Mount Gambier
Baptist Church

Senior Pastor
Information Pack



Mount Gambier Baptist Church

Welcome Letter from our Chairperson

Hello and Welcome

Thank you for your interest in the Senior Pastor role at Mount Gambier Baptist Church and for taking the time to prayerfully consider whether God may be leading you to pursue this opportunity.
As a church, we have been seeking God's guidance as we look towards a new Senior Pastor to lead us into the next season of ministry together, growing in unity and glorifying Jesus in all we do.

This information pack brings together the voices and perspectives of our congregation, ministry leaders, governance, elders and pastoral search team. Our desire throughout this process is to honour God, remain open to His leading and discern together whom He is calling to serve in this important role.

We are a church family known for our hospitality, welcoming spirit and desire to share life and the good news of the Gospel with those around us. We believe following Jesus extends far beyond Sunday gatherings. It shapes who we are, how we live each day and how we love and serve others. As Christ's love is made complete in us, we seek to live out our faith through the transforming work of the Holy Spirit.

In the following pages, we look forward to sharing more of who we are as Mount Gambier Baptist Church, what we value and where we sense God leading us. We hope this gives you a glimpse of our church family, the wonderful Mount Gambier region and inspires you to consider how your gifts, calling and leadership might contribute to the life and mission of our church and wider community.

Please know that we are already praying for you as you consider this opportunity. Our prayer is that you will know God's peace and presence as you discern His leading for your future and for ours.
May God guide us all as we seek His will for this next season together.

Yours in Christ

Dale Nearmy
Chairman of the Pastoral Search Team
Mount Gambier Baptist Church Elder

Mount Gambier Baptist Church

Mount Gambier & The Limestone Coast

Mount Gambier is the vibrant regional centre of South Australia's Limestone Coast, with a population of approximately 29,600. Located on National Highway 1, it is around 436 km from Adelaide and 441 km from Melbourne, with the Victorian border just 18 km away and Port MacDonnell's beaches 27 km to the south. The city combines modern amenities with the relaxed lifestyle, natural beauty and community connections of regional living.

Mount Gambier boasts a bustling main street, cafés, restaurants, shopping centres and a growing arts and music scene. The Riddoch Arts and Cultural Centre hosts exhibitions and performances, while annual highlights include Generations in Jazz in May, the Mount Gambier Show in October and the Christmas Parade, alongside numerous sporting events and community festivals.

The city's remarkable volcanic landscape features the iconic Crater Lakes and garden filled sinkholes. Beyond the city, the Limestone Coast offers beaches, forests, conservation parks, coastal walks and caves. The nearby Coonawarra wine region is internationally renowned for its Cabernet Sauvignon, while Port MacDonnell provides a relaxed coastal escape.





As a major service centre for the Limestone Coast, Mount Gambier supports diverse industries including health, education, agriculture, forestry and manufacturing. The city offers a range of public and private schools, tertiary education, healthcare, sporting facilities and essential services. Active sporting clubs, community organisations and family-friendly facilities provide many opportunities to build friendships and get involved in local life.

Mount Gambier offers a rewarding balance of lifestyle, opportunity and community, with housing that can be more accessible than in larger capital cities. Its outdoor attractions, regional connections and relaxed pace of life make it an appealing place to raise a family and establish roots. For those considering a new chapter personally, professionally and within a church community, Mount Gambier and the Limestone Coast offer a wonderful place to belong and contribute to a thriving regional community.

Mount Gambier Baptist Church

Mount Gambier Baptist Church Profile

Mount Gambier Baptist Church (MGBC) has maintained a Baptist presence in the city since 1864, celebrating its 160th anniversary in November 2024. The current church facility opened in 1984 and continues to serve the congregation well.

Around 230 people call MGBC home, with an average Sunday attendance of approximately 150 across all generations and walks of life. As a large regional church, we value diversity, encourage intergenerational connection and believe everyone has a role in serving Jesus and His church.

Our Sunday gatherings feature contemporary worship, Bible-based teaching, dedicated spaces for children, welcoming fellowship and a strong emphasis on significant occasions such as communion and baptism. We embrace the presence and leading of the Holy Spirit within a generally conservative theological framework and an egalitarian approach to ministry.

Our faith extends beyond Sunday. Through house churches, fellowship and discipleship programs, and community outreach, we seek to demonstrate the love of Jesus throughout the week. We see Mount Gambier and the wider Limestone Coast as our God-given mission field, with a commitment to strengthening our local neighbourhoods and supporting the flourishing of our region.

