



Senior Pastor Information Pack

This Information Pack has been created with valuable input from the NewHope family, gathered through various channels including our Church Engagement Forum in June 2024, “Chat with Council” sessions throughout July, emails to succession@newhope.net.au, and our Church-Wide Survey. We have been incredibly blessed by the thoughtful feedback and are inspired by the unity within our community. This pack is now open for final comments before it is published. It aims to capture what makes NewHope unique and to outline the exciting opportunity that awaits our next Senior Pastor.

To share your feedback on this document, you are invited to join our “Chat with Council” sessions (details available at newhope.net.au/events). We encourage you to engage in these conversations to help us move forward together in unity. If you are unable to attend a session or prefer to share your feedback in writing, please email succession@newhope.net.au by September 18, 2024. The final version of this document will be released after this date.

We deeply appreciate your prayers, contributions, and support as we navigate this important succession journey together.

Contents

3 1. Letter From Chair of Church Council

4 2. Church Profile

- 4 2.1 Introduction
- 5 2.2 Our Heart
- 5 2.3 Life Long Partner – the BUV
- 5 2.4 A Generational Heart
- 6 2.5 A Local Commons
- 6 2.6 Non-English Congregations & Ministries
- 7 2.7 NewHope Global
- 7 2.8 Leadership Development
- 8 2.9 What We Believe
- 8 2.10 NewHope Structure
- 9 2.11 Our Future

10 3. Senior Pastor Profile

- 10 3.1 Overview
- 11 3.2 Expectations
- 13 3.3 Skills
- 14 3.4 Qualities

15 4. How to Express Interest

1. LETTER FROM CHAIR OF CHURCH COUNCIL

“Now all glory to God, who is able, through his mighty power at work within us, to accomplish infinitely more than we might ask or think. Glory to Him in the church and in Christ Jesus through all generations forever and ever! Amen.”

Ephesians 3:20–21 NLT

Greetings!

We are thrilled to embark on this Senior Pastor Succession journey and deeply appreciate your interest.

NewHope Baptist Church is a church united in our mission to share the life changing love of Jesus with all. In a world that is both complex and profoundly broken, we are committed to bringing God’s light and hope to every single person.

At NewHope, we are especially proud of our unwavering commitment to our mission and our vibrant, united community that continually seeks to embody Christ’s love in all we do. We are also especially hopeful for the future, as we believe God is guiding us into a new season of growth and impact, preparing both our hearts and yours for the next phase of leadership.

In the following pages, we are excited to highlight what makes NewHope Baptist Church so special and the opportunity that awaits our next Senior Pastor. This information has been crafted with input from our entire congregation, who are expectantly praying for the next steps in our journey.

We believe your calling for this role is vital, and we trust that God is actively preparing us for this significant transition.

In Jesus’ Name,

Tristan Ellett

Chair of NewHope Church Council

On behalf of the Senior Pastor Search Committee (SPSC) and the NewHope Family

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2. CHURCH PROFILE

2.1 Introduction

NewHope is a vibrant, thriving, multi generation and multi language church community, made up of followers of Christ who seek to make and multiply life-giving relationships.

We seek to be on mission with God, walking in the way of Jesus and living life in the Spirit together each day. We have been established in Blackburn North with a solid and growing footprint for over 70 years, but understand that each of us are God's hands and feet everywhere we go, every day.

With its origins arising from a mobile Sunday School in a Tramways bus in the 1940s, to a preschool hosting a church, and later a church with a community centre, café, and thriving preschool, NewHope has continually served God's purposes for God's glory in our local community. Today, NewHope is one of the largest Baptist churches in Victoria, with over 700 members and more than 1,200 additional active supporters.

We are passionate about the individual and social transformation that emerges from following Jesus in community. We serve from many geographic locations (our main campus, scores of homes, businesses and education facilities) and through numerous cooperative enterprises (preschool, café, events ministry, community care) to advance the mission of God and embody contemporary expressions of the gospel of Jesus in our region.

Evangelism and service are in our DNA, and we constantly seek to win people for Jesus, while serving His kingdom purposes.

We love God, we love others, and we serve the world, in His Name, for His glory, by His Spirit.

We do not have a mission of our own: we are wonderfully privileged to participate in the mission and ministry of God in His world. The resulting fruit is an abundant life of faith, hope and love. It is joyful togetherness for all creation: people, animals and nature. Through these relationships, God brings healing, hope, justice, and peace.

More information can be found online at:

newhope.net.au [2023 Annual Report](#)

[Instagram](#) [Facebook](#) [YouTube](#) [Church Center](#)

2023 Annual
Report

Tap to view or
scan the QR code.



