



## Lead Pastor 2025

Welcome to our Church and Pastoral profile, it's great to see you here!

Our large regional and growing church has been without a lead pastor since October 2023. We have recently been working together to create a vision for 2025-2027. We looked at what we have done well in the past and where we want to head in the future. We have committed to a three-year journey of **"Knowing, Growing and Sowing"** as we completely surrender to God's will and plan for our church and Dubbo. We pray and seek His guidance for our vision and the Lead Pastor God has for us.

### **Mission in action:**

***We seek to be a vibrant, growing community that honours God. As followers of Jesus it is our goal to daily demonstrate and declare His love so that lives are transformed.***



## COMMUNITY PROFILE

There is so much to say about the regional city of Dubbo in Central West, New South Wales. Located 400 kilometers North-West of Sydney, our unique city is often referred to as the 'Hub of the West' and is thought to be named from an Aboriginal word meaning "red earth". Dubbo is country living with all the advantages of a city on the rise. We couldn't express our city any better than our council, so please click on the link below where you will find essential information about our city's services, population and businesses. It is so much more than the city, though. An affectionate saying around Dubbo is "The people make the place."

<https://dubbo.com.au/live/life-in-the-region>

### Education Opportunities

Dubbo is privileged to offer access to a wide variety of educational institutions, ranging from pre-school through to tertiary education.

#### Pre-school

There are many well-respected preschools and a variety of day care options across Dubbo, including long day care centres and family day care.

#### Public Education


Dubbo has 6 major public primary schools (K-6) and 3 major public secondary schools. There are two secondary campuses for years 7-10 students, which then feed into the Senior campus for years 11 and 12.

#### Catholic Education

While there are 4 Catholic primary schools in Dubbo, St. Johns College is the only Catholic high school.

#### Private Education

Dubbo has 2 non-denominational Christian schools; Dubbo Christian School, which caters for students from the age of 3 (Prep and Pre-Prep programs) through to year 12, and Burrabadine Christian Community School, which operates for students from kindergarten to year 9.



Macquarie Anglican Grammar School is another private school option, catering for students from Prep to year 12.

The Central West Leadership Academy accepts enrolments for students from years 1 to 10.

### **Tertiary Education**

Dubbo has several adult learning options, including 2 TAFE campuses, a Charles Sturt University campus and The School of Rural Health, a branch of Sydney University.

## **Medical Facilities**

Dubbo Health Service is a large rural referral service, which consists of an Emergency Department that has 160 acute inpatient beds, which include Intensive and Coronary Care, Medical and Surgical wards, Mental Health, Pediatric and Maternity units and provides nearly 200,000 specialist outpatient appointments per year.