MGBC also has a strong history of welcoming people from diverse backgrounds. Over the past 17 years, we have supported many Karen and Karenni refugees from Myanmar, contributing to the emergence of two independent Karen churches, while several families continue to fellowship with us.

In response to changing regional needs following COVID-19, we have renewed our focus on community flourishing. This vision has extended beyond Mount Gambier, with the congregation voting overwhelmingly in June 2024 to establish a church plant in nearby Penola, which commenced in May 2025.







Mount Gambier Baptist Church

Church Governance

Our governance is currently made up of:

- 1 full-time senior pastor (currently vacant)
- 1 part-time 0.4 Campus Pastor – Penola Baptist Church
- 1 part-time 0.6 Youth and Children's Coordinator (pending upcoming church membership endorsement)
- 1 part-time Office Administrator
- Eldership Team including our Missions overseer and Creative Ministries Leader
- Administration Team (in other churches these might be described as Deacons)

Our Ministry Groups and Mission Fields



House Churches



Live streaming of weekly services



Children's Ministries



Prayer Group



Theological Study Group



Combined Church Services



Men's & Women's Ministries



Fishtails Play Group



Solid Rock Cafe & Coffee Trailer



Overseas Mission Trips & Financial Support



Penola Church Plant



Youth Group

Mount Gambier Baptist Church

Church Vision and Mission Statement

We revisit this each year from around August to November. Our church budget and election process takes place at the end of November, so it makes sense to plan our year out as we consider those things. A calendar of major events is usually in place by the first week of December.

Being a Baptist church, "vision casting" from a top-down approach is not the way we do things. Instead, we seek to collaborate as much as we can with the congregation to determine what the Lord is leading us to do. The congregation is a healthy, productive, and trusting one, and this is because the governance teams have done well in leading in a healthy and trustworthy manner.

With all that said, we have come to adopt a set of values. These values are what we have used to inform the ministry we commit to each year.

Our Church Values

“At MGBC, nobody walks alone”

From the earliest days of the church, fellowship and caring for one another have been central to the Christian faith. The early church shared life together, supported those in need and took personal responsibility for the wellbeing of others. Being part of God’s family meant more than gathering for worship; it meant walking alongside one another through every season of life.

At MGBC, we are deeply committed to building a community where people are known, valued and cared for. Nobody is simply another face in the crowd. We want to get to know people, share life together and create opportunities for genuine connection, encouragement and support.

We put this value into practice through the life of our church family. Our House Churches provide opportunities to build deeper relationships and support one another in everyday life. Youth Group and Children’s Ministries help young people and families develop meaningful connections and grow in faith, our Seniors Group provides fellowship and fun activities for the older folks and a weekly Prayer Group encourages mutual support and spiritual growth.

We want everyone who connects with our church to experience the love of Christ through a community that walks alongside them, wherever life takes them.

Mount Gambier Baptist Church

“At MGBC, we have accepted a compelling mission”

Jesus commissions His church to proclaim and demonstrate the Kingdom of God, sharing His love with the world and inviting people into a relationship with Him. At MGBC, we are passionate about discovering new and meaningful ways to live out this mission in our changing world, both locally and beyond.

We embrace creative opportunities to connect with our community. Our annual Solid Rock Cafe at the Mount Gambier Show and fortnightly community coffee trailer help us build relationships and share our faith, while Fishtails Playgroup, which has welcomed local families for more than 25 years, provides a place for connection and belonging. Through Alpha, we invite people to explore Christianity and ask questions about faith. Our weekly live-streamed services extend our reach beyond the church building, while our developing Penola church plant reflects our vision to see more communities across the Limestone Coast encounter Jesus.

Our mission also reaches beyond our region. We support Australian and overseas mission initiatives, including our annual Thailand mission trip, and maintain valuable connections with ministries around the world.

We are committed to sharing Jesus in practical, relational and relevant ways, continually seeking opportunities to serve our neighbours, reach new communities and make Him known across the Limestone Coast and beyond.









Mount Gambier Baptist Church

“At MGBC, we are life-long learners of Jesus”

Scripture calls us to grow in faith and become mature followers of Jesus, grounded in God’s Word, confident in what we believe, able to engage thoughtfully with different worldviews and equipped to share our faith with others. We see discipleship as a lifelong journey, encouraging one another to keep learning and growing in our relationship with Jesus.

At MGBC, we foster this growth through strong biblical teaching and opportunities for learning together. Our large, knowledgeable preaching team of over 10 preachers brings depth and breadth to teaching during our services, while our Theological Reading Group encourages deeper exploration of Christian thought and theology.

