



*Senior Pastor*  
**Information Pack**  
Karratha Baptist Church

## Welcome

Welcome! It's great to know you're interested in finding out more about the Senior Pastor position at Karratha Baptist Church (KBC). In this information pack you will find an overview of our town and church, as well as an outline of the Senior Pastor role.

As you read through, we encourage you to prayerfully consider this role and to follow what you feel the Lord is calling you to do. Our Pastoral Search Team is ready to answer any questions you might have, or to receive your application.

If you have any questions or need further clarification, please contact [karrathapastorsearch@gmail.com](mailto:karrathapastorsearch@gmail.com)

If you feel led by God to apply for this exciting role, please complete the following and send;

### ***Attention To: Pastoral Search Team,***

to [karrathapastorsearch@gmail.com](mailto:karrathapastorsearch@gmail.com)

- Cover letter.
- Curriculum Vitae, with at least three referees.
- Application addressing the Selection Criteria on the next page.
- Baptist Churches WA (BCWA) Pastoral Profile or, in absence of this, a brief overview of your Christian history and philosophy of ministry.

## Selection Criteria

Please address each of the following in your application:

1. An overview of your Christian leadership experience?
2. How do you feel you would fit into and contribute to the KBC story?
3. An outline of your spiritual gifts
4. An explanation of your strengths and any areas you may need additional support in.
5. If you do not have a BCWA Pastoral Profile, please share any particular doctrinal emphasis and how this shapes your ministry and life.
6. Provide some insights into your personal spiritual practices and what you do for fun.

Thank you for your prayerful consideration. We are praying for you as you seek the Lord's direction.

Yours in Christ,

Wayne Southey  
Chair, KBC Pastoral Search Team



## About Karratha Baptist Church (KBC)



Karratha Baptist Church (KBC) is a vibrant, healthy and growing church situated in the Pilbara town of Karratha, Western Australia. The church was formed in 1976 and is a full member of Baptist Churches Western Australia (BCWA).

The church has a current average weekend attendance of approximately 150 people, with a membership of 48 (current as of October, 2023). The church community is made up predominantly of young adults and families, with a healthy dose of middle-aged people too.

It is a vibrant, diverse community that draws from a wide range of ethnic and theological traditions, whilst being strongly unified and intentionally others-focused. Our Sunday services are fun, with contemporary worship, relevant preaching and regular testimonies being hallmarks.

The church facilities include an auditorium, which seats around 175 people, as well as an adequate dining hall and kitchen. There are four rooms of different sizes used for Kidzone on Sundays and two offices used during the week. There is also a sizeable 4 bedroom, 2 bathroom manse with a huge backyard and 2 car garage located about 6 minutes' drive from the church.

# About Karratha Baptist Church (cont.)

## Our Vision

Is to be a vibrant body of Christ growing together in God's Word as we share His love in the Northwest.

## Our Mission

Is to love others as Christ loves us.

## We Value

- biblical teaching
- prayer
- inclusive relationships
- every part of the body of Christ
- discipleship
- the people of the north-west
- sharing the Gospel with all nations

## Church Statistics

Weekly Attendance: approximately 150

Kidzone: 36

Youth Ministry: 20

Members: 48 (as of October, 2023)

Number of Baptisms: across the past 3 years, we have baptised 28 people.

Annual Budget: approximately \$335,000. More details available on request.

## About Karratha Baptist Church (cont.)

Our Leadership Team consists of the paid staff, Church Council and Ministry Leaders. The Church Council is made up of elected people from the Membership, plus the Senior Pastor. They meet a minimum of six times per year and provide oversight and governance for the Church. The Ministry Leaders are appointed by the Senior Pastor, in conjunction with the Church Council, to oversee specific ministries. We currently have Ministry Leaders for Kidzone, Club 46 Junior Youth, Epic Youth, Maintenance, Finance, Worship Team, and Karratha Helps (a practical helps ministry).