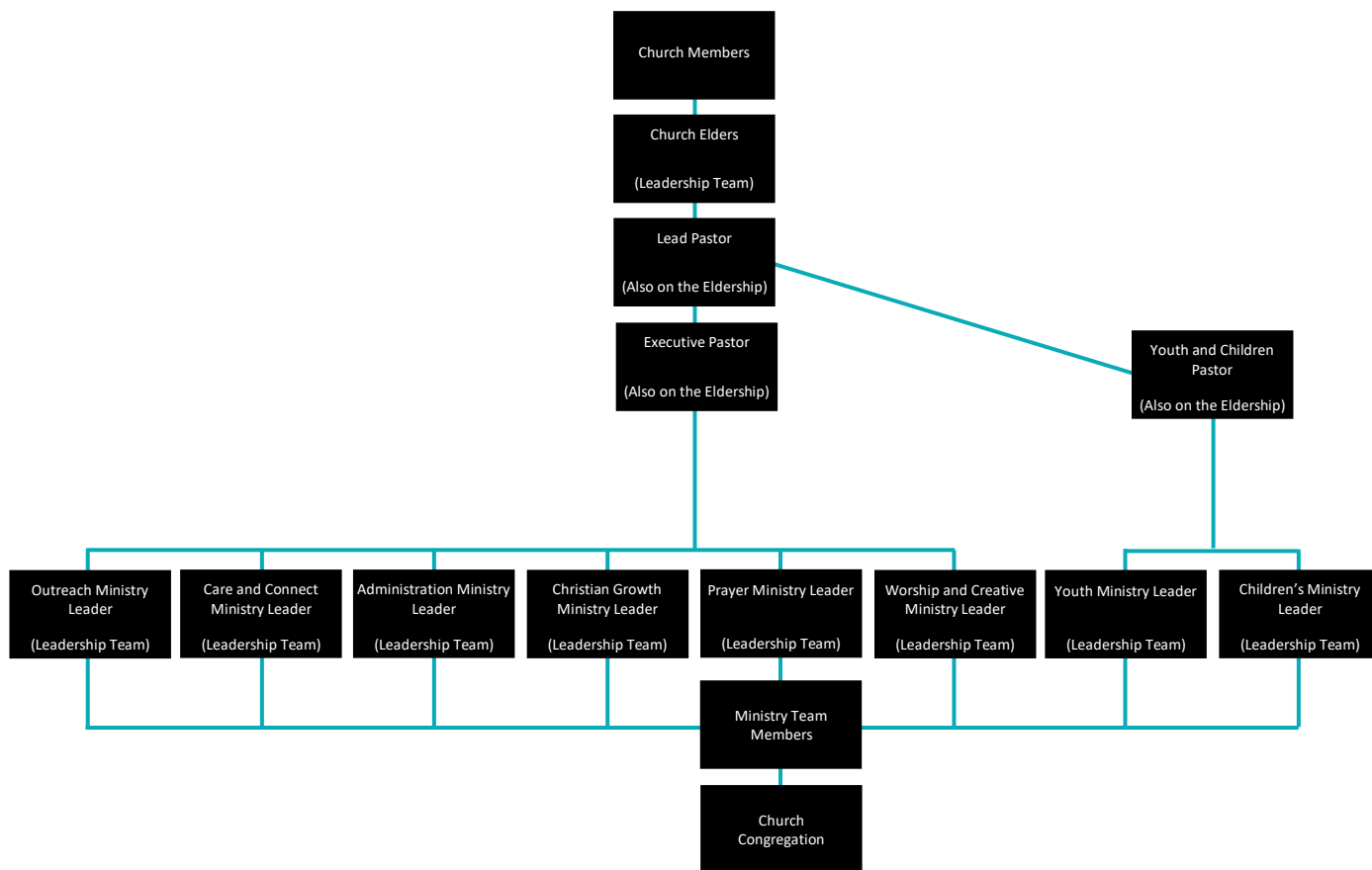
Dubbo Primary and Community Health Centre is currently located off site and also provides services to the catchment population.

Dubbo Health Service referral network is the largest in the Western NSW LHD supporting the towns of Dubbo, Baradine, Brewarrina, Collarenebri, Coolah, Coonabarabran, Coonamble, Dunedoo, Gilgandra, Gulargambone, Gulgong, Lightning Ridge, Mudgee, Narromine, Nyngan, Peak Hill, Tottenham, Trangie, Walgett, Warren and Wellington. Dubbo Private Hospital and Lourdes Hospital (Rehabilitation and Palliative Care) are also located within the same health precinct.

Interspersed throughout the business district is a range of therapeutic and diagnostic services, reducing the need to travel to major cities.

## OUR CHURCH LIFE

Below is a flow chart to help understand more clearly the organisational structure of Dubbo Baptist Church.





## **Dubbo Baptist Church Staff**

At Dubbo Baptist Church (DBC) the staff team currently consists of 4 employees across a range of roles.

### **Executive Pastor (1.0 FTE)**

Currently the Executive Pastor oversees and supports church operations so that interactions between the Elders, Pastors, Ministry Team leaders and other staff members are maintained or improved in all facets of church life. At this time the role is a full-time position.

This position is new to Dubbo Baptist Church and will come under the authority of the Lead Pastor. It was not envisaged that the position of Executive Pastor would continue to be full-time or permanent. As such the position/role will be reviewed 3 months after the appointment of a Lead Pastor.

### **Youth and Children Pastor (1.0 FTE)**

The Youth and Children Pastor oversees the programming, planning and implementation of all activities related to youth and children ministries. This includes, but is not limited to, Kids Church on Sunday mornings and Charge Youth on a Friday night.

### **Office Secretary**

The Office Secretary manages the day-to-day operations of the church. This includes compliance, correspondence and overseeing all administrative requirements.