Our House Churches provide opportunities to study Scripture, ask questions and grow together in faith. Through our Children’s Ministries, we nurture a love of Jesus and lay foundations for lifelong discipleship from an early age. We want to be a church that remains teachable, grows in biblical understanding and equips every generation to know Jesus more fully and make Him known to others.

“At MGBC, nobody comes empty handed”



We believe every person has been given gifts, abilities and experiences that can be used to serve God and strengthen His church. Scripture reminds us that, just as the body of Christ has many parts, each with a unique and valuable role, so every member of our church family has something to contribute. We are committed to encouraging, mentoring and equipping people to discover where God is calling them to serve.

At Mount Gambier Baptist Church, this looks different for everyone. It may mean serving through Children’s Ministries or Youth Group, welcoming families at the beginning of a church service, leading or hosting a House Church, contributing to our preaching or worship team, or supporting our community outreach initiatives. Others serve through prayer, hospitality, practical support, mission trips or the many behind-the-scenes roles that help our church function.

We want to foster a culture where people are encouraged to recognise their gifts, step into opportunities to serve and grow through the support of others. Our desire is not simply to fill positions, but to help people find meaningful ways to use what God has entrusted to them, knowing that every contribution matters and every person has a part to play in His mission.

Mount Gambier Baptist Church

Our Statement of Faith

We believe that the Bible is the inspired Word of God. In the Bible we find the complete revelation of God's will for the salvation of people of all ages, and divine and final authority for the Christian faith and lifestyle.

We believe in one God, creator of all things, who is perfect and eternally existent in three persons: Father, Son and Holy Spirit, that Jesus is fully God and fully man, was conceived of the Holy Spirit, born of the Virgin Mary, He died on the cross as an atoning sacrifice for our sins. Further, He rose bodily from the dead, ascended into heaven, and is now at the right hand of the Father as our High Priest and Advocate.

We believe that all people are created in the image of God but have fallen into sin and are therefore lost in broken relationship with God. It is only through the regenerative work of the Holy Spirit that salvation and life with God can be obtained. The shed blood of Jesus Christ and His resurrection provide the only grounds for justification and salvation.

We believe that, through the Holy Spirit, God glorifies His Son, Jesus Christ. That the Holy Spirit indwells, guides, instructs and empowers those who believe so they might live godly lives of service. Every believer should be continually filled with the Holy Spirit, thus being empowered to be witnesses to the truth of the Gospel.

We believe that there is one true Church universal, comprised of all those who have received God's grace in the person of Jesus Christ. This local body of believers gathers for worship, prayer, teaching of the Word, fellowship, service, and the observance of Baptism and Communion.

We believe that believer's baptism by immersion is the appropriate discipleship response to the grace of God in Jesus Christ and that all believers should be encouraged to be baptised in accordance with the call of Jesus.

We believe in the priesthood of all believers and maintain that every believer has been gifted and equipped by God for their role in the ministry and life of the Church. Moreover, we believe that God leads and directs His Church through His people who seek to facilitate this through the exercise of congregational government.

We believe God in His own time and in His own way will bring the current world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth, the dead will be raised, and Christ will judge all people in righteousness. The unrighteous will be consigned to hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever with the Lord

Mount Gambier Baptist Church

Senior Pastor Profile

Key Statement & Vision

The Senior Pastor will lead Mount Gambier Baptist Church in discernment, shepherding, and strategic direction as we step into our next season of ministry and mission. Grounded in prayer, spiritual depth, and relational integrity, the Pastor will foster a united, collaborative community committed to proclaiming the Good News of salvation through Jesus Christ in the Mount Gambier region, and beyond and equipping believers for active discipleship and service.

Church & Ministry Context

Mount Gambier Baptist Church is an established, contemporary evangelical church in the regional city of Mount Gambier in South Australia's Limestone Coast region. We value biblical preaching, prayer, active outreach, and house church community life. Rather than needing a "rescuer" or abrupt change, the church is seeking a leader who can help discern with us where God is leading next, build and encourage shared ownership of our values and goals, walk alongside leadership teams and the congregation, and strengthen both our internal pastoral connections and our outward mission.