2.2 Our Heart

We love the fact that our first meeting place was on wheels and we never want to stop moving forward with God, however and whenever He calls.

Today we continue to provide open and welcoming spaces for our neighbours. We meet in multiple locations and host many life-giving initiatives focused on outreach, deepening faith and community, in several different communities of hope - always with the same passion and vision.



PEOPLE
Matter Most



There is Always
HOPE



GRACE
Changes Everything

2.3 Life Long Partner – the BUV

The establishment of NewHope (formerly Blackburn North Baptist Church) in 1951 was enabled by the forward planning of the Baptist Union of Victoria. Land had been purchased by the Union and this enabled the first congregation in Blackburn North to become established relatively quickly.

NewHope has continued to receive from and contribute to our Union of churches in significant ways. We count it a privilege to give back, supporting other congregations and the wider kingdom.

2.4 A Generational Heart

As a church birthed from a heart that seeks to see young people come to know Jesus, ministries to children have remained a key focus for NewHope.

Much of our ministry and strategic focus keeps this in mind as we continue to do life together - from Playspace, mainly music and Kids' Church, through to youth and young adults ministries, all the way to Prime Timers.

Our members have also expressed a desire in recent years for a greater focus on connecting intergenerationally, which we consider to be both vital and in line with scripture.



2.5 A Local Commons

With a community focus, we see our local commons (our buildings and our place in the community) as one of hospitality and outreach.

The NewHope Community Centre was completed in 2006 and upgraded in 2018, both times following significant prayer, consultation of members, and generous and blessed fundraising from our church family.

Our facility is intentionally multi-purpose to serve not only specific ministries but also the wider community. We felt called to be ready and available to bring people in and together, and for NewHope to be a sanctuary where people know that they are welcome and embraced: where they feel

comfortable and receptive to encounter the Spirit of God.

Our NewHope Events ministry has grown significantly in recent years, and the community centre now hosts school graduations, meetings, training events and other functions for our local community.

This opportunity is further encouraged by the hospitality provided by Middle Ground Café, which opened in 2006, and has recently become a social enterprise.

NewHope Baptist Preschool also operates out of a wing of our community centre, as does NewHope Community Care, which operates a relief desk providing crisis care, developmental care, and food relief.



2.6 Non-English Congregations & Ministries

NewHope has a history of engaging with culturally and linguistically diverse groups in our broader community.

We intentionally align our morning worship services with our non-English services (currently Chinese and Farsi) so that young people (many second-generation) have an opportunity to interact with faith in English and with their peers.

We enjoy coming together for periodic bi-lingual services, celebrating baptisms and sharing in community.



2.7 NewHope Global

NewHope is committed to carrying out the Great Commission to the ends of the Earth, ensuring that those in the world who have never heard the name of Jesus would have this incredible privilege. We have eight [Global Mission Partners](#) who we support prayerfully, financially and relationally.

We also partner with Baptist World Aid and over the last few years we have used our Fathers' Day and Christmas services as opportunities to give in support of special projects.



We are committed to 'everyplace mission' and believe that we are all called and sent, and participating in missions is not an optional extra.

2.8 Leadership Development

The ethos of leadership development is deeply embedded into NewHope's framework, including our systems, structures, processes and staff behaviours.

One of the strengths of our generational ministries is providing development pathways where leaders simultaneously receive healthy leadership and are also empowered to lead as they serve others. The vision is for young leaders to be nurtured to grow in leadership as they serve rather than assuming a certain level of maturity before being able to serve. Consequently, NewHope has a history of raising and releasing leaders for ministry purposes, not just at NewHope, but towards a wider Kingdom vision.

Focused leadership development is currently occurring through initiatives

such as EXPAND, a faith formation and leadership development program for younger adults, Youth Band and a Grade 6 leadership program, which focuses on identifying skills and understanding different service and ministry opportunities, as a few examples.

At NewHope, staff are encouraged to pursue ongoing professional development and leadership growth. Many of our team are engaged in formal programs of study and two staff members are currently undertaking the BUV Ordination Discernment year.

NewHope has affirmed women in leadership including pastoral roles over many years.



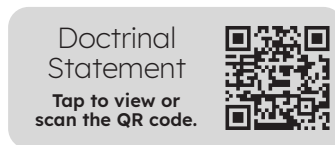
2.9 What We Believe

We believe that people matter most, there's always hope, and grace changes everything. This is more than a catch-phrase: it is a deeply embedded philosophy that guides how we gather as a community at NewHope.

