



Seeking expressions of interest for the positions of:

- Pastoral Team Leader
- Associate Pastor

Mayfield Baptist Church is seeking the appointment of a Pastoral Team Leader as well as an Associate Pastor, to lead our vibrant community towards our 100-year anniversary and beyond. We believe that our best is ahead of us at MBC, as we seek to build on our foundations for His Kingdom's cause. As one of the leading Baptist churches in the Hunter Region, MBC has always maintained a very active and visible space in the Christian community of Newcastle, as well as with the wider community.

Building on Colossian 1:28 (TPT), our vision intends to provide direction for the future, whilst instilling passion for today. We **seek to awaken hearts, renew minds and strengthen faith in Christ**, and this statement has been a valuable backdrop for all that we seek to be and do at MBC. We believe that the successful applicants will desire to further develop and embed this vision into the cultural distinctives of MBC, as we continue to centre our worship, lives and church on Jesus and His Kingdom.

The story of MBC so far...

Mayfield Baptist Church (MBC) was originally sent out from Islington Baptist Church in 1925. In 1954, we moved from Valencia Street to Maitland Road, Mayfield. In 1958, a men's hostel called Essington-Lewis House was opened by the Sunday School Board (corner of Highfield and Section Street), to provide accommodation for apprentices coming to work at BHP. Adjacent to this, our current church building was opened in 1970. The adjoining multi-use hall opened in 1975, along with a Manse that now serves as a multi-use Ministry Centre (including office space).

We own and occupy the land bound by Crebert, Section, Highfield and Hanbury Streets. In 2025, we will celebrate our 100-year anniversary, which is testament to the rich history of MBC, as well as our commitment towards growth and realising the vision that we believe God has laid before us. Accommodation for adults, disadvantaged children and the elderly has been part of our history. The YWAM Newcastle base currently occupies a lease on 'Bulkirra' on the northern half of the site, and Mayfield House has been restored and refurbished into modern accommodation suitable for students and people requiring unit-style accommodation.

MBC Website:

<https://www.mayfieldbaptist.com>

Location:

<https://goo.gl/maps/99pW2WA1Zg2UmsseA>



MBC acquired the MayCare Community centre in 1997 to house community-based ministries. Since 2008, we have partnered with BaptistCare Community Services, to serve and minister to the local Mayfield community through what is now known as Hope Street.

MayCare Website: <https://www.mayfieldbaptist.com/hopestreet.html>

BaptistCare Website: <https://baptistcare.org.au> / <https://hopestreet.org.au/mayfield/>

Location: <https://goo.gl/maps/yWpczmvUtC9Vr5rS7>

MBC planted a Christian school in 1981, which moved to the current Bull St site in 1986 and now has around 400 students from Prep to Year 12, operating as Hunter Christian School, continuing as a ministry of MBC.

HCS Website: <https://www.hunterchristian.nsw.edu.au>

Location: <https://goo.gl/maps/EF58Tuk85Bv>

Current Ministries at MBC...

Mayfield Baptist Church's rich heritage and ministry DNA is defined by some powerful dynamics;

- Ministry to children and families has long been a part of MBC's focus. It has included a home for children and a long history of 'Sunday School' ministries open to the local community. Now through ministries such as Hunter Christian School, MBC Youth and YouthSpace, Kids Church and a large group of families that call MBC home, this work continues.
- A pioneering heart, seeking and doing the Mission of God (supporting missionary activities locally and globally).
- A broad ministry to the local 2304 community and beyond.

Our local focus is affectionately referred to as 'On This Hill'. These ministries, serving directly at MBC, include: Sunday Services, various Prayer initiatives, Worship teams, Connect Group Bible studies and specific ministry activities tailored for men, women, children, youth, young adult and seniors.

Our missions focus is referred to as 'From this Hill', and via this we have been able to serve the local and global communities, including denominational mission initiatives. We also support MBC football teams (4 teams currently playing) in the local Christian Football Association. While our intentional missions' focus has been in place for decades, across the last 5 years alone, we have been able to send out over \$400,000 to support the work of various individuals and ministry organisations.

Getting to know Newcastle, the city...

As one of Australia's largest cities, Newcastle is also one of the most liveable. A 1.5-hour drive north of Sydney, its 450,000 residents enjoy many lifestyle positives that larger cities cannot. Mayfield is situated 10 minutes from the CBD (and beaches), and the larger region is easily accessible by all modes of transport. In 2011, Newcastle stepped into the international limelight when it was ranked as one of the top 10 cities in the world by Lonely Planet. The city has a strong beach and sporting culture with increasing cultural diversity and a flourishing arts scene, with theatres and galleries situated near its shops, cafés and restaurants. The city is also an educational hub for NSW. The University of Newcastle has been a catalyst for international research and innovation, and the city boasts a lively student culture. Newcastle has a diverse range of industries, starting with one of the world's busiest ports. The city has diversified from manufacturing and energy exports to embrace a range of industries, including agriculture, education, health and tourism. This expansion has resulted in increasing employment opportunities across various sectors. Newcastle is the major city in NSW's Hunter Region, alongside Lake Macquarie, Port Stephens, Cessnock and Maitland. Novocastrians are known as hard-working, genuine people.

