportunities within each congregation.

This role involves leading the church through modelling a life of prayer. Demonstrated through preaching and teaching, developing leaders, building healthy ministry teams, fostering a greater culture of discipleship and mission, to help people take their next steps in pursuing God.

The Senior Pastor will lead through:

- A dynamic personal relationship with Jesus, seeking ongoing growth and spiritual maturity.
- A humble dependence on God's wisdom and strength, through the ministry of the Holy Spirit.
- A high level of communication and relational skills – including the ability to listen well and negotiate effectively.

Key Responsibilities

Spiritual Leadership

- Provide spiritual leadership to Haven Church across both locations.
- Champion and model the church's mission of helping people face the challenges of life through the power of Christ.
- Cultivate unity, collaboration and healthy culture within the life of the church.
- Lead by example in prayer, Christian character, discipleship and evangelism.

Preaching and Teaching

- Serve as the primary preacher and Bible teacher of Haven Church.
- Develop and oversee a teaching strategy that serves both locations.
- Communicate biblical truth faithfully, clearly and with pastoral warmth.
- Equip people to pursue God through a growing understanding and application of Scripture.

Leadership and Team Development

- Lead, develop and support church staff, ministry leaders, and volunteers.
- Build healthy leadership structures that strengthen ministry across both locations.
- Identify, mentor and empower emerging leaders in the use of their skills and spiritual gifts.
- Foster a culture of collaboration, accountability and servant leadership.

Discipleship and Mission

- Expand discipleship pathways that help people pursue God, gather together, and live generously.
- Encourage spiritual growth and maturity across all generations.
- Promote evangelism, outreach and community engagement.
- Support ministries that help people encounter Jesus and become lifelong disciples.
- Connect with other church's ministry leaders to support wider Kingdom activity in the local areas.

Pastoral Leadership

- Provide general oversight of the church's pastoral care ministries.
- Support and equip ministry leaders and volunteers involved in caring for the congregations.
- Personally engage in significant pastoral situations and key moments in the life of the church.
- Conduct weddings, funerals, baptisms, and other pastoral ministries as appropriate.

Essential Criteria

- A strong sense of God's calling to pastoral leadership.
- A humble dependence on God's wisdom and strength, through the ministry of the Holy Spirit.
- High level communication and relational skills, including the ability to listen well and negotiate effectively.
- A proven leadership experience within a church ministry.
- Demonstrated ability to cast vision and build healthy, multiplying ministry teams.
- Strong preaching/teaching, interpersonal, communication, and organisational leadership skills.
- Theological clarity aligned with Churches of Christ ethos and a commitment to Scripture-centred ministry.
- Ability to work effectively within an elder-led governance structure, with a commitment to shared leadership and accountability.
- Demonstrated experience in, or capacity to lead within, a multi-site, multi-congregational, or complex ministry environment.
- Proven ability to foster unity, collaboration, and a shared mission across multiple locations and ministry contexts.
- Qualifications in Theology/Ministry.
- Currently endorsed, or willing and eligible to be endorsed, through Churches of Christ NSW/ACT.
- Australian citizen or permanent resident.
- Current NSW Working With Children Check (or ability to obtain prior to commencement).

Desirable Criteria

- Experience serving in a Senior Pastor, Lead Pastor, or equivalent executive church leadership role.
- Demonstrated experience in church revitalisation, growth, or transition contexts.
- Experience leading staff teams across multiple sites or congregations.
- Strong experience in developing and mentoring emerging leaders and future ministry staff.
- Experience engaging effectively with governance boards or eldership teams in a healthy, collaborative way.
- Demonstrated ability to engage and connect with a diverse congregation across generations and cultural backgrounds.

Remuneration and Conditions

Remuneration is in line with Churches of Christ NSW & ACT guidelines and commensurate with experience. As a guide, the package is in the range of \$95,000-\$105,000 plus the conditions below. Specifics can be discussed with serious candidates.

- Package includes superannuation in accordance with the Fair Work Act 2009 and current statutory requirements.

- Four weeks annual leave and applicable leave entitlements.
- Access to denominational pastoral support and formation programs.

How to Apply

If you believe you are called to this role and meet the above criteria, we would love to hear from you. Please submit the following:

- A cover letter outlining your sense of calling to this role and how your experience aligns with the position.
- A current résumé/CV, including relevant ministry experience, qualifications and endorsements (if applicable).
- Contact details for at least three professional referees (including at least one senior church leader or ministry supervisor).

Applications should be sent to: jobs@ccoc.org.au

Please use the subject line: **Senior Pastor Application – Haven Church**

Closing date: **Monday 14th September 2026.**

We appreciate all applications; however, only shortlisted candidates will be contacted.

APPENDIX

Churches of Christ – [Who We Are](#)

Who We Are

