

Senior Pastor/ Centre Director of Bethlehem Church Life Centre

Role Focus:

To lead others towards a personal relationship with Jesus Christ. To reflect their own personal relationship with Christ in all their interactions and that the care they demonstrate, is evident to the Church that they lead, the wider community that they serve and that 'winning souls' is at the centre of their vision for Bethlehem Church Life Centre (BCLC).

Accountable to the Trust Board who recruit and recommend appointed officers including the Senior Pastor for a vote to the church .

Characteristics of effective Leadership:

Effective Communicator - Strong interpersonal skills both in initiating opportunities to communicate and demonstrate excellent listening skills.

Passion - Belief in their mission and the ability to inspire those around them to share that passion and be moved to action.

Vision - The ability to see the potential of the organisation, those within it and to plan for those who will come in the future. The skills to create and initiate sustainable strategy to the benefit of the church and those that the church have been called to serve.

Perseverance - The ability to endure challenge for that which they know to be right and the willingness to continue in the face of temporary setbacks and possible opposition.

Decisiveness and Risk Taking - Demonstrating the ability to weigh both the risks and benefits from decisions made.

Purpose Driven - Evident desire that the the Church fulfil God's purposes and that the resources available including staff, facilities and finances are stewarded to achieve that goal.

Encouraging, Mentoring and Coaching - Effective modelling of these practices, that enables others, to fulfil their personal call to the role and ministry that God has called them to.

Personal Characteristics:

A life that resonates with the Love of God and the Love of People.

Effective preaching with committed preparation.

Discipline of character, that is reflected in evidence based practice e.g. reporting, transparency, positive attitude and approaching activity with the aim of completion.

Resilience in the face of challenge, the requirement to initiate, lead and sustain required change.

Committed to self development, both to enhance their current skill set and to develop additional skills and knowledge, for the benefit of their own skills portfolio and to fulfill the mission of the church.

Experience:

Able to demonstrate relevant recent experience of senior church leadership in ministry e.g. Youth, Outreach, Pastoring, Evangelism.

Experience of Community outreach with demonstrable outcomes and sustained impact within that community.

Experience of counselling, supporting and mediating across the range of partnership needs and to the community where the church serves.

Evidence of networking across the community with other church and community representatives, for their benefit and to meet the unique needs of the area that the church serves.

Evidence of being accountable to others i.e. the spiritual leadership of the church and trust board, as well the business of leading on the management of the church it's records, it's finances, it's activities and the maintenance and upkeep of the building, in line with all required codes e.g. Charitable, Health & Safety, Employment, Insurance etc

Centre Management:

Experience in managing a community service provision including networking within the community, encouraging the use of the provision and working with the centre team and users to create a welcoming atmosphere.

To oversee the timetable of use of the centre.

To oversee relationship management with centre users, including the management of compliments and complaints.

To line manage the centre support team and volunteers.

To work with the centre team, to develop opportunities for income generation and to work with the Treasurer to determine an appropriate expenditure plan, based on the maintenance and development of the facilities as resources allow.

To maintain a dynamic service delivery plan to assist in the ongoing management, strategic direction and priorities that encourage the use of the centre.

To act as a guardian, focusing on the original purpose of the building i.e. for the benefit and use of the partners of the church, the people of the community and anyone that enters that building.

Responsibilities :

Lead as the primary preacher for Sunday Sessions with the establishment of a team that co-ordinates and participates in those sessions, to the benefit of all those who attend, or can access those sessions e.g. podcasts, recordings.

Create a strategy and activities, that provide programmes for discipleship, growth and development of partners and ministry.

Manage staff in all areas of the church's function, whether the elders or centre team, with a regular plan for meetings, training, evaluation of performance, feedback and challenge, including where appropriate dismissal.

Maintain an accessible and dynamic delivery plan that outlines the priorities and aspirations of Bethlehem Life Centre as well as records it's achievements.

Provide reports to the Trustees of BCLC at agreed intervals and participate (and lead when required) Annual General Meetings/ Business Meetings in partnership with the Chair of Trustees.

Development of an Elders reporting framework in line with the vision and strategy of BCLC, so that the activity, effectiveness and outcomes of the ministry can be shared with the partners, as well as inform the development of future strategy.

Undertake DBS clearance with regards to interactions with vulnerable adults and children.

Oversee the pastoral care of the church and community including but not restricted to, hospital visitation, home visits, counselling.

To carry out marriages, funerals and child dedications and leading in the observance of the Lord's Supper (at least once a month) and baptisms.

Work with the appointed officers of the church.

Oversee the adherence to the policies and procedures of the church and charity in line with it's guiding principles.

We Believe.....

We believe that this role is special, as is the message that the role brings Titus 1v1

We believe that you need to be qualified 1 Timothy 3

We believe that there is great blessing in the sacrifice of being the shepherd 1 Peter 5v4

We believe in Loving God through Loving People. All Day every Day!!!