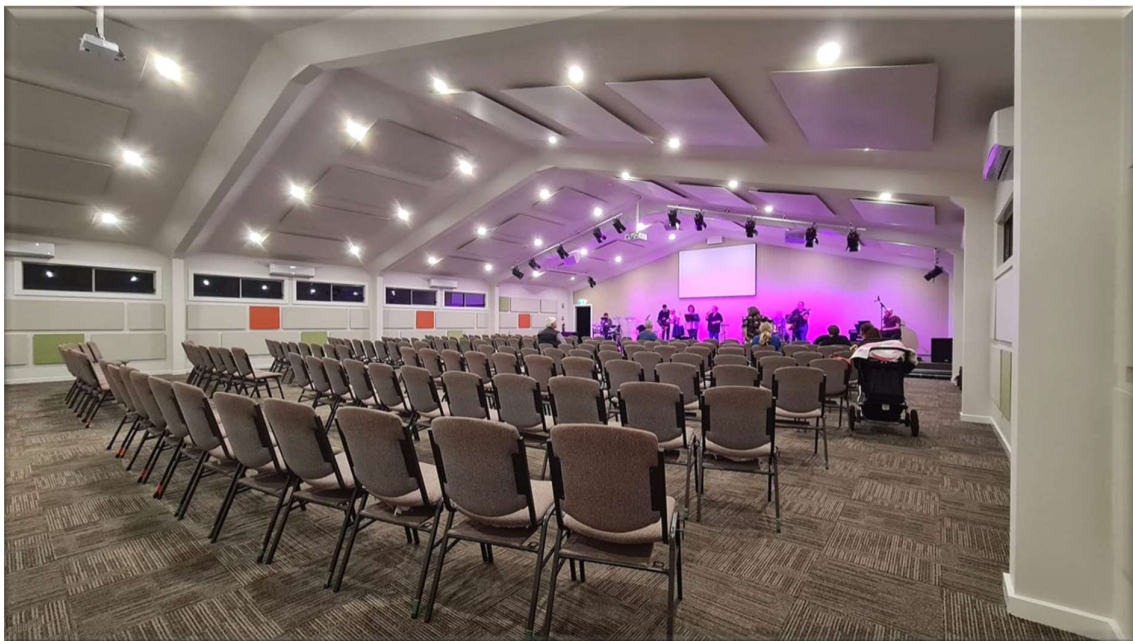


# DBC



## Drouin Baptist Church

### CHURCH AND PASTOR PROFILE 2021



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## WHO WE ARE AND THE DROUIN COMMUNITY

Drouin Baptist Church has seen much change since its humble beginning in 1984. Drouin itself, located in the West Gippsland region, 90 kilometres east of Melbourne, in the Australian state of Victoria, has grown dramatically in the past decade. Traditionally a farming community, Drouin is surrounded by rich agricultural land, and is characterised by its beautiful collection of trees, both native and introduced.

As a community of believers in Jesus Christ, we have a desire to serve the Lord. We want the best for one another, we care for one another, and we seek to serve Jesus, not only in the church, but also in ministries outside the church, both in the local community and the world.

For over 35 years, multi-generational people have called Drouin Baptist Church home, with an average 70–80 members and 130 attendees—all are considered an important part of our church family.

The township of Drouin is set in the south eastern growth corridor, and as such is experiencing significant growth. 2018 figures show that Drouin's population was 17,779, and it continues to grow. There are 7 recognised churches of various denominations currently in Drouin.

Drouin Baptist church values solid, biblical, Christ-centered, gospel-driven preaching and teaching. We appreciate and enjoy good music and singing, with hymns and songs old and new. We endeavour to be a friendly, welcoming congregation, and offer age-appropriate ministry for children and toddlers during our services.

Outside of Sunday, we also offer many "homegroup" opportunities during the week, to meet together with other Christians to learn from God's Word, to pray and care for each other, to grow in our faith and discover ways in which we can share Christ with others.

Also during the week, in the church buildings, are a craft group, playgroups and youth group, all run as a means of sharing the good news of Christ's saving grace.

We are excited to see what God has planned for us as we enter a new season in our church, and are looking forward to continuing to build His Kingdom together with renewed enthusiasm.

## OUR CHURCH COMMUNITY

Drouin Baptist Church is a growing church, established in 1984, that caters for the spiritual needs of all ages. We have people in our church from new-borns to elderly; all are welcome and all are considered an important part of our church family.