See also <https://newcastle.nsw.gov.au/living/our-city>

Demographics of the local Mayfield area...

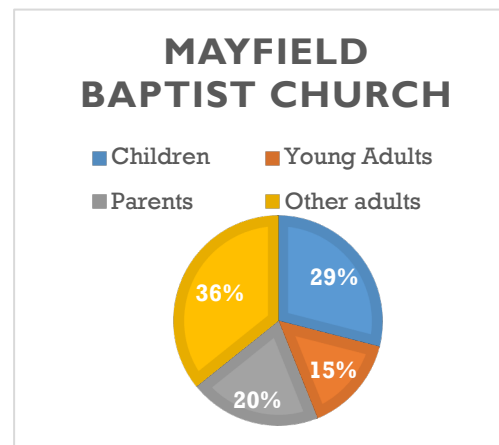
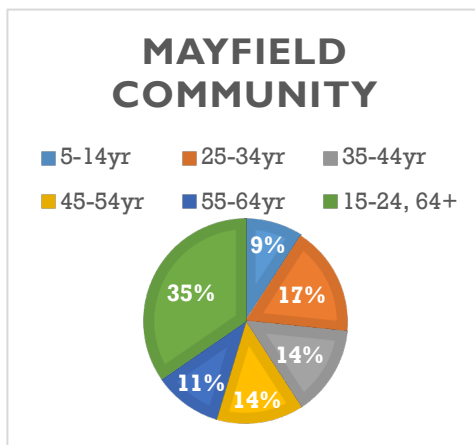
Mayfield is a suburb of varying affluence and social living conditions. There are approximately 10 000 people who live in the suburb of Mayfield and another 15 000 who live in surrounding suburbs. Some of the key statistics from the latest Census data available describe the local Mayfield area as:

- Median Age 37 (NSW 37), with similar rates across each age bracket
- Married 33% (NSW 48%) and never married 45% (NSW 34%)
- Couples with children 36% (NSW 46%) and single parent families 22% (16%)

- Born in Australia 81% (NSW 66%) and both parents born overseas 18% (NSW 37%)
- No Religion 34% (NSW 25% / Australia 30%) and Christianity 60% (similar for Australia)
- Median family Income \$1587 (NSW \$1780)
- People earning less than \$650 per week 25% (NSW 20%)

Mayfield has traditionally been a working-class suburb, with coal mining, and the BHP steel works being the major employers historically. It is now considered an inner-city suburb of Newcastle, and is becoming increasingly popular for younger people and families. Close by, are University, Technical and a range of schools and educational centres. Mayfield is recognised as under-going a rapid change, with an influx of people seeking a more inner city and cosmopolitan feel, resulting in gentrification of the suburb. In and amongst this, are a number of aged accommodation facilities, as well as increasing affordable housing for those in need.

The MBC employment profile is similar to the local community including, management, engineering, education, tradesperson, labourer, medical, entrepreneurial, sales and technical. At MBC, our proportion of married couples is higher than the average for our local community, as is our disposable income. We believe we are highly blessed, in terms of the gifting's, expertise and resources that our people have and are willing to share. People who call MBC home come from all over the region.



Mayfield Baptist Church

The Baptist Association of NSW/ACT has the core values of:

- Christ centered
- Mission shaped
- Relationally committed
- People empowering
- Partnership orientated

We feel this also describes the things important to MBC. We have members currently on various mission fields, hold monthly mission prayer meetings and participate in short term mission trips. We are a church of many families with some spread across four generations with ages 0 to 90+ years. We encourage people to step into responsibility and let them follow their passion/gifting. We seek to train, support and encourage those people as they step out.

Our Sunday gatherings are in a purpose-built space. This is an informal group time, with contemporary music, with children and youth currently enjoying their own concurrent ministry time. While MBC is clearly blessed to be a cross-generational church, families form a large part of church life, and they will clearly be an area of growth for the church for some years to come. Worship is a communal activity with

singing, participation and prayer encouraged. We use a straight forward conversation style, that reflects our gathered community.

As earlier described, MBC now owns property bounded by Crebert, Highfield, Hanbury and Section Street on an elevated site. The phrases 'On This Hill' and 'From this Hill' have been coined at MBC to describe our vision for our various ministries that serve locally and globally. We have active partnerships with Hunter Christian School, YWAM Newcastle, The Hub (preschool on site), and BaptistCare (MayCare). We participate in local scripture teaching, CityServe, Christmas Carols and the Hunter Christian Football (Soccer) Association.

For MBC, our Vision and Mission Statements motivate us to be all that God has called us to be. We strive to fulfil the mandate represented by Colossians 1:28 as we CONNECT... GROW... and SERVE...

