



Confidential
Draft

SENIOR PASTOR
Recruitment Package
2026

The Springwood Church of Christ (SCoC), an affiliate of Churches of Christ Queensland, is a well-established medium to large sized church located mid-way between Brisbane and the Gold Coast.

We recently celebrated our 50-year anniversary. During this time, we have been blessed with wonderful and Godly pastors leading the church. Our present Senior Pastor who has faithfully served in Church Pastoral roles for seven years, will be retiring in November 2026. We are now looking for a Senior Pastor to lead our fellowship into the next stage of God's plan for our Church.

THE OPPORTUNITY

We are prayerfully seeking an experienced Senior Pastor to lead our congregation in a season of outreach, missional focus and faithful ministry. We are striving to reframe our Vision of gathering, growing and going in the name of Christ to guide others into a flourishing relationship with Him.

To achieve this bold goal, we are looking for a likeminded individual who will lead the Church in connecting with the wider community leading to a fresh and vital expression of being a follower of Jesus, as individuals and as a faith community.

The successful candidate will provide overall spiritual leadership and direction for the Church. The current setting offers a compelling context for a pastor to bring wisdom, stability, and a heart for long term community presence.

The role will particularly suit a pastor who is motivated by shaping a healthy culture, mentoring leaders, and discerning sustainable pathways for mission in a culturally diverse and intergenerational context.

If you believe that God has called you to take on a senior church leadership role, we would be delighted to discuss this opportunity with you. The information contained in this package is provided to assist with your consideration of this role.

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CHURCH PROFILE



Located in the South-east corridor between Brisbane and the Gold Coast SCoC was founded by faithful followers in 1975. Since then, it has been blessed with growth across diverse cultural backgrounds, developing into a caring intergenerational community of believers.

We are located on a well-developed property in Springwood, consisting of the original Church building, currently used by a Korean Church for Sunday services, and a newer multi-purpose building providing for worship and conference facilities.

We have a strong commitment to serving both our local community and beyond through a range of activities including partnership with overseas mission organisations.

Locally, the Church runs ministry outreach programs including:

- Sunday School
- Play Groups
- Youth Groups
- Men's and Women's ministries
- Small home groups/Bible Study

We are committed to a culture of worship, care and service.

Sunday morning services have a strong worship and preaching focus with a more relaxed sharing service in the evenings.

The current Ministry team consists of:

- Senior Pastor
- Women's Pastor (0.2FTE)
- Youth and Young Adults Pastor (0.4FTE)
- Children and Families Coordinator (0.4FTE)
- Property and Maintenance and Springlife Coordinator.

More detail about our Church can be found on our website:

<https://scofc.org.au/>



Mission

Make disciples who make disciples.

Vision

To be a loving inter-generational community of Jesus followers, led by the Holy Spirit, anchored in Scripture, bold to share our faith.





Our Values

Gospel

Proclaiming the good news of Jesus in our services, in our daily lives and across cultures.

Mk 1:14, Eph 6:19

Generosity

Because God has been so generous to us, we give generously with our time and finances.

Ps 36:8, Jam 2:16

Growth

Growing in number and spiritual maturity, with more and more people hungering for deeper spiritual lives.

Acts 2:47, 1 Pet 2:2

Gatherings

Gathering in large and small groups to pray, worship God and encourage one another.

Heb 10:25

Grace

Because God treats us better than we deserve, we love and welcome all people.

Acts 15:11

Godliness

Living holy lives of obedience to God.

Titus 2:12

Gifts

All believers are called to minister in God's Kingdom with the gifts He provides.

1 Cor 12:4-5

WHAT WE BELIEVE

What do we believe?

Churches of Christ have this culture, heritage and way of thinking that may be new to you.