**Following are the approximate number of our church people in the listed age categories:**

Table 1

AGE CATEGORY	MALE	FEMALE	TOTAL
0–5 (Preschool)	13	10	23
6–12 (Primary School)	20	12	32
13–18 (Secondary School)	10	8	18
19–25	5	4	9
26–40	22	22	44
41–50	6	7	13
51–60	11	16	27
61–70	7	5	12
71–80	8	11	19
81+	6	8	14
<b>Column Totals</b>	<b>108</b>	<b>103</b>	<b>211</b>

**Following are the approximate number of ethnicities in the church:**

Table 2

No.*	ETHNIC ORIGIN
117	Anglo
6	Asian
1	African
12	European
3	Other

*\*Approx. number of people's ethnic origin: People collated in this Table do not include offspring.*

**Our people live the following distance from the church:**

Table 3

<b>No.</b>	<b>DISTANCE</b>
<b>13</b>	Within 1 km
<b>34</b>	Within 1–2 km
<b>83</b>	Within 2–5 km
<b>56</b>	Within 5–10 km
<b>50</b>	Beyond 10 km

**Participation by our church to denominational events are as follows:**

Table 4

<b>No.</b>	<b>EVENT</b>
<b>1</b>	The twice-yearly Gatherings of the BUV
<b>0</b>	BUV Boards or Committees
<b>15</b>	Training events sponsored by the BUV
<b>2</b>	BUV Delegates Dinners

**We participate in the following co-operative programs with other Churches:**

- ✓ *The Crossing—drop-in centre*
- ✓ *Grace & Truth Church (GT Church)*
- ✓ *Community Carols*
- ✓ *Ficifolia Festival combined churches service*
- ✓ *Easter dawn service*
- ✓ *Combined churches services*
- ✓ *Annual Anglican "Christ is King" service—we often have members involved*
- ✓ *National Day of Prayer—when called and If asked to participate*

**Following are the approximate number of people in different vocations:**

Table 5

<b>No.</b>	<b>VOCATION</b>
<b>46</b>	Employed full-time
<b>23</b>	Employed part-time
<b>16</b>	Homemaker full-time
<b>38</b>	Retired
<b>4</b>	Student
<b>6*</b>	Unemployed
<b>5</b>	Weekend shift-work

*\*Includes three with disability.*

**Our Leadership structure** includes both Elders and Deacons.

**Church Members' Meetings** are held quarterly plus the Annual General Meeting.

**The current financial status is as follows:**

Table 6

Current weekly budget of the church:	<b>\$3595</b>
Average total weekly offering over the past quarter:	<b>\$3658</b>
Current annual missionary giving:	<b>\$23,725</b>
Current property (or other) debt:	<b>\$118,571</b>
Annual cost of servicing the debt:	<b>\$14,386</b>
Funds the church have invested (indicate type):	<b>NA</b>
Any other income:	<b>NA</b>



## OUR STORY

In the early 1980s the Baptist Union were investigating locations to plant churches. Drouin was seen as a potential town as the government data suggested the town was about to experience substantial growth.

Two Baptist churches were already established in the outlying towns of Rokeby and Longwarry. The Baptist Union purchased a house in Drouin and asked Pastor Ron Logan to pastor the churches at Rokeby and Longwarry and to plant a church in Drouin.

In December 1986, the fellowship officially became the Drouin Baptist Church. Ron Logan became the full-time pastor of the church and led the church with the diaconate. Ron was very keen to see that the leadership group had a sound understanding of the Bible and commenced Systematic Theology classes.

The church continued to grow and in 1989 the church took the bold step of purchasing land in Bennett Street, with the intention to build a church building there as soon as possible.

The church building was officially opened in 1994 by Rev. John Simpson, President of the Baptist Union.

Ron Logan retired 1996 and an interim pastor was called soon after in 1997. Michael Rudalski had just completed his Theological Studies and was looking for a church to pastor. The Pastoral Search Committee felt led to call Michael and his wife Ann to the church as its full-time pastor and they served the church for about 5 years.

In 2003, Stephen Young was invited to become Pastor and accepted the call. He, with his wife Janette, served until 2020. During this time, the church continued to grow and reach out to the community in many ways. Stephen and Janette were very passionate about ministry and wanted the preaching of God's word to be the foundation of their ministry. The church has been blessed by strong Biblical teaching for the period of their ministry.