## Sunday Worship

At DBC there has been two worship services. A 9:30am service (am Church) which coincides with the children's ministry. The 6:00pm service (pm Church) is currently in recess.

A distinctive of DBC is that there is an extensive, cross-generational congregation, from newborns through to senior citizens. This creates a wonderful family feel to all church activities.

Each year, new people are not only attending worship services but taking the further step of commitment to DBC by becoming members and contributing to the spiritual life of the church.

DBC is a diverse cultural congregation with a range of nationalities attending. A strong connection exists between the Korean, Chinese and Nepalese Christian communities in Dubbo.

The am Church service runs for approximately 90 minutes and the regular attendance is approximately 240.


Sunday services are organised, overseen and led by a worship leader.

There are 5 worship leaders who are rostered to lead Sunday morning services.

The Music and Creative Ministries Team (MCMT) have responsibility to equip and encourage worship in our congregation and their daily walk with Christ.

**The children's program (3 years old to Yr. 6) and a crèche (0 – 2 years old)** runs during the Worship Service, from 9:45 – 10:45am, during school term. The children begin worship with the wider church family in the auditorium, often encouraged to participate by using instruments or flags, before going out to their program. During school holidays, activity sheets are provided for children to complete during the message. A children's message can be arranged in school holidays, by the worship leader, but is not essential.

**Communion** is conducted on the first and third Sundays of each month. The Lead Pastor conducts alternate Communion. The Elders and selected others are rostered to lead on a rotational basis.



**The music team** practises before the Sunday service from 8:15 – 9:15am. Then they pray together before the service starts. There is also a group of people who pray for the ministry of our worship service.

The **worship style** of DBC is ordered but with room for freedom of expression. Raising hands, clapping, times of speaking out thanks and praise are all valid expressions of worship displayed during services at DBC. Spontaneous public speaking in tongues and prophetic declarations are not seen during our gatherings.

**Songs chosen for use in DBC** Sunday services are carefully selected by the Music and Creative Ministries team to be:

- **Singable:** the tune needs to be easy to pick up and the lyrics need to be clear. The songs should be in a key that is easy to play and a range that suits both male and female voices. Rather than be locked into the key that the song was written or recorded in, songs should be transposed, using the transposer on Song Select, to a key that is manageable for our congregation and band.
- **Suitable:** Songs need to suit our congregation, both the demographic makeup and where we are in our corporate spiritual journey. Songs also need to meet the capabilities of our current team of musicians and singers. Suggestions from congregation members are welcomed and are subject to these guidelines.
- **Scriptural:** lyrics need to be Biblically sound. Songs that focus on the character of God, the life, death and resurrection of Jesus, the work of the Holy Spirit, our response of gratitude and obedience to God, our transformation through life in Christ, are considered more appropriate for corporate worship at DBC.

In preparing for a Sunday service the worship leader chooses songs keeping in mind the wide demographic of the DBC congregation, and the theme of the sermon.

**The DBC band** usually consists of a drummer, guitarist, bass player, keyboardist, and two singers, plus the worship leader who may also play guitar. On most Sundays, there is also a trumpet or flute.



## **The Pastor's Role in the Sunday Worship Service**

On Sunday morning, the elements which the Pastor is responsible for are the sermon, the Pastoral prayer and Communion (every second occasion). All other parts of the service are facilitated by the Worship Leader or a congregation member selected by the Worship Leader. All participants in the service are supplied with an order of service.

The Pastor arranges the program of sermons for the year. If he is absent, he arranges for a replacement (one of the Elders, a guest speaker, a congregation member who is recognised by the pastor as capable/gifted to preach, both women and men). This is often arranged term by term and communicated to the leader of the MCMT to include in the Sunday service roster.

Sermons are expected to be Biblical, practical and personally challenging. They can be exegetical, thematic, or evangelistic. An opportunity to respond in prayer, and/or make a public decision for Christ, is often included at the end of the message.

It is important that the Pastor, or an Elder, be at the door of the church post-service, to greet each person in attendance.

## **Ministry Teams**

Ministry Teams have the responsibility for the provision of properly maintained ministries including infrastructure and the adherence to the policies and procedures of DBC necessary for compliance with government regulations. Each team has a leader who is endorsed/ nominated/ appointed by the eldership and is part of the leadership team.