**In Matters of Faith, Unity;
In Matters of Opinion, Freedom;
In all Things, Love.**

Not everyone thinks alike so we encourage everyone alike to think. Unity was never uniformity. Unity is a loving union where each follower is getting into the Word. Theologically, we are committed to no more and no less than New Testament faith and practice. We will continue to endorse a spiritual direction that is evangelical, post-denominational and biblical. You won't find a checklist or catechism or creed other than Christ.

Neither Catholic nor Protestant, Simply Christian

We are not just another denomination. We are non-denominational. Post-denominational. If that seems refreshing to you, then you will enjoy worshipping with Christians from a variety of backgrounds.

We are Christians Only, Not the Only Christians

Pragmatically, our churches are genuinely guided by the preaching and example of Jesus Christ and the Apostles. The Lord's Supper is open to all who profess faith. We meet on the first day of the week for breaking bread or communion. We believe a Christian is one who has faith in the Lord Jesus Christ and to the best of their understanding obeys Him according to the Scriptures. We immerse repentant believers in water for baptism.

Churches of Christ have:

**No Creed but Christ.
No Book but the Bible.
No Name but Christian.**

We believe the Bible is the only real rule of faith and practice. Anything less than the Bible is not enough, more is too much. Where the Scriptures speak, we speak; where the Scriptures are silent, we are silent. All personal interpretations from Scripture, however valuable, should never be binding on another Christian. Those of us on staff believe our continuing position is to "not rule out what God has ruled in".

We maintain a biblical position that the miraculous has not ceased (Galatians 3:5, John 14:12). Gifts of the Holy Spirit are available to every believer as the Holy Spirit distributes (1 Peter 4:10-11). We do not believe that any one gift is the sign of the fullness of the Spirit. There is one baptism with many fillings (Ephesians 4:4-6, 5:18).

We believe in a NOW BUT NOT YET Kingdom of God (Matthew 6:10). God will decide whether to act now (answered on earth) or not yet (answered in Heaven). We pray and God answers according to His will. The miraculous still happens under the sovereignty of God. Prayerfully, we join Jesus Christ, as He intercedes for His church to be cooperative, mature, loving and global. He prays for a united, transforming community with a compassionate heart for the world. Unity is a gift to be received and a responsibility to be maintained.

Our desire is to enjoy uncluttered, commonsense Christianity. “My prayer for all of them is that they will be one, just as you and I are one, Father – that just as you are in me and I am in you, so they will be in us, and the world will believe you sent me. (John 17:21-23).

SAFE CHURCH

Springwood Church of Christ is committed to providing safe places where people are cared for, nurtured and sustained and commits itself to the care, protection and safety of all people, particularly those who are vulnerable. The church is committed to ensuring that children are safe, happy and empowered. We support and respect all children and have a zero tolerance of child abuse.

POSITION DESCRIPTION

The Senior Pastor provides leadership to the overall functioning of the Church. This includes the facilitating the development of a vision for the future of the Church embracing congregational life, missional engagement in the local community, leadership development, and empowering discipleship.

ACCOUNTABILITIES:

- The Senior Pastor is responsible to the Council of Elders, who in turn are appointed by and accountable to the Church membership.
- The Senior Pastor is responsible for the management and performance of other ministerial and administrative staff.

RESPONSIBILITIES:

Spiritual Leadership:

- Provide spiritual leadership, providing direction and inspiration to the congregation, fostering a culture of prayer, faith, love and service.
- Lead by example in pursuing a personal and intimate relationships with God, modelling the faith journey for the congregation.
- Facilitate the discovery and exercise of spiritual gifts and promote gift-orientated ministry.

Biblical Teaching and Preaching:

- Prepare and deliver engaging, relevant, thought-provoking sermons connecting Biblical truths with daily life.
- Foster deep understanding of scripture, theology, and doctrine among the congregation.
- Facilitate Bible studies and educational programs that promote spiritual growth and theological exploration.
- Provide oversight and support for small home group Bible studies.
- Mentor others in the preaching team.

