



Pastor – Compassion and Advocacy Portfolio **Job Description 2018** **Newtown Mission, Sydney**

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I Pastoral Position Ethos

As a missional congregation of the Uniting Church Newtown Mission is specifically called to reach out to the marginalised in the context of a Jesus-centred worshipping community. In expressing this calling Newtown Mission pastors are called to live a life of mission, worship and discipleship among the church community and inner-west community. As part of this lifestyle they act as catalysts and enablers of mission, worship and discipleship. This enabling role will lead to responsibility for particular ministries and tasks that facilitate Newtown Mission's Ministry Areas of Mission, Compassion, Creativity, Wholeness and Gathering.

Newtown Mission Pastors work together as a team among a larger team of Elders and Church Councillors who share the leadership of the church. While each Pastor has responsibility for parts of the ministry (Portfolio responsibilities) the Pastors work collaboratively across the Ministry Areas to facilitate the church's mission.

This position has a particular portfolio responsibility for Compassion and Advocacy (24-28 hours per week). It includes overseeing the work of the Community Care Centre's Jordan Café meals ministry, building on the great work already happening. Working with a dedicated team you will develop and put into action a coherent approach to ministry that centres on loving people who are marginalised, inviting them to share life in Christ and providing pathways for growth in life and faith.

The role includes leading worship, speaking and teaching from the Bible, and facilitating groups for discipleship; it could also include counselling, prayer ministry and healing/wholeness ministries.

The ministry is to be conducted under the overarching parameters of the Basis of Union of the Uniting Church in Australia and the Code of Ethics for Ministry Agents, Newtown Mission's Planning Documents & the Newtown Mission Code of Conduct.

2 Pastoral Position - Overview

The Pastor role is based around a number of Core components that form the nucleus of the position. These Core components are derived from our values for exercising leadership at Newtown Mission and are expressed throughout the range of ministries and portfolio responsibilities:

Walking closely with Jesus & being open to the Spirit

Being in community & doing life & faith together

Working collaboratively in teams

Being open to learning & personal growth

Empowering the gifts & voice of others

Journeying with the marginalised and least

While recognising that Pastors are more gifted in some aspects of ministry than others, and that there will be Portfolio Tasks that require more emphasis on particular aspects of ministry, there is a general understanding that the pastor will lead a life of ministry that includes these Core components:

Growing in Life and Faith

Professional Development

Professional Supervision

Prayer & Discernment with the pastoral team

Study

Facilitating Faith & Discipleship growth in Community

Being part of Spaces for Discipleship & Life Together

Leadership in Worship Gatherings

Mentoring & Discipling

Developing pathways to Wholeness

Sharing in Leadership

Collaboration through Working Groups

Visioning with Elders and Church Council

Living a Life of Mission & Evangelism

Living & modelling Mission & Evangelism in everyday life

Encouraging Mission & Evangelism through Newtown Mission activities

Networking with other churches and community organisations

3 Pastoral Position – Specific Portfolio Responsibilities

These are the overall Portfolio responsibilities. The work details will be clarified in negotiation with the Senior Minister and written into a 'Work Plan'.

A Pastoral Ministry across Newtown Mission

Gathering

- Oversight and leadership of one Gathering
- Sharing in leadership of another Gathering
- Facilitating Pastoral care of people who attend the Gathering that is overseen
- Part of the *Spaces of Discipleship & Life Together*, facilitating relationships across cultural and social divides to create a mixed community of shared growth and learning from each other

Creativity

- Facilitating creativity in Gatherings and Compassion ministries

B Compassion and Advocacy

Pastoral Care

- Provide pastoral care in a community where many people have urgent and complex material, social and spiritual needs
- Overseeing the policy & process for welfare assistance grants

Mission

- Work with the church leadership to develop and put into action a coherent approach to ministry that centres on loving people who are marginalised and inviting them to know Christ who is present with them, and providing pathways for growth in life and faith

Oversight of Food-Based Compassion Ministry

- Co-ordinate the Jordan Café/Community Centre
- Manage and Develop Staff and Volunteer leaders

Community Networking

- Participate with other staff in developing partnerships with supporting Churches and Donors and community organisations

Work Health and Safety

- Maintain appropriate WH & S, and Child Protection policies and procedures

Social Transformation

- Developing or supporting initiatives that address issues of social and material marginalisation such as mental illness, addiction, family breakdown, domestic violence and/or the causes of poverty

C Gathering

Oversight and leadership of the Thursday Evening Gathering

- Administration and Co-Ordination
- Participation in Leading the Gathering
- Developing Leadership
- Relationships & Pastoral Care

Sharing in leadership of a Sunday Gathering

Bridge Building between the Compassion & Advocacy Ministry & Sunday Congregations

- Being present & facilitating relational connection
- Part of the *Spaces of Discipleship & Life Together*

D Wholeness

Sharing in the development of pathways to Wholeness through groups, courses or ongoing programs

E Staff Team & Newtown Mission Leadership

Sharing in leadership

- Be part of staff times and meetings
- Attend Elders' meetings and Church Council as negotiated
- Be part of Working Groups

4 Position Details

Terms

This is a full-time position. The position is for an initial Probation period of one year, with an option to extend for 3 years at the conclusion of the first year.

The person appointed will need to be eligible to be recognised as a 'pastor' within the Uniting Church guidelines.

Stipend/salary is paid according to the Uniting Church Guidelines for Ministry agents, with the exact details to be clarified based on appropriate level of qualifications and classification within the Uniting Church. This includes a 9% Superannuation contribution, payable to a nominated fund.

A Housing Allowance can be negotiated depending on the situation of the Pastor.

The position includes normal leave entitlements and two weeks Study Leave provided per annum.

Newtown Mission will provide mobile phone, computer and internet connection as necessary for the carrying out of the position requirements.

Accountability

Day to day accountability is through the Senior Minister, and through the Senior Minister to Church Council and Elders.

An annual Performance Review will be conducted by the Senior Minister.

Other Requirements

This position is child-related employment and will require a "Working with Children" check under the Commission for Children and Young People Act 1998.