### **Administration:**

Oversees financial, property, assets, compliance and government regulations  
The Administration team is comprised of 3 sub-groups: Finances, WHS, Property.

### **Care and Connect:**

Encourages caring and supportive relationships and wellbeing between people/groups at different phases of their lives in order to build a strong, loving Christian community.  
A curry lunch fundraiser is held annually for a Christmas outreach in Bangladesh.  
Support and meals are offered and provided to families as needs arise.



### **Children:**

Provides programs to encourage children to become followers of Christ.

### **Christian Growth:**

Encourages and supports individuals in their walk with God and encourages support of our missionaries.

Church attenders are encouraged to participate in a small group, providing an opportunity for individual spiritual growth, support and encouragement.

### **Music and Creative:**

Encourages and equips the people of DBC to be wholehearted worshippers of God.

Provides opportunities to use individual gifting through the worship team during services, worship nights and other events.

### **Outreach:**

Encourages the church family to share the story of Jesus within our local community, and to lead evangelism, both individually and corporately.

An annual Alpha course has consistently seen people come to Christ and has led to many baptisms.

Each year DBC operates a food hall at the Dubbo show, providing meals, a place to sit and relax, share the love of Jesus through service and conversation.

### **Prayer:**

Encourages a healthy prayer life both corporately and individually within our church, including for our city, nation and beyond. To raise centrality of prayer in all we do.

In 2023, DBC hosted an Intermediate Level Watchmen School of Intercession run by Australian Prayer Network (APN).

### **Youth:**

Encourages young people to commit their lives to Jesus and supports their spiritual growth and maturation as young disciples so they are fulfilling God's call on their lives.

Many of these ministry teams have been blessed with new volunteers who have a desire to serve.



## **Building**

Construction of the current building finished in 1992. The DBC building is conveniently located on one of the main highways through Dubbo. Currently co-located with Baptist Care, there is prominent signage to identify it as a church building. There are areas set aside for the church office and pastor's office (open 10am-3pm). Several other multifunctional spaces are used for varied church activities and are also available on a fee for hire basis, by outside organisations.

The facilities also feature:

- Off street parking
- Adequate signage for way finding
- Multiple storage rooms, including a shipping container
- Ground level accessibility
- Comfortable, well-lit, heated and air-conditioned spaces

Currently a building committee is facilitating the expansion of the main auditorium and the addition of an all-purpose hall. The Construction Certificate and a loan through Baptist Financial Services have been approved and the contract exchanged with the successful builder. Work is expected to start in March 2025.



## **Decision-Making Process**

In line with the constitution, decisions are made and plans processed in the following ways at DBC:

- By delegation of decision making to particular committees
- By Ministry Teams, regarding their particular areas of responsibility
- By the Leadership Team (Pastor, Elders and all Ministry Team leaders)
- By the Pastor and Elders
- By majority rule upon formal vote at church members meetings

Decisions are communicated:

- During the Sunday service
- Through the weekly bulletin
- Through regular emails
- Through regular church member meetings



## **Appendix 1**

### **ASSOCIATED MINISTRIES**

#### **1. BAPTIST CARE:**

Currently Baptist Care offers Community Aged Care Packages, providing practical assistance to the frail elderly in their own homes.

#### **2. HOPE STREET:**

Offers practical support for people who face financial difficulty, homelessness or require help because of domestic violence.

#### **3. EMMANUEL CARE INCORPORATED:**

The following services function under the legal entity, Emmanuel Care Incorporated, which was established through Dubbo Baptist Church.

##### **EMMANUEL CARE CENTRE:**

Emmanuel Care Centre has been in operation since 1988. It is currently operating from two facilities in Dubbo and is run by a dedicated team which includes many volunteers. The Op Shop is in Talbragar St. The Welfare Centre is in Brisbane Street and provides welfare and emergency assistance if clients are in need of food and household items. Each client is offered prayer.

##### **DUBBO CHRISTIAN BOOK CENTRE:**

Dubbo Christian Book Centre exists to provide Christian books, cards, music, movies and gifts to the Dubbo community. It also provides Godly encouragement to people who are searching for meaning in their life.