### **Leadership Team**

Church Council: Up to 7 (Currently 4, including Senior Pastor)

Ministry Leaders: 6

### **Paid Staff**

Senior Pastor: Fulltime

Associate Pastor for Families and Children, and Community Engagement: 3 days

Office Administrator: 3 days (does not work in school holidays)

## About Karratha

The City of Karratha is located in the Pilbara region of northwest Western Australia, approximately 1,500km north of Perth. With a population of approximately 25,000 within the City and 19,000 within Karratha proper, the town was established in 1968 as a regional centre to service the growing mining industry. Karratha is a multicultural and ethnically diverse town that sees people from across the globe move here for work. Karratha is predominantly composed of young families, with a network of 5 government and 1 private primary school, plus 1 government and 1 private high school. There is a strong sense of community within the town, with a number of recreational, entertainment and sporting groups ever present. Karratha is supported by a strong network of infrastructure that includes multiple restaurants and cafes, a new hospital (opened in 2018), a vibrant shopping centre with major retailers such as Coles, Woolworths and Kmart, plus the state-of-the-art Leisureplex and Red Earth Arts Precinct. The Arts Precinct also houses the town's movie theatre.



**Scan the code  
to learn more  
about Karratha!**



 **KARRATHA**  
BAPTIST CHURCH

## About Karratha (cont.)

Karratha is well known for its hot summers and beautiful winters. Whilst Summer temperatures are hot, the winters are spectacular and perfect for boating, fishing, camping and exploring the beautiful Northwest. Living in Karratha provides amazing opportunity to enjoy the great outdoors. Dampier, located only 15 minutes from Karratha, boasts world class fishing and boating, with a network of islands and pristine beaches awaiting the avid explorer. 4WD expeditions and camping under the stars are regular adventures, whilst world-famous locations like Karijini and Ningaloo are easily accessible via road.

For those who like to stay closer to home, Karratha is replete with outstanding parks and playgrounds, a grass golf course and swimming beaches within 20 minutes of town. The Leisureplex also has a 50m pool, a splash pad for the littlies and other pool options to enjoy on the hot days. There is also the Murujuga Rock Art, which is considered “the world’s largest art gallery,” with up to 1 million pieces estimated throughout the Burrup Peninsula.

Karratha is a very transient population with a steady flow of people moving in and out of town. However the current trend illustrates people are looking to put down roots. The population is made up of people from across the globe and a variety of cultural backgrounds, including the Traditional Owners. It is a unique and fascinating town rich in history and opportunity, situated in a ruggedly, beautiful region.





# Job Responsibilities

## Leadership

- Set goals aligned with the strategic plan and clear key performance indicators (KPI) with the leadership team
- Develop the desire for leaders to work together and be held accountable to fulfil their responsibilities
- Coordinate volunteer and paid staff
- Facilitate regular meetings of church leadership team, reporting relevant information
- Promote and attend weekly prayer meetings
- Manage conflict, difference of opinion and church discipline within the framework of the leadership team
- Manage change effectively and sensitively

## Pastoral Care

- Provide appropriate support when needed
- Equip the church to provide pastoral care
- General pastoral care, such as weddings, funerals, etc
- Encourage, mentor and disciple new Christians

## Personal Growth and Development

- Provide care for self and own family
- Develop personal growth plan articulating professional learning and development clearly linked to the church's strategic plan
- Karratha Baptist Church supports the Pastor to gain accreditation with the Baptist Churches Western Australia (BCWA)
- Attending the annual WA Baptist Pastors conference

## Job Responsibilities (cont.)

### Communication

- Maintain a high standard of emotional intelligence
- Model a lifestyle of strong spiritual disciplines
- Preach sermons that are biblically based with personal application

### Mission and Evangelism

- Clearly call the church to the mission of evangelism and caring for the community
- Personally participate in the wider community

### Worship

- Ensure worship services have a clear sense of purpose related to the church's mission
- Oversee communion and baptisms

### Accountability

- Be accountable to church leadership
- Be supportive of BCWA

### Structure and Administration

- Follow the church's administrative processes and uphold all BCWA requirements (policy, constitution, finances)
- Finances shall be managed by a nominated church treasurer with accountabilities and decisions being held jointly with Senior Pastor and Leadership Team
- The Church shall provide flexibility around hours worked with an understanding of the diversity of tasks required of a Pastor. There is an expectation for 40 hours per week, with a reasonable amount of overtime.