The need for increased facilities became very clear when the Play Group was growing. However, although extensive work was done by the Building Committee, the time wasn't right and none of the attempts to extend the building eventuated.

The congregation has many people who volunteer or work for a variety of Christian Ministries outside of the church. Although this is very positive, it has meant that it has been difficult to find people with time to take on the leadership roles. People have been very willing to help but raising new leaders has been an issue. As an answer to prayer, more people have decided to take on leadership roles in the past twelve months. In 2005 the revised constitution was adopted, and with it, the introduction of Elders. Although seen as a positive move, it did exacerbate the leadership issue.

The church has been very keen to have a missional focus and has given at least 10% of its income to missions.

The church at Drouin has navigated its way through some difficult issues through the years but predominately, is a group of believers in Jesus Christ who have a desire to serve the Lord, want the best for one another, care for one another and seek to serve Jesus not only in the church but also in ministries outside the church and in the local community and the world.

After a lot of prayer, much hard work, a number of years and reforming the building committee, we now enjoy worshipping the Lord in a new building.

## **THE CHURCH MINISTRIES—PAST, PRESENT AND FUTURE**

***Our Church has had a few ministries over the years which, for one reason or another, have ceased. Below is an outline of these and why they are no longer offered.***

### **Lyrebird Ministry**

Visits and church services were held at the Lyrebird Village aged care facility in Drouin where a number of our older members resided.

This particular ministry ceased when the person leading and coordinating the ministry moved on from our church.

### **Church Camp**

Church camps had been held bi-annually until late 2016. These were held at multiple locations, usually for an entire weekend, and were well attended.

As DBC progressed with our new building, extensions and playground, queries and concerns over financial directions of church funds meant that the church camp scaled down significantly in 2016, which was not as well attended. A whole church camp was then relinquished in lieu of a women's weekend in 2019. Church camps will hopefully be part of our church schedule again in the future.

### **Cluster X**

Cluster X was formed in 2014 as a "missional community ... providing better outreach and mission to unbelieving, unchurched people." It included around 35 people from the Drouin Baptist Church community and met separately to the regular Sunday service. The goal was for many new clusters to form.

This ministry had been controversial within our church since its inception, and according to those who were a part of Cluster X, communication issues played a large part in its conclusion four years later.

**Below are current ministries of this church as perceived by those who experience them.**

### **Bizzy Butterflies Playgroup**

Bizzy Butterflies is a ministry for parents and preschool aged children. It runs three mornings a week at Drouin Baptist Church, utilising the new outdoor playground and indoor play equipment. At the beginning of 2020, 37 families and 53 children were attending in total, including many families from outside the Drouin Baptist Church congregation.



### **Crèche**

Crèche runs during the second half of the Sunday church service. The program begins with a Bible story and craft, followed by group play, and concluding with prayer and/or songs. A roster of volunteers provides the weekly craft and Bible story activity.

### **Home Groups/Bible Studies**

Drouin Baptist Church has five current home groups. These groups meet either weekly or fortnightly and each group has chosen their own study guide.

### **Music**

The music ministry has been well established at Drouin Baptist Church for many decades. It is a rostered ministry, and songs used in a service are typically a mixture of new modern/contemporary worship with traditional and updated hymns. There is a strong emphasis on sound biblically defined and inspired lyrical content.

### **Kids Church**

Kids Church runs during the second half of the Sunday church service. The program is run by a large group of volunteers and involves Bible teaching, songs, activities and craft. There is an end of year Christmas celebration children's service, where gifts are presented for both Kids Church & Crèche.

### **Life Quest Youth Group**

Life Quest is a ministry for youth from Year 6 to Year 12. It operates on Friday nights throughout the term and alternates between study nights and activity nights.



### **Linking Hands**

Linking Hands is a craft group run on Tuesday mornings during the term. There is a small group of ladies who have long attended working on various arts and crafts, either shared projects, or individual tasks.



### **Creating Connections**

A women's group which meets quarterly, often over a meal or activity and usually has a Biblical theme or intent on which to focus and discuss.

### **Prayer chain**

Within our church community we have a prayer chain, via text/phone call. This is coordinated by one person, created for focussed prayer, in a timely and intentional way for specific and emergency circumstances/issues.