Our diversity in culture, age, theology, background, and life experience makes NewHope a rich and heterogeneous family, all on a journey of seeking to follow Christ more closely. We believe this unity amidst diversity makes NewHope a robust body of believers, and encourages humility as we continue to work out what God is saying to the body of Christ.

Our relationship with the Baptist Union of Victoria is a valuable one, and NewHope fully aligns with the Baptist Union's [Doctrinal Statement](#).

We believe in the authority of scripture, and the active work of the Holy Spirit in the body of Christ. We are open to hearing from God through prophecy and actively seek to hear from God in this way.



2.10 NewHope Structure

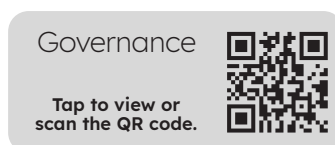
Jesus is the head of the Church. The Members of NewHope meet at least twice a year for governance purposes to appoint Church Council Members, hold an AGM, approve an annual budget, and attend to any necessary functions arising. The Church Council also includes the Senior Pastor and Executive Pastor. Church Council oversees governance and strategy responsibilities and delegates management responsibilities to the Senior Pastor.

The Senior Pastor leads the staff team and is responsible for the day to day running of the church. The structure and makeup of the staff team is arranged by the Senior Pastor to align with the strategy set with Council, and currently consists of various groups and teams including the Executive Team.

The Staff team of over 30 people is organised into ministries or enterprises that seek to advance NewHope's mission. The current staff organisation chart can be provided upon request, if a further breakdown view of the current structure is needed.

NewHope has a wonderfully strong history of members and volunteers serving together at all levels of leadership to engage with, develop and advance NewHope's mission.

Our distinctive model of governance, operational structure and church rhythms, including our constitution, can be found on the [Governance](#) page of our website.



2.11 Our Future

The Church Council is responsible for and owns the strategic plan for NewHope Baptist Church. Our church has embraced strategic planning in many forms over many years. Over the past 18 to 24 months, Church Council has been actively involved in developing longer term strategic reflection. We have learned much about ‘pivoting’, flexibility, resilience, collaboration, and workplace health in recent years. As we move into a new season of leadership at NewHope, we look forward to embracing new skills that will help us go forward with strength.

The following strategic themes have emerged in our recent strategic planning as we look towards the future and envision our next 5 to 10 years:

1. **Spiritual Formation & Discipleship:** Strengthening prayer and spirituality, equipping individuals for discipleship, and fostering a “Presence” culture through worship and prayer.
2. **Growth & Outreach:** Expanding NewHope’s role as a hub and home for missions, partnering with local and global communities, and maintaining a focus on evangelism and outreach.
3. **Generational Ministry Focus:** Continued investment in kids, youth, and young adults’ ministries to foster deep, biblically based faith and leadership development.
4. **Multi-Generational & Small Group Growth:** Encouraging the formation and growth of small groups, fostering deeper connections and impact within the church community.
5. **Cultural & Spiritual Alignment:** Continuous focus on culture and spirituality, ensuring alignment with LOTE churches and embracing opportunities like church planting and strategic partnerships.
6. **Community Engagement & Volunteerism:** Increasing volunteer participation across all ministry levels, fostering a culture of Christian servanthood, and deeper member involvement in service and giving.
7. **Financial Sustainability & Strategic Growth:** Positive budgets, sustainable growth led by the Spirit, and strategic property management aligned with ministry needs.
8. **Governance & Accountability:** Enhancing leadership accountability, regular strategic reviews, and maintaining adherence to biblical values, financial practices, and legal obligations.

3. SENIOR PASTOR PROFILE

3.1 Overview

At NewHope, we believe that over the next decade, we can significantly increase our redemptive impact within our communities. This vision is rooted in the importance of growing disciples. Our top priority is to nurture our people in Jesus, reach the lost, and simultaneously expand our influence in our communities. We feel strongly called to embrace the five-fold ministry outlined in Ephesians 4, which involves equipping the NewHope body of Christ for service. Every member has a role to play, utilising our gifts as apostles, prophets, evangelists, pastors, and teachers.

There is important work ahead to continually improve systems, develop leadership, and energise our congregation. We have a strong foundation, a committed and prayerful community, and a rich legacy from those who pioneered this journey in Blackburn North and who have led NewHope to date. However, we recognise that we have new potential to reach in the next season, and we eagerly anticipate what Jesus has in store for NewHope. We are looking to the new Senior Pastor to embrace our vision and lead us forward.

NewHope Baptist Church is seeking a Jesus-centred, people-oriented senior pastoral leader to guide us, minister alongside us, and join us on our journey of spiritual growth and discipleship as we strive to serve God and our community for the sake of His Kingdom.