## Key Attributes

The successful candidate will be driven by their love for God and others. This means they are kind and respectful, leading by example with great humility and selflessness.

They must also be a person who is prayerful and studious of the Word, guiding people to the scripture, and be devoted to growing with God. It is important to us that the candidate empowers others and encourages other's gifts.

They must be a passionate, Christ-centered encourager who focuses on combining the day-to-day life of the believer and their walk with Jesus as one in the same. The candidate must be a person who demonstrates maturity in their life, theology and leadership. They are humble, empathetic and meek with strong character.

And finally, they are a person who makes peace a priority, who loves with wisdom. We are also looking for someone with a desire to engage with missional opportunities locally and further afield, ensuring the gospel is centre to all that they do.

## Requirements

1. A committed Christian who has been baptised by full immersion as a believer in Christ
2. A relevant level of tertiary theological/ministry education
3. Accreditation as a Baptist Church Pastor, or a willingness to work towards accreditation with BCWA, commencing within 12 months
4. Experience in leadership in a local church or mission
5. Acceptance and agreement with the Constitution of KBC
6. Willing to work towards achieving the current strategic plan
7. Willing, as a family (if applicable) to live in Karratha

## Selection Criteria

1. An overview of your Christian leadership experience
2. How do you feel you would fit into and contribute to the KBC story?
3. An outline of your spiritual gifts
4. An explanation of your strengths and any areas you may need additional support in
5. If you do not have a BCWA Pastoral Profile, please share any particular doctrinal emphasis and how this shapes your ministry and life
6. Provide some insights into your personal spiritual practices and what you do for fun

## Support

The Senior Pastor is a greatly valued part of KBC however, the role of Senior Pastor can have many challenges and he/she needs to know they are supported by the leadership and the congregation. KBC seeks to support pastoral staff with hospitality, prayer and friendship, which provides encouragement and assists with wellbeing. The Senior Pastor, in accordance with BCWA guidelines, should maintain a professional supervision relationship with a qualified supervisor, at the church's expense. The Church Council and Ministry Leaders are also tasked with supporting the Senior Pastor in leading the church. BCWA is also a great source of support for the Senior Pastor, should the need for external assistance be required. Locally, the West Pilbara Ministers Association is a vital source of collegial support through prayer and regular gatherings.

## Employment Terms and Conditions

This position is fulltime based on 40 hours per week. The church recognises that the nature of the role will require some working outside 'normal' office hours (including Sundays), however the number of nights out should be balanced so as to not adversely impact the Senior Pastor's family.

### Allowances

The position is paid at the BCWA recommended stipend level for a Senior Pastor. This is reflected by your level of accreditation. Each year, the Senior Pastor's stipend shall be reviewed in accordance in with BCWA guidelines. Superannuation contributions are made in accordance with government guidelines.

- A 4 bedroom 2 bathroom manse is provided rent-free.
- Allowance of up to \$2,400 annually for personal travel.
- Utilities subsidy for up to \$5,000 per financial year.
- Mobile phone allowance of up to \$100/month.
- Relocation allowance will be provided in negotiation with the Church Council.
- A professional development stipend of \$4,000 annually, with additional support for spouse and children to attend the annual BCWA Pastors' Retreat.
- Annual Leave – 5 weeks
- Time off for accreditation study (if necessary/to be negotiated)
- Personal/Carers Leave – 10 days per annum, accumulative. If additional leave is required, leave without pay can be negotiated.
- Long Service Leave provided in accordance with BCWA guidelines.



## Ministries

KBC has a range of ministries that all work to achieve the vision and mission of the church. In addition to the ministries listed below, we speak regularly about being the hands and feet of Jesus to those around us. We aim to live in such a way that always enhances the reputation of Jesus and that the community is grateful for our presence within it.