#### **4. *SCRIPTURE IN SCHOOLS:***

DBC supports scripture in schools and has volunteers who teach regularly in local primary schools. 2010 saw the start of paid SRE teaching in year 7 of high schools in Dubbo and surrounding areas. This is financed by Dubbo churches and individual donors. Currently a teacher is employed part-time in each of South Dubbo and Delroy (West Dubbo), campuses of Dubbo College.

#### **Denominational and Interdenominational Missions**

DBC supports the following mission organisations, financially, prayerfully and/or representatives sharing in the Sunday service:

- Global Interaction
- Baptist World Aid Australia
- Compassion
- Crossover Australia- Good Friday offering
- SIMAid – Josh and Michelle Bowen, and family.
- WEC International
- Pocket Testament League
- Gideons
- Bible Society
- Samaritan's Purse
- 100% Hope
- ECM- Josh and Ali Reeve
- Bangladeshi Christian Churches



## Appendix 2

### HISTORY

Dubbo Baptist Church is a vibrant community, comprising from newborns to great grandparents.

From its origins with twelve members in January 1928, the church has grown and developed into what it is today.

The various decades with their respective world and local events and trends have impacted the experiences and expressions of who are as a church. For example, WWII, the charismatic movement, power evangelism, inner healing, and various prayer movements.

Like many churches, there have been times of both growth and difficulty. Despite some challenging relational issues, theological differences, and breakdown in communication the church, on the whole, has been able to recover and keep growing.


Around 1988 some members thought we were going too 'charismatic' and so left and formed the Orana Baptist Church. It is interesting to note that in one particular week some left because we were too 'charismatic' and some left because we were too 'traditional'.

Over the years, there has been a commitment and involvement in the local community as well as abroad. Some members have been trained at theological college and various Bible colleges and are now serving the Lord in other places. A number of missionaries have been commissioned and sent from within the church.

To better serve the culture of the church, in the early 1990s the diaconate was dissolved and ministry teams were introduced along with a leadership team (comprised of pastors, elders, ministry team leaders). An eldership had been introduced earlier.

DBC at most times has had a senior pastor and alongside them have been various other pastor roles – associate, children and youth.

Rev Ian Vippond, along with his wife Jill, was the senior pastor from April 2012 to September 2023. Ian brought a steadiness to the church and we saw growth.



During 2014 the church determined that ministry to children and youth would become a priority. John Frazer was appointed children, youth and families pastor and the following 5 years saw a strong growth. In January 2022, Mitchell Thompson became the youth and children pastor. Ministry to children and youth remains a priority at Dubbo Baptist Church as we see they are the next generation chosen by God to love and serve him.

The current building was opened in 1992. In line with our vision to grow the children and youth ministries, a building programme has been initiated to increase capacity.



## **Appendix 3**

### **WHAT WE BELIEVE**

#### **BAPTIST ASSOCIATION OF CHURCHES STATEMENT OF BELIEFS**

##### **The Nature and Unity of the Godhead**

There is one God Who is eternal personal Spirit. He is infinite in power, wisdom, holiness and love.

God is Triune in essential being and revealed to us as Father, Son and Holy Spirit.

##### **The Deity and Humanity of Christ**

Jesus Christ as the second Person of the Godhead is eternally one with God the Father of whose person and glory Jesus is the accurate expression. To become human, He was conceived of the Holy Spirit and born of the virgin Mary, so that two whole and perfect natures, the nature of God and human nature, were united in one Person; truly God and truly human.

##### **The Holy Spirit**


The Holy Spirit as the third Person of the Trinity is eternally one with the Father and the Son yet He is sent by Them to achieve the divine purpose in the world and in the Church.

##### **The Divine Inspiration of the Scriptures**

The Scriptures, consisting of the sixty-six books of the Old and New Testaments, are the infallible Word of God. They were written by holy people of God inspired by the Holy Spirit and have supreme authority in all matters of faith and conduct.

##### **The Sinfulness of People**

People were made in the image of God and for fellowship with God. By transgression of God's command humankind fell from fellowship with God and their nature was corrupted. As a consequence, all people are spiritually dead under Satan's dominion and



control and subject to God's wrath and condemnation. Therefore, apart from God's grace, people are helpless and hopeless.