### **Church Online**

We now have a developing media/IT ministry which looks after both online services and our website.

### **Missions Committee**

Our missions committee meets regularly and supports a wide range of international and local mission organisations and families/individuals both financially and through prayer. They endeavour to keep our church up to date and organise visits, lunches and finance for these organisations.

### **Catering**

When morning teas, funerals, weddings or special events occur within our fellowship and community, our catering coordinator facilitates, directs and liaises with church members to ensure the event is provided for in terms of food and beverages.

### **Freezer Ministry**

Frozen meals offered to those in need. Meals are dispersed by leaders within the church with connections to both church members and the outside community, and is a great witness.

### **Connect**

The Connect team reach out to the families in our fellowship with words and deeds of love, comfort and encouragement. The purpose of this is pastoral care.

**Potential opportunities of ministry for this church include—**

- Children's primary age weekday program
- Seniors group
- Youth Sunday studies
- Aged care ministry
- Community garden

**Potential areas of growth for this church include—**

- Children/youth ministries
- Young families
- Family/marriage/parenting support/courses
- Playgroup
- Online/streaming/media
- Elderly
- Home groups

## **WHAT WE BELIEVE**

### **THE DOCTRINE OF GOD**

We believe that God is spirit, eternally existing in three persons—the Father, the Son, and the Holy Spirit—and these three are of one essence and equal in power and glory, therefore to be honoured and worshipped equally as true God. God is perfect and distinct from His creation. He continues to be intimately involved with His creation and is the preserver of it.

*Scripture references: Deuteronomy 6:4; Isaiah 57:15; Matthew 28:19; John 4:24*

#### **THE FATHER**

We believe that God the Father is the Author of one eternal plan that includes all things and He is directing this plan to glorify Himself. As Creator of the universe He is Father of the human race and the spiritual Father only of those who receive Jesus Christ by faith.

*Scripture references: John 1:12; Romans 8:28–30; 1 Corinthians 8:6, 15:24–28; Ephesians 1:3–13*

#### **THE SON: JESUS CHRIST**

We believe that Jesus Christ, the Son of God as true God and true man, is eternal. In His incarnation He was conceived by the Holy Spirit and born of a virgin. Being sinless in nature and action, He voluntarily gave His life in substitutionary death on the cross for our sins and in the same body was raised from the dead. He appeared in His glorified body and he now sits at the right hand of the Father and will come again in accordance with God's future plan.

*Scripture references: Genesis 3:15; Luke 1:26–35; Matthew 28:6; John 1:1, 14:3; Acts 15:14–16; Hebrews 2:14, 4:15; 1 Peter 2:24*

## **HOLY SPIRIT**

We believe the Holy Spirit is a person, possessing all the attributes and personality of God, the third person of the Godhead. He is co-equal and co-eternal with the Father and the Son. He was active in earth's creation, in revelation and in empowering Old Testament individuals to decree God's purpose. His ministry since Pentecost is: to glorify and testify to the Son of God; to convict the world of sin and righteousness and judgment; to regenerate all believers; to baptise them into the Body of Jesus Christ; to seal believers until the day of redemption; to guide them into all truth; and by His indwelling presence, to enable them to live holy, godly lives.

*Scripture references: Genesis 1:2; 1 Samuel 16:13; John 15:26; Acts 5:3,4; Romans 8:9–16; 1 Corinthians 6:19, 12:11,13; Ephesians 4:30; Titus 3:5*

## **THE BIBLE AND ITS USE**

We believe that the Old and New Testaments, being the complete canon of 66 books, are God's revelation given through men and directed by the Holy Spirit. These Scriptures as originally given are verbally and fully inspired by the Holy Spirit and stand free from error in any and all parts. They are the final and supreme authority.

We believe that to be a Christian one must put their faith in Jesus Christ as Lord. God reveals Himself through the Bible, which is the authority for us on matters of faith and practice.

The Bible forms the basis by which Drouin Baptist Church measures all church life and is also the basis for all church ministries and interactions within and outside the church.

*Scripture references: 2 Timothy 3:16,17; 2 Peter 1:21*

## **BAPTISM**

Baptism is an ordinance and command of our Lord.

Believer's baptism, by full immersion after a profession of faith in the Lord Jesus, symbolises the death, burial and resurrection of the believer with their Saviour.