### Sunday Service

Our Sunday service is the largest weekly gathering of our church community. The worship team arrives at 8am for soundcheck and rehearsal, with the service starting at 9:30am. The service runs for approximately 1hr 20mins and includes a variety of elements. There are typically 4 to 5 songs played, various prayers and testimonies shared, announcements and a 25-30 minute sermon. Communion is usually observed fortnightly, and baby dedications are performed as required. There is always a strong encouragement for people to stay after the service for morning tea, of which a rostered hospitality team oversee. There is a barista coffee machine in the kitchen that is operated by a volunteer. On a semi regular basis people within the congregation may provide food such as curries or other cultural dishes to be enjoyed by everyone. We usually finish and lock the doors around 12:30pm. There is another church that uses the building most Sunday afternoons and they typically arrive to set up around 1pm.



## Ministries (con't)

### Kidzone

Kidzone is our Sunday School for children aged 2 years – Grade 6 and operates as an extension of our Sunday worship service. Our kids always start their morning with everyone in the auditorium for worship, announcements and other special elements such as baby dedications. They are then sent out to their rooms for age-appropriate activities and Bible-teaching. There are four rooms of varying sizes catering to four age groups: Cubby House (age 2 to kindy), Play House (Pre-primary to Year 2), Tree House (Years 3-4), and Power House (Years 5 to 6). Current average attendance is listed on the right.

### Club 46

This is our junior Youth Group program for primary children in Years 4-6. Run monthly on a Friday night, the program consists of different high-energy games and a short Bible devotion. A dinner of hotdogs is always provided. Current numbers average around 25, with approximately 70% of attendees being drawn from outside the church community.

### Epic Youth

Epic Youth is our Youth Group for high school-aged young people and runs fortnightly on Friday nights through the school term. We have seen significant growth in numbers this year, with numbers reaching as high as 30 teens. Winter sport impacts attendance, as soccer is played on a Friday night, so average attendance has been closer to 20. Similar to Club 46, there is a strong number of regular attendees drawn from outside the church community. In addition to Epic Youth, there is also a Youth Bible Study that runs 3-4pm on Sunday afternoons on the alternative fortnight to the Friday Youth Group.

**Cubby House – 15**  
**Play House – 20**  
**Tree House – 14**  
**Power House – 17**  
**Total – 66**

## **Ministries (con't)**

### **Life Groups/Bible Study Groups**

In addition to the Youth Bible Study, there are currently 3 groups that meet regularly for Bible study, prayer and discussion: Ladies' Bible Study 9am weekly on Tuesdays, Men's Bible Study 6am fortnightly on Thursdays, and Young Adults/Young Professionals fortnightly on Wednesday evenings. Attendance varies in relation to other commitments, but there is a consistent cohort for each group.

### **Worship Team**

We currently have a very strong and talented worship team, dedicated to leading us in worship every Sunday morning. The rostered team meets on Thursday evenings for rehearsals, as well as 8am Sunday for soundcheck and rehearsal. There are currently 7 worship leaders and several backing vocals and instruments (guitar, bass, piano, flute and drums). There is discussion about holding special worship nights, however this is yet to be organised.

### **Karratha HELPS**

Karratha HELPS is a practical helps ministry aimed at supporting people in the community who need help when things are a little tough. A team of approved volunteers receive referrals from community organisations, assess the need and determine what help we can provide. The kind of support provided includes such things as basic house and garden care, support for new parents, meals, bill payment support, and a listening ear, to name just a few.

## **Prayer**

We set aside every Monday evening from 7:30pm-8:30pm to pray and intercede for our church, town, country and world. We also make this space available to anyone in the church or community who would like to receive prayer for specific circumstances. There is a brief prayer time at 9am every Sunday morning to pray for the upcoming service.

## **Missions**

KBC has a heart for missions, whether that be local or global. We currently provide varying support for the following:

- Sally Pim – Baptist Mission Australia missionary to the Yawo people of Mozambique
- Vision Christian Radio
- School chaplains
- Karratha's Carols by Candlelight
- Salvation Army Emergency Relief program

We also provide ad hoc support and assistance to people in need throughout the year, either in collaboration with other community organisations or through direct contact.



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