We are in search of a Senior Pastor to lead us into the next new era at NewHope. As we envision our future, this is the Senior Pastor we see:

- **An Inspiring and Dynamic Leader:** A leader who is courageous, and boldly different. They are a strategic thinker with a burning passion to make the Bible come alive. This person lives their faith fully and wants to take us all on an exhilarating spiritual journey with God. They will inspire NewHope to "take on the world" for Jesus, breathing new life into our community and services, creating a space where the Holy Spirit can move powerfully. A foundational element is prayer, deeply woven into our DNA across all individuals, ministries, and services.
- **A Vision-Driven Leader:** A leader with a clear and compelling vision that lights up every heart and guides every decision at NewHope. Their passion for this vision will spark excitement and loyalty among both congregation and staff. This vision will inspire leaders to rise, draw new believers to Christ, and ignite a deeper thirst for the Holy Spirit in all of us.
- **A Culture of Innovation and Change:** A Senior Pastor who fosters a culture of loyalty, curiosity, and open feedback. They create a safe space for taking bold risks, always expecting God to show up and change lives. This dynamic culture will attract exceptional staff, energise our ministry team, and spark a flood of innovative ideas and audacious goals. Unity will flourish under their guidance, with deliberate mentoring and training of future leaders, teachers, pastors and preachers.
- **A Church That Transforms Lives:** A Senior Pastor who passionately celebrates every life transformed by faith. They know that in a spiritually vibrant church where the Holy Spirit is present and moving, engagement is contagious, generosity overflows, baptisms increase, and small groups thrive. They will re-engage with the disengaged, foster an environment where the lonely find a home, nurture grassroots ministries, embrace and inspire the younger generations and open wide the doors for newcomers. We will witness remarkable growth and see many new followers of Jesus.

- Reaching the Lost: A Senior Pastor with an unquenchable passion for people and a heart for those who don't know Jesus. They will continue to drive NewHope to reach out intentionally into our community, families, workplaces, and schools, connecting, converting, and baptising new believers of all ages. This mission will be carried out with steadfast determination and passion, reflecting the true essence of our faith in Jesus.

3.2 Expectations

As we look to the future, we expect the Senior Pastor to hold responsibility for these six crucial areas, essential for the success of NewHope's ministry:

Leadership – Leads, oversees and coordinates the development and implementation of the vision, mission, core values and strategic plan for NewHope across our congregations (currently English, Farsi and Chinese):

- A visionary who collaborates with the Church Council to create and communicate a clear, compelling vision, mission and strategic direction, and leads its implementation.
- A strong leader who works effectively with Church leadership teams, making clear and decisive godly decisions, able to lean into challenges to build strong unity, and capable of handling tough choices.
- An innovator who upholds NewHope's core values while guiding the congregation in plans for growth, discipleship, missions, and community outreach.
- Oversees and leads the staff team and maintains a healthy, consistently deepening and developing staff working environment.
- Is people-oriented, loves people and excels at managing, empowering, and equipping staff and the congregation to achieve our goals.
- Oversees the training and development of lay leaders for effective ministry.
- Provides pathways for emerging leaders to engage in leadership and ministry in the church.
- A lifelong learner who is dedicated to continuous professional development and personal and spiritual growth and maturity.

Growth and Outreach – Leads and energises the outreach ministries of NewHope including evangelism and mission:

- Articulates and leads the missional priorities of NewHope.
- A creative pioneer who is gifted in innovative ministry.
- A relational pastor who has a passion for sharing the gospel of Jesus, meeting new people and engaging the surrounding communities.
- Working with the ministry staff, lay leaders and church members, the Senior Pastor will provide leadership in fulfilling the great commission of reaching out to the lost sheep outside the church.
- Promotes good public relations for NewHope, as well as warm cooperation with other churches in our community with a common goal for evangelism, to proclaim Jesus and seek the lost.

Intergenerational – A catalyst in uniting every generation in shared relationships, prayer, worship, and service.

- A passion and desire to see the generations equipped and developed as followers of Jesus, believing that youth and young adult ministry are the heartbeat of the future of the church
- Empowering the older generations, whilst growing in their faith and community, to have a significant role as partnering parents and providing spiritual mentorship in the growth and stability of childrens', youth, and young adults' ministries.
- Listening and collaborating with the generational leaders, seeking to embrace and capitalise on the gifts each generation provides to the others at NewHope.

Spiritual Formation & Discipleship – Leads, supports and guides NewHope in our spiritual journey and growth.