Personal Characteristics & Character Traits

- **Spiritual Groundedness & Depth:** A deep, vibrant personal relationship with Jesus Christ, characterized by a disciplined prayer life, humility, wisdom, and a commitment to spiritual growth.
- **Relational Warmth & Pastoring:** Approachable, gracious, and empathetic; skilled at relating to people across all generations and demographics.
- **Integrity and Confidentiality:** High moral integrity, trustworthy, and careful in guarding confidentiality.
- **Collaborative and Humility:** A leader who leads with conviction tempered by humility, actively listening to multiple viewpoints and seeking unity across the congregation.
- **Receptive and Discerning:** Endowed with spiritual discernment and open to input and constructive feedback.

Essential Requirements & Qualifications

- Theological Conviction: A firm commitment to the authority and normative role of Scripture in life and practice.
- Accreditation: Current accreditation with Baptist Churches SA & NT (BCSANT) or actively pursuing/holding equivalent Baptist accreditation.

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- **Experience & Training:** Formal theological qualifications and pastoral training, preferably with at least five years of pastoral leadership experience. The Pastor is to uphold Baptist Church principles and statements of faith
- **Communication & Conflict Resolution:** Exceptional relational, written, and verbal communication skills, including constructive conflict resolution abilities.
- **Safety & Compliance:** Active Working with Children Check (WWCC) / National Police Check, and full compliance with BCSANT Child Safe and Code of Conduct policies.

“Hands-on” Ministry Roles and Priorities

The following areas of ministry have been identified by our church for the senior pastor to attend to in a “Hands-on” role. These are listed in order of priority and should reflect the time and effort to be applied to each.

Preaching & Teaching

- Preach and teach Scripture in ways that are biblically faithful, theologically sound, clear, relevant, and practically applicable to daily life.
- Teaching and equipping the church through biblical truth and practical discipleship.
- Prepare the preaching roster, incorporating guest speakers and developing emerging local preachers.

Pastoral Care

- Ensure robust pastoral care structures exist, modelling and creating a caring community of believers and assist in facilitating a place where the ‘Love of Christ’ for our brothers and sisters is evident and tangible (or made complete)
- Provide personal pastoral support and visits to the congregation during times of crisis or key moments, while developing, equipping, and empowering House Church leaders and pastoral teams to multiply care across the church family.

Training & Equipping Others

Identify, mentor, and empower leaders and helpers across ministry areas (children/youth, small groups, evangelism and worship) to do the work of the church and to multiply ministry capacity.

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Outreach & Community Engagement

- Model personal evangelism and lead/champion local community outreach initiatives.
- Help bridge relational community connections with explicit gospel sharing equipping members to share their faith naturally.

“Eyes-on” Collaborative Ministry Oversight

The following areas of ministry have been identified by our church for the senior pastor to attend to in a “Eyes-on” oversight and collaborative role.

- **Worship & Fellowship Ministries:** Supporting and delegating to teams to ensure effective, relational services and events.
- **Church Administration & Property:** Overseeing direction in partnership with the Administration Team and Elders without needing to manage all day-to-day administration.
- **House Church & Group Networks:** Supporting group leaders who deliver front-line pastoral care and discipleship.
- **Citywide & Global Mission:** Support existing global outreach commitments. Engage with local pastors and Christian leaders in the Mount Gambier district to support ecumenical and citywide ministry initiatives.

Accountability & Governance

- Accountable to the Church Members' Meeting via the Eldership / Administration Team.
- Participate in regular/annual pastoral reviews based on this Pastoral Profile

Mount Gambier Baptist Church

How to Apply

Applications for the Senior Pastor position will remain open until the role is filled. Applications will be reviewed as they are received. We welcome applications from overseas candidates. Applicants must, however, hold Australian citizenship or a current visa that provides the right to work in Australia. Evidence of this must be included with your application. If you have questions about the position or the application process, please feel welcome to contact us. We will endeavour to respond as promptly as possible.

Please email the following documents to dbeasy@bcsant.org.au.

Cover letter (1–2 pages)
Your cover letter should:

- Introduce yourself and share why you believe God may be calling you to serve as Senior Pastor at Mount Gambier Baptist Church.
- Address the Essential Requirements and Qualifications outlined in the Senior Pastor Profile.

Resume

- Please include your employment history across both secular and church-based roles.
- Contact details for three appropriate refeeres.

Once we receive your application, we will contact you to advise whether the Pastoral Search Team will progress your application or whether it has not met the shortlisting criteria. We appreciate that discerning the right person for this role takes time, prayer and careful consideration. We will endeavour to keep you informed as the process progresses. We look forward to connecting with prospective candidates as we pray, discern and seek God's leading together for the future of Mount Gambier Baptist Church.

Further Information and Links

Mount Gambier Baptist Church Website

Facebook Page

Youtube Account