### **Christ's Atonement for Human Sin**

In order to redeem people from the guilt, penalty and power of sin, Jesus Christ became human and died a sacrificial death as our representative substitute. By His resurrection, God's acceptance of His atoning death was demonstrated. This atonement is sufficient for the whole world, but effective only in those who received it. The sinner is justified and reconciled to God, not through any personal merit, but solely on the basis of God's gracious gift of salvation in Jesus Christ received through faith.

### **The Work of the Holy Spirit in Salvation**

The ministry of the Holy Spirit is necessary for the acceptance of God's provision of salvation. The Holy Spirit convinces sinners of their sinfulness, leads them to personal faith in Jesus Christ as Lord and Saviour and so brings them to spiritual birth as God's children and to fellowship in Christ. Working within the life of believers the Holy Spirit makes real the presence of Christ, witnesses to their relationship with God, leads into all truth, bestows gifts for effective service and produces graces for holy living.

### **The Church**

The Church is the body of people whom God has separated from the world through faith in Jesus

Christ as their Lord and Saviour. All regenerate persons are members of the universal Church of God which takes local form wherever groups of believers unite for worship, fellowship and service in accordance with scriptural principles. All believers are called to a priestly ministry in the offering of spiritual sacrifices and sent into the world to be witnesses. God calls individuals to positions of oversight and leadership or to special ministries. The Church recognises such by ordaining pastors, commissioning missionaries, appointing deacons and other leaders, following New Testament practice.



## **The Baptism of Believers Only by Immersion**

Baptism is an ordinance of the Lord Jesus Christ. It is a public declaration of a person's faith in Jesus Christ as Lord and Saviour. In accordance with New Testament Scripture, it should be administered only by total immersion which symbolises the believer's identification with Christ in death, burial and resurrection, the remission of sins and the believer's dedication of himself to God to live and walk in newness of life.

## **The Communion**

The Lord's Supper is an ordinance of the Lord Jesus Christ instituted by Him to be celebrated with the elements of bread and wine by believers in Christ until the end of the age. It commemorates and declares our thanks for the Lord's substitutionary death. The celebration of the ordinance expresses our fellowship with and in the Lord Jesus Christ as members of the Body of which He is the Head.

## **The Return of the Lord Jesus Christ**


At the end of this age, according to His promise, Jesus Christ will return personally and visibly in His glory to the earth. The full consummation of the Kingdom of God awaits His return.

## **The Resurrection of the Dead**

At the end of the age, there is to be a resurrection both of the righteous and the unrighteous. After death people's bodies return to dust, but their spirits return immediately to God - the righteous to be with Him and the unrighteous to be reserved for the judgment.

## **Rewards and Punishments in a Future State**

God has appointed a day of final judgement for the world. At that time Jesus Christ will judge every person and each will receive reward or punishment according to their deeds. Those judged righteous, in their resurrected and glorified bodies, will receive their



reward and will dwell forever in Heaven with the Lord. The unrighteous will be consigned to Hell, the place of everlasting punishment.

To find out more about our common values, purpose, goals and visions of the Baptist Association please refer to their website.

[WHO WE ARE - Baptist Churches of NSW and ACT \(nswactbaptists.org.au\)](http://nswactbaptists.org.au)



## PASTORAL PROFILE

Dubbo Baptist Church seeks a Lead Pastor who is an inspiring, motivating visionary. The church sees the role of the Pastor as providing pastoral leadership and oversight of the life, work and witness of the church.

This included equipping the congregation to fulfil the church's vision statement:

*We seek to be a vibrant, growing community that honours God. As followers of Jesus it is our goal to daily demonstrate and declare His love so that lives are transformed.*

The Pastor would accept and support the church's mission and witness and would agree with and promote Christian belief as expressed in the "Statement of Beliefs" approved by the 1979 Assembly of the Baptist Churches of NSW and ACT, (amended 2002 to gender inclusive language).

**We expect the Pastor to demonstrate the following:**

### **Personal qualities:**

Biblical qualities and character appropriate for mature Christian leadership, such as a servant heart, love for people, commitment to prayer, attention to their own spiritual growth and family life, good reputation with Christians and non-Christians alike.