*Scripture references: Matthew 28:19; Romans 6:4; Colossians 2:12*

## **THE BASIS FOR WELCOMING PEOPLE INTO CHURCH MEMBERSHIP**

We believe the membership can only consist of believers who have been born again by God's Spirit. Baptism is an expression of the believer's repentance and faith and so is held as a basis for welcoming people into the membership of Drouin Baptist Church.

## **THE LORD'S SUPPER**

As His children, we are commanded to participate in this ordinance on a regular basis.

The Lord's Supper commemorates the sacrifice of the Lord Jesus Christ. The bread, symbolising His body and the cup symbolising His shed blood.

*Scripture references: Matthew 28:19; Luke 22:19–20; Romans 6:4; 1 Corinthians 11:23–26; Colossians 2:12*

## **THE HUMAN CONDITION**

We believe that mankind was originally sinless and in perfect fellowship with God but, when tempted by Satan, sinned by disobeying God's revealed will. This act of rebellion resulted in separation from God and in physical death. All members of the human race are born in sin and are sinners by nature and practice.

*Scripture references: Genesis 3:1–24; Romans 3:23, 5:12.*

## **THE PURPOSE, PLACE AND MISSION OF THE CHURCH IN TODAY'S SOCIETY**

Christ said to go into all the world and make disciples of every nation, baptising them in the name of the Father and of the Son and of the Holy Spirit.

Mission occupies a firm place in the life of the church. Drouin Baptist Church seeks to be relevant in choosing and supporting mission in different contexts around the world and at home.

Our desire for mission reflects our compassion for those who don't know Jesus.

*Scripture reference: Matt 28:19*

## **THE ROLE OF THE CONGREGATION**

We believe that the Church, as established by the Lord Jesus Christ, began at Pentecost and is composed of all those who by faith have accepted Him as Saviour and Lord. All believers are baptised into Christ by the Holy Spirit at conversion and become a part of His spiritual body for His purpose.

Christ is the sole authority and head of the Church; for this reason the Church, under His direction, assembles for worship, instruction in the Word, fellowship, prayer, and ministry; as joint heirs in covenant with Christ.

As ministers together, we are called to encourage one another to build Christ centred relationships and to continue The Great Commission of Christ to all people regardless of race, creed, gender or age.

*Scripture references: Matthew 16:18; 28:18–20; Acts 2:41–47; 1 Corinthians 12:12–31; Ephesians 1:22–23; 2:3–6, 9–20; 4:4–7; 5:1–7; Hebrews 10:25*

## **THE ROLE OF THE PASTOR**

The Drouin Baptist Church community has always selected pastors in prayerful consideration and sought God's wisdom in the process.

The role of the pastor has consisted of teaching and equipping, pastoral care/counsel, organisational tasks, assisting the church to navigate contemporary issues in light of Scripture, working with Elders, praying for His congregation, earnestly seeking souls for Christ and the maturing of the believers.

## **YOUR COMMITMENT TO SUPPORT THE UNION OF BAPTIST CHURCHES IN VICTORIA**

Drouin Baptist Church is a member of Baptist Union Victoria and supports the structure and process of the Union.



## **YOUR RELATIONSHIP TO OTHER DENOMINATIONS**

We are part of the Christian community in Drouin. We may have some differing interpretations of some sections of Scripture; however, we will work with other Christian communities to see lives changed by Jesus.

## **THE PLACE AND IMPORTANCE OF PRAYER**

Prayer is considered a lifeblood at Drouin Baptist Church. God has given us patterns and a command to communicate with Him by prayer.

Pastoral prayers are included in our services, Drouin Baptist Church and the congregation are encouraged to “pray without ceasing” for each other, the world, and indeed, all matters in life.

Prayer is a primary function of fellowship with God Whom we profess.

## **BUV RECOMMENDED PASTORS’ SALARIES AND BENEFITS**

Drouin Baptist Church is looking for a full-time pastor and agrees to the BUV recommended stipend and conditions, as outlined in GUIDELINES FOR HEALTHY CHURCH/PASTOR RELATIONSHIPS—2021. No manse will be provided.

## **OUR CHURCH LIFE**

Members of the congregation participate in leading the corporate Sunday worship service, music, prayer, Bible reading and preaching.

### **Music**

A mix of modern/contemporary worship with traditional and updated hymns. There is a strong focus and emphasis on sound biblically defined and inspired lyrical content.