Pastoral Care and Counselling:

- Provide a compassionate pastoral care program for individuals and families in times of need, crisis and celebration.
- Offer spiritual guidance, emotional support, and counselling to address various personal and relational challenges.
- Establish a culture of care within the Church, encouraging members to support one another during struggles.

Community Building:

- Develop and implement strategies to create a sense of belonging and community within the Church.

- Organise and participate in events that encourage fellowship, unity and mutual support among members.
- Engage in outreach initiatives that brings the message of hope and faith to the local community and beyond.
- Outreach into the community leading to the establishment of a vibrant expression of Christian lifestyle and worship.
- Encourage and empower new ways of establishing and nurturing community connections and outreach in the local community.

Leadership and Administration:

- Lead and mentor the pastoral and administrative staff, fostering a collaborative and productive team environment.
- Oversee the planning and implementation of church services, programs and events, ensuring excellence and alignment with the church's mission.
- Collaborate with Church leadership to ensure effective communication and strategic alignment.
- Lead the administrative staff, oversee the administration and management of the Church operations, including budgeting, financial planning and staff management.

Vision Casting and Strategy:

- Participate in developing a compelling and God-inspired vision for the Church's future, encouraging active engagement and commitment from the congregation.
- Collaborate with the leadership team to set strategic goals, action plans, and measurable objectives that reflect the Church's mission and values.
- Participate in a collaborative process with the Council of Elders, staff team, to discern, plan, and implement a vision and strategic plan for the Church's growth and leadership development.

PERSONAL QUALIFICATIONS

To effectively meet the objectives of the role of Senior Pastor, it is considered that the successful candidate be able to demonstrate the following.

- A deep and ongoing personal relationship with Christ and reliance on His Spirit
- Be able to identify with the vision, values and mission of SCoC.
- Appropriate formal theological qualifications from a recognised Institution.
- Experience in senior leadership or team ministry in a medium to large church.
- Has established preaching and teaching experience, offering biblically grounded, thoughtful and pastorally wise ministry.
- Spiritual maturity, humility, and emotional intelligence, modelling Christ-Like character.
- Experience guiding churches through seasons of transitions or renewal, with patience and discernment.
- Ability to communicate effectively with love and respect for the current congregation and its history.
- Well organised with excellent communication, relational and strategic planning skills.
- A proven track record of effective contemporary ministry and mission within a local community.
- Awareness of their strengths and ability to utilise the strengths of others to complement their weaknesses.
- Experience as a team leader, an effective collaborator, team player, and team builder.
- An encouraging, motivating, clear and effective communicator in preaching and teaching.
- Demonstrated capacity to work collaboratively with lay leaders, mentoring and empowering others in shared leadership.
- Has a strong pastoral heart and enjoys relational ministry across generations and cultures.
- Applicants must have the right to live and work in Australia.
- Hold a current Australian driving license.

The successful applicant will be required to possess a Blue Card; have a National Police Record Check; sign the Churches of Christ Queensland Code of Conduct for Ministering Persons; and become endorsed as a Ministering Person with Churches of Christ in Qld.

TERMS OF APPOINTMENT:

Tenure: This is a full-time permanent appointment with a 6-month period of probation, subject to performance review with the Council of Elders.

Remuneration: A remuneration package will be negotiated with the successful candidate, taking into account prevailing Church of Christ Conference guidelines.

APPLICATION PROCESS:

CONFIDENTIALITY

All enquires and applications will be dealt with in strict confidence.

ENQUIRIES

All enquiries should be directed to

Name: Mr Robin Evans

Position: Elder

Phone: 0402846370

Email: robin@echurch.org.au

APPLICATIONS

Interested candidates are invited to submit a comprehensive application package, including a detailed resume, a cover letter outlining their calling to pastoral ministry, a personal statement of faith, and references from pastoral and professional colleagues.

Applications can be emailed to: apply@echurch.org.au

Or posted, addressed private and confidential; attention Mr Robin Evans

178 Springwood Road, Springwood Qld 4127