

Position Description

Pastor (2 days per week / 0.4 FTE)



1. The Church

Metropolitan Community Church Brisbane (MCC Brisbane) is a church that welcomes all, with a particular commitment to those in the LGBTQIA+ community who have sometimes experienced exclusion from full participation in church life. We seek to build a Christian community of belonging and grace, where members and attendees can find and offer support and encouragement to explore and live out the Christian faith together. MCC Brisbane also strives to be a hospitable place for people who are questioning, re-examining, or rediscovering their faith. We place a high value on the Bible and understand that it contains diverse voices and can be read through many lenses. Our main gathering is the weekly Sunday evening service at 6pm, typically attended by 60–70 people, within a broader congregation of over 100 people who are regularly or semi-regularly involved. Our congregation has a growing number of people under 30, including a significant cohort of neurodiverse young adults. MCC Brisbane was founded in 1974 and is affiliated with the Universal Fellowship of Metropolitan Community Churches (UFMCC). We especially encourage applications from candidates who have experience walking alongside LGBTQIA+ people and their allies.

2. Role Overview

The pastor (2 days/week) will share responsibility for pastoral care, preaching/teaching, and ministry development with the existing pastor (3 days/week). The pastor will report to the Board of Directors and work collaboratively with the existing pastor (3 days/week), the Board of Directors, small group leaders, and volunteers.

3. Time Commitment & Working Pattern

This position is 2 days per week (0.4 FTE). The role includes most Sunday evenings from 5pm-8:30pm, with one Sunday evening off per quarter (in addition to annual leave). Midweek hours are flexible and will be set by mutual agreement, taking into account the successful candidate's time constraints and the needs of the congregation.

4. Job-Share Arrangements

- **Initial leadership and transition:** In recognition of her experience within the congregation and familiarity with the role, the current pastor will initially take the lead on key matters. The incoming pastor will be supported to progressively grow into the role and share more of the decision making and responsibility over time.
- **Shared pastoral responsibility:** Both pastors will jointly oversee the pastoral care of the congregation, with agreed areas of focus to maximise continuity and effectiveness.

- **Co-ordination of roles:** An informal catch-up will occur at least fortnightly covering pastoral care, upcoming events, urgent matters, administration tasks, and key decisions.
- **Communication systems:** Shared access will be given to agreed church systems (e.g., Outlook, SharePoint, Slack) with clear confidentiality protocols.
- **Decision-making:** Day-to-day decisions will be made within agreed authority limits; significant decisions will be discussed together and/or with the Board Chair and/or the Board of Directors.
- **Cover arrangements:** Cover for annual leave/sick leave is coordinated between the job-share pastors and the Board of Directors.
- **Consistency:** Agreed messaging, tone, and priorities are maintained across both roles; both pastors support each other's leadership in public and in private.

5. Key Responsibilities

The following key responsibilities will be shared and negotiated with the existing pastor

5.1 Preaching

- Preach on a shared roster with the existing pastor and guest speakers: the existing pastor typically preaches 2–3 times per month, with the remaining weeks covered by guest preachers and the successful candidate.
- Adopt a preaching style and hermeneutical framework that invites and supports listeners to explore Scripture and faith questions for themselves, rather than being told what to think.
- Preach with particular sensitivity to the concerns and lived experience of LGBTQIA+ attendees, recognising that Scripture has sometimes been used to harm, exclude, or shame; communicate with care and humility.

5.2 Pastoral Care

- Provide pastoral care to attendees and church contacts through hospital visits, informal catch ups, phone/video calls, shared activities, and conversations on Sunday nights.
- Connect with the growing group of under 30s, including neurodiverse and gender diverse young people, and provide culturally safe, pastoral support.
- Recognise limits of competence and refer to professional support services when needed (e.g., counselling, crisis and emergency services).
- Use best practice around privacy and confidentiality concerns.
- Uphold safeguarding practices and mandatory reporting obligations, in accordance with MCC Brisbane's Safety Framework and legal requirements.

5.3 Leadership & Ministry Development

- Liaise closely with volunteers and ministry leaders, building strong relationships and clear communication across ministry areas.
- Foster a positive, healthy volunteer culture where people are welcomed, trained, supported, thanked, and empowered to serve.

- Work with small group leaders by providing encouragement, problem solving, and pastoral care; assist with leader resourcing and healthy group dynamics.
- Actively identify, resource, and encourage emerging leaders, creating opportunities for participation and leadership.

5.4 Administration, Meetings & Compliance

- Attend and contribute to the monthly meeting of the Board of Directors.
- Complete required administrative tasks, including responding to emails in a timely manner
- Comply with all church policies, codes of conduct, safeguarding standards, and relevant legislation.

5.5 Spiritual Leadership & Professional Development

- Participate in professional supervision/mentoring and performance review processes as arranged.
- Engage in ongoing professional development as required by UFMCC
- Safeguard the reputation of MCC Brisbane by modelling character and conduct consistent with the church's beliefs and values.

6. Selection Criteria

- Appropriate theological or ministry qualification (for example, a Bachelor of Ministry/Theology/Divinity or similar). Consideration given to candidates whose primary qualification is in a relevant community care/allied health field (for example psychology/social work or similar) if the candidate also has a secondary qualification in theological/ministry training (for example, Graduate Diploma of Divinity, Diploma in Theology, Advanced Diploma in Ministry or similar).
- Commitment to the full inclusion of LGBTQIA+ people in the life and leadership of the church.
- Pastoral experience ministering with and to LGBTQIA+ and neurodiverse individuals and communities, including those with lived experience of exclusion or religious harm.
- Ability to engage in honest and robust discussion at a leadership level, including the capacity to listen deeply, disagree well, and contribute thoughtfully to collective discernment and decision-making.
- Ability to work collaboratively in a job-share arrangement with honest and direct communication, and mutual support.
- Capacity to prioritise effectively within limited hours and manage competing demands.
- Commitment to MCC Brisbane's Safe Church Framework, Ways of Working Together, Code of Conduct, and compliance requirements (including willingness to obtain/maintain relevant clearances).
- Familiarity with Microsoft Outlook, SharePoint, PowerPoint is desirable

7. Employment Conditions

- **Hours:** 0.4 FTE (2 days per week).
- **Tenure:** One year contract, subject to a probation period of three months and ongoing review, with a view to a longer term.
- **Remuneration:** \$40/hour + superannuation (with 50% of salary FBT exempt)
- **Leave:** Four weeks annual leave and personal leave, pro-rated to part-time hours.
- **Supervision & review:** Regular supervision with a professional supervisor and an annual performance and development review.
- **Professional development:** Access to agreed Professional Development time/budget pro-rated to 0.4 FTE.
- **Compliance:** Working With Children Check, police check. ministry screening, and adherence to safeguarding policies required.

8. Application Process

Please submit: (1) a cover letter addressing the selection criteria, (2) a current CV, and (3) contact details for 2–3 referees to Ryan Williams boardchair@mccbrisbanechurch.org.

Applications close: Thursday 30 July, 2026.

Commencement: negotiable/ from late September.

For a confidential conversation, contact MCC Brisbane's Board Chair Ryan Williams (boardchair@mccbrisbanechurch.org) or MCC Brisbane's pastor Denise Powell (pastor@mccbrisbanechurch.org).