The worship team normally comprises of electric piano/keyboard, acoustic guitar, bass guitar, drums, a song leader/singer and 2–3 backup singers.

### **Minister**

Our minister would participate in pre-service prayer with leading worship team. Shared responsibility leading church service, corporate prayer time, benediction, and monthly communion.

### **Special Needs**

Drouin Baptist Church provides disability parking and wheelchair access, unisex disabled toilet, cry room, infant change facilities, data projection (e.g. for song lyrics and sermon notes), and transmitting headphones for hearing impaired,

### **Christian Education**

Teaching occurs within Sunday worship services with preaching, “Godspace” (Sunday school—children’s program during service), Crèche, numerous home/small groups, and “Life Quest” (Youth group ministry—young people of grade 6 to year 12, typically fortnightly dedicated study).



### **Recreation and Fellowship Activities**

- Church camps (occasional)
- Home/Small groups
- Sunday lunches (occasional—after Sunday worship service)
- Sunday worship service, including tea/coffee after service
- Men's breakfast (occasional)
- “Creating Connections” women's group (quarterly)

### **Outreach Ministries**

- “Bizzy Butterflies” Playgroup
- “Linking Hands” craft group
- “Life Quest” youth group
- Freezer ministry (frozen meals offered to those in need)

### **Support for Denominational and Interdenominational Matters**

Our Church participates in giving to denominational and interdenominational matters.

- OM Australia
- Company of Grace
- Wycliffe
- Mission Without Borders
- Sports Chaplains
- Sonshine Toy Library
- Youth for Christ
- Global Interaction
- The Crossing
- Representatives attend BUV meetings
- Use BUV resources such as the Red Book
- Attend safe church sessions
- Use Baptist financial services
- Support local combined churches events, Carols, Ficifolia Festival, and Easter service

## **Decision Making and Information Sharing Style**

*Decisions are made and plans processed—*

- by delegation of decision making to particular boards/committees
- by majority rule upon formal vote at church members meetings
- by significant leader(s)
- by the Executive Leadership Team

*Information is communicated—*

- as part of Sunday worship services
- through bulletin board notices or posters
- through weekly Sunday bulletin
- by Email, Website, Social Media

## **Building**

Our building—

- has adequate accommodation for all church-based activities
- has adequate parking and external lighting
- has adequate signage so that people can easily find their way around (e.g. toilets, church office, reception, etc.)
- has space for social events
- is accessible to persons of all ages and physical condition (including disabled)
- is comfortable, well lit, heated, air conditioned, etc.
- is conveniently located with adequate signs to identify it
- is free of disruptive noise

## **MISSION STATEMENT**

**Our Mission:**

- **Engage** the God-seeker
- **Establish** disciples in community
- **Equip** the saints for service
- **Expand** the Kingdom of God into all the earth

## PASTOR PROFILE

*Drouin Baptist Church is looking for a Pastor.*

### **A pastor who can nurture a church's spirituality and help a church to connect more deeply with God—**

- ✓ who is passionate about discipleship; grounded in and nourished by God's Word.
- ✓ who prioritises their own framework for spiritual growth (i.e. has a spiritual director or other means of being accountable for their own continuing spiritual formation).
- ✓ who models, teaches and thoroughly engages with disciplined prayer (personal and corporate).

### **A pastor with an ability to identify, develop and support leadership—both current and potential—**

- ✓ whose teaching and behaviour emphasises the priesthood of all believers and the importance of discernment of each person's gifts.
- ✓ who prioritises pastoral care for those with leadership/organisational responsibilities within the church.
- ✓ who has gifts in supporting, supervising and resourcing other leaders.

### **The Attributes of the pastor**

ESSENTIAL ATTRIBUTES	DESIRABLE ATTRIBUTES
Honest	Ability to deal with and accept criticism
Devoted to the Bible	Copes well with stress
Prayerful	Consultative and open to receiving advice
Team Player	Delegator
Sense of call	Family Oriented
Growing relationship with God	Missionary minded
Competent Teacher/Preacher— Effective communicator	Understand and can deal with dynamics of conflicts
Hard worker	Pastoral Health
Able to keep confidences	Relates warmly to people both inside and outside the church
Equipper of people	Team person
Theologically conservative	Visionary and strategic thinker
Good listener	Well Organised
Pastoral heart	Previous experience in the workforce
	Heart for Local community