Current Leadership

Led by our current Pastoral Team Leader, Stephen Nosworthy, our Church Leadership Team (CLT) comprises the Pastor(s), Elders (2), Treasurer, Secretary and recently a couple of seats comprising general church members. We sadly saw departures of two of our pastors in 2021, with Luke Elkhuisen (moving to a Chaplain role with the ADF) and Ben Whitehead (sensing a personal shift away from pastoral leadership). It has been Stephens' intentions to stay as Pastoral Team Leader at Mayfield Baptist until retirement at the end of 2025; however, in light of plans for extended long service leave in 2023 and the departure of both Luke and Ben, Stephen has graciously offered to transition earlier than originally intended.

We anticipate that our new Pastoral Team Leader and new Associate Pastor will develop a strong working relationship to lead us into our next season of growth. We also currently employ a part-time Children's Worker, and Worship Team Worker as well as a paid Administrative Support Worker (3 days per week).

We recently polled our congregation following the departure of both Luke and Ben on what would be considered important for the appointment of new pastors. Unfortunately, due to the timing of this poll around COVID-19 lock-downs, the sample size was limited. The findings tend to suggest the fellowship would prayerfully seek to appoint two pastors to lead and direct ministries at MBC. It is understood that key elements will be strength of Bible-teaching, pastoral care, discipleship and generational ministries.

We are continuing to develop and clearly embed our defined church vision and set of goals for the short and long term. The current leadership team clearly believes that our current partnerships and ministries all strongly indicate what we value and what gives us energy. This has shaped some clear parameters that we believe will help define the roles of the incoming pastors. These characteristics would broadly be God centered, down to earth, Bible based preaching, spirit filled, family friendly, excellent leadership and partnership skills. We have a long and rich history, but are excited to let God shape our future.

Ministry Overview for Pastoral Team Leader

The successful applicant for Pastoral Team Leader will:

- Provide pastoral and visionary leadership to MBC, as well as the staff team
- Hasten to steer the subsequent appointment of a Senior Associate Pastor if this position is still vacant
- Lead the Church Leadership Team (currently 6 people including pastors, elders, secretary and treasurer)
- Oversee the leadership of and bring support to the various ministry teams that serve the church

Ministry Overview for Associate Pastor

The successful applicant for Pastoral Team Leader will:

- Lead, develop and evaluate ministry to children, youth, young adults and young families
- Work in close consultation with the Pastoral Team Leader in bringing vision and direction to the church and its ministries

NB: More comprehensive Role Descriptions are available on the MBC website

<https://www.mayfieldbaptist.com/positions-vacant.html>

Both roles will preferably be full time, and will include but not necessarily be limited to:

1. Upward – Relationship with God
 - Bible centred, degree level theological study
 - Faithful, evangelical
 - Prayerful and Spirit-led
2. Relationship with family and others
 - Provide an example of stable and loving family and personal relationships
 - Integrity and openness about self
3. Inward – Church experience
 - 10 years ordained minister (Pastoral Team Leader)
 - Strong Bible based preaching
 - Team ministry leadership
 - A broad exposure and experience in church ministries
 - Congregational governance
 - Relational and Pastoral at heart
4. Outward – Towards the community
 - Identification with the unique characteristics of the Mayfield suburb
 - Passion for mission, both local and global
 - Experienced in partnerships i.e. able to sustain and continue to strengthen our current partnerships as well as engaging with ecumenical opportunities in the Hunter region
5. Administrative
 - Experience in financial and project management (Pastoral Team Leader)
 - Experience in growing teams and effective delegation
 - Experience in general administration

Salary and Conditions:

Both positions are full-time. Salary and conditions will be in accordance with the Baptist Churches of NSW & ACT Remuneration recommendations based on experience and credentials. The contract can be structured in accordance with recommendations for eligible exempt fringe benefits. Remuneration Recommendations (Stipends) can be found here:

<https://nswactbaptists.org.au/project/remuneration-recommendations/>

Expressions of Interest:

Expressions of Interest should include a CV providing 4 referees (consisting of 2 personal and 2 ministry), the NSW/ACT Baptist Association Pastoral Application form and a covering page highlighting why you believe God may be calling you to pastor at Mayfield Baptist Church. You will be notified after

Expressions of Interest are due, to inform you if you have been successful in proceeding to the next stage of the process.

The due date for your expression of interest is 18th February 2022. Although a preferred commencement date is the second half of 2022, we are open to discuss other possibilities.

For further information, please contact either:

- Andrew Ponsen (Executive Secretary) 0416 110 315 andrew.ponsen@spcc.nsw.edu.au
- Andrew Pratt (Elder) 0425 389 448 akpratt@westnet.com.au
- Rev. Stephen Nosworthy (Pastoral Team Leader) 0416 203 328 stephen@mayfieldbaptist.com

Expressions of Interest and Applications can be sent to:

The Pastoral Selection Panel, Mayfield Baptist Church

- Email: mbc@mayfieldbaptist.com
- Post: PO Box 300, Mayfield, NSW 2304
- Deliver: 121 Hanbury Street, Mayfield, NSW 2304