- Is committed to the inspiration and supreme authority of the Scriptures for all life and practice.
- Is open to the Living Word (Jesus) through the leading of the Holy Spirit
- Has considerable life and ministry experience.
- Is secure in own giftings and personality as given by God.
- Is comfortable with a variety of worship styles – traditional, contemporary, seeker sensitive.
- Has an understanding of current Australian society across a wide range of ages and culture.
- Is a team player, being able to work with staff and church leadership.

### **Desirable qualities:**

Married with a supportive spouse.

Several years of pastoral leadership in a Baptist Church.



Accredited pastoral or related ministry by the Baptist Churches of Australia.

**Interpersonal Skills:**

Is relational and identifies with people of various age groups and different backgrounds, including a wide range of socio-economic groups and those from other cultures.  
A meaningful and effective communicator.

**Key Responsibilities:**

**Visionary:**

Identifies with the church's vision statement and will motivate the congregation towards realising and sustaining this vision.

**Pastoral leadership:**

Has strong leadership qualities, having a participative and consultative leadership style in which others are empowered and supported; able to prioritise and delegate; clear sense of direction.

**Leadership and congregational development:**

Encourages members of the congregation to develop and use their gifts in their daily lives and their potential for leadership, through the provision of opportunities for training, ministry experience and growth.

**Effective preacher:**

Communicates and preaches in a way that is firmly Bible-based and relevant to people's lives and today's issues.

**Prayer life:**

Through a disciplined prayer life, seek to discover God's will for one's own personal ministry, and encourage all in the church to a deeper commitment to prayer.

**Pastoral care:**

Meet formally and informally with attendees to encourage development of faith, knowledge and application of God's word. Provide by word and presence an empathic understanding of, and assistance to, people in everyday life. Encourage pastoral gifting in others.



**Outreach/Evangelism:**

Encourage and resource members of the congregation to engage in presenting the gospel to those not yet committed to Christ, in the church and in the community.

**Administration:**

Oversight, in conjunction with the eldership, of all policies, procedures and management.



## **POSITION DESCRIPTION – FULLTIME LEAD PASTOR**

### **PURPOSE:**

To provide pastoral leadership to the church body as a whole and to individuals.

### **RESPONSIBILITIES AND REQUIREMENTS:**

1. To lead, in conjunction with the Elders, in overall planning and cohesion of the various ministries of the church in accordance with its vision, goals and culture.
2. To ensure a Bible-based teaching ministry and a strong Biblical influence throughout the whole ministry of the church.
3. To provide spiritual leadership and pastoral care to the church Leadership Team and staff.
4. To encourage and develop the church family to effectively use their spiritual gifts in line with the church vision.
5. To ensure an adequate ministry of pastoral care, including encouraging and developing others to be active in pastoral care.
6. To develop and grow one's own ministry in line with the Key Responsibilities in the Pastoral Profile (attached).
7. To communicate effectively with the congregation.
8. To receive frequent professional supervision/mentoring
9. To be a member of a Baptist Ministers' Renewal group or equivalent, and the Western District Baptist Association.
10. Willingness to be involved in the wider Dubbo community as well as cooperating with other churches and the Dubbo Christian Ministers Association.



## **QUALIFICATIONS:**

- Accredited or Recognised Baptist Minister, or willingness to attain.

## **RELATIONSHIPS:**

- Lead the Pastoral Team and the staff team
- Be a member of the Eldership and the Leadership Team
- Be an ex-officio member of all Ministry Teams.

## **ACCOUNTABILITY:**

To Dubbo Baptist Church members, through the Elders and Leadership Team.

## **TERMS AND CONDITIONS OF APPOINTMENT:**

- Salary, travelling expenses and other remunerations shall be, at a minimum, in accordance with Baptist Churches of NSW and ACT guidelines.
- Annual leave and personal leave shall be in accordance with NSW and ACT Baptist Association guidelines.
- Abide by the policies and procedures of Dubbo Baptist Church.

## **APPOINTMENT:**

Appointment of the Pastor shall be in accordance with the requirements of the church constitution.

## **REVIEW:**

The Pastor and Elders shall undertake, with the guidance of a duly qualified independent person, a review after the first six months followed by subsequent yearly reviews.