- Demonstrates a strong personal commitment to spiritual growth, integrity, and leadership as a model for the congregation, and as a model to other leaders and staff in their participation with and service to the congregation and community.
- Oversees the spiritual formation ministries of NewHope.
- Leads the development of a comprehensive discipleship strategy that includes pathways for spiritual growth, from newcomers to mature believers.
- Leading and enabling NewHope to move in and embrace spiritual gifts by educating the congregation about spiritual gifts, their purpose, and how they function within the body of Christ, based on biblical teaching.
- Identifying gifts, facilitating development, encouraging utilisation and creating a supportive and safe environment that values and supports the expression of spiritual gifts, the purposes of honouring our Lord, building the body of Christ, and edifying the congregants, and deepening their relationship with God.
- Regularly assesses the spiritual health and growth of NewHope through surveys, feedback, and personal interactions to guide future efforts.

Pastoral Care – Oversees the pastoral ministries of NewHope:

- To further strengthen God's House, the NewHope church building, into a House of prayer (Isaiah 56:7; Matthew 21:13) and ministering to the lost and His believers.
- Shapes the pastoral ministry of the church.
- A listener who offers empathetic understanding of and concern for persons in the routines and joys as well as the crises and transitions of life.
- A shepherd who provides opportunities for individuals, couples, families and/or groups to enter a healing relationship.

Preaching – Oversees and leads the preaching and teaching ministries of NewHope.

- Communicates the Christian faith and life's journey in a relevant way.
- Responds to issues in society, the community and the church with a solid biblical basis and practical biblical input.
- A strong and transformational preacher whose sermons (topical, exegetical and expository) apply biblical teaching to everyday life and challenge us to continually

deepening our knowledge of Christ, maturing our faith-walk, and ability to point towards God, living out His Kingdom purposes.

- Is grounded by a deep spiritual life, who leads the congregation in meaningful worship experiences that reflect our desire to encounter God both individually and corporately.

3.3 Skills

The Senior Pastor should possess the following skills:

1. Leadership

- Visionary with the ability to form, articulate, and execute a compelling vision.
- Strong people leader, adept at managing and empowering staff.
- Effective at delegating tasks and equipping others.
- Skilled in conflict resolution and making difficult decisions.

2. Communication

- Excellent verbal and written communication skills.
- Able to engage with various generations and cultures with sensitivity.
- Articulate and relatable, capable of addressing societal issues with a scripturally grounded, empathetic biblical lens.

3. Biblical Teaching and Preaching

- Proficient Bible teacher and expositor.
- Solid foundation in scripture.
- Delivers teachings in an engaging and accessible manner catering to multiple generations and levels of spiritual maturity.
- Demonstrates evangelical understanding and biblical theology.

4. Pastoral Care

- Experienced in providing pastoral care.
- Approaches ministry with compassion and empathy.
- Community-focused and mission-driven.

5. Organisational

- Proficient in leading church operations and staff.
- Practical skills for effective organisation in a large setting.
- Experienced in leading a growing church and staff team.

3.4 Qualities

We anticipate the Senior Pastor will have the following qualities:

1. Spiritual and Personal Character

- Exhibits a godly, Spirit-filled life and practices what they preach.
- Demonstrates the fruits of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.
- Lives out a deep, personal faith in Jesus.
- Prayerful and discerning.

2. Relational

- Deep love for God and people.
- Approachable and empathetic.
- Strong relational skills with a good listening ability and genuine concern for others.
- Effective in community and collaborative settings.

3. Visionary and Mission-Minded

- Focused on mission with a passion for outreach.
- Engages with both local and global communities.
- Innovative and receptive to new ideas.
- Committed to the church's vision and mission.

4. Personal

- Wise and rational.
- Remains calm under pressure.
- Compassionate and caring.
- Patient and understanding.

5. Additional

- In touch with current societal issues.
- Spirit-led and prayer-centred.
- Relates effectively across all generations.
- Dynamic and inspiring.
- Delegate and empower others.

4. HOW TO EXPRESS INTEREST

The first round of expressions of interest will open in September 2024 and close on October 31, 2024 (timing may be adjusted as needed). We look forward to working closely with potential candidates who have been called to explore this role.

To register your interest, please submit the following to spsc@newhope.net.au

- A cover letter (1-2 pages) introducing yourself and sharing why you believe God is calling you to this role and how your heart aligns with the NewHope Senior Pastor Profile
- An up-to-date resume

After we receive your submission, a member of our Senior Pastor Search Committee will contact you. We understand that through the search process there will be many questions, we are committed to a thorough, two-way selection and discernment process. Additional written information will be requested for candidates progressing through the interview stages.

Together, we will connect, learn, ask, pray, and discern.

We look forward to partnering with you on this journey, approaching it with sensitivity and prayer.



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