

Job Description

Job Title: Church Leader

Job Purpose: The church leader imparts the vision, direction and provides oversight that keeps us focused on Christ and His call to BCC to make disciples.

Hours: Full – Time (more flexible working options can be considered)

Salary: 32 - 36k (dependant on experience)

Accountable to: The other leaders/trustees of the church

Job Context:

BCC is an active church of around 120 adults and children. We meet in an Arts Centre every Sunday morning for shared worship for all the family, we run a vibrant youth and children's work. During the week members of BCC attend Life groups, where they share life and encourage each other to grow in faith. We are looking for a full-time leader who feels called and can lead the Church into the next stage, they don't have to be good at everything but need to demonstrate an ability to see potential in others and involve them.

BCC has a strong community presence and aims to impact the community through the leading and power of Holy Spirit. We presently run two community ministries, Faith-works Furniture Project, a project where we provide free of charge furniture and essentials to individuals and families and The Hill Community Centre, where we run a variety of tea time clubs for the community. This is an exciting time for the church as a new community centre is presently being built and will be re-opening in October 2019.

As a church we are seeking to humble ourselves before Christ, and in him and through him to see many come to follow him; to find his love, forgiveness and healing.

The Church Leader is the primary leader supported by a team of leaders that provide the spiritual oversight of the church, direct the affairs of the church and oversee the various ministries in the church. The church leader leads the Leadership Team and the Ministry Leaders Team that each oversee a specific core value or priority. The Leadership and Ministry Leaders Team are made up of paid staff and unpaid volunteers.

The Church Leader role is to lead the church guided by the Holy Spirit into the plans and purposes God has for us which include: Being disciples (Mathew 28, Isaiah 58), serving and building up the church (Ephesians 4) and bringing Christ's love and goodness to the communities around us (Ezekiel 47/Isaiah 58/Matt 28).

Key areas of responsibility:

1. **Impart vision** inspire BCC to follow Jesus' calling over the church, into God's desires for the church identified through prayer with the other leaders of the church.
2. **Hold an oversight of the whole church** with the Leaders and Trustees, assuring that needs and issues facing the church are being addressed in a timely manner.
3. **Assure good communication** procedures are in place in the church, and that there is opportunity for people to contribute and comment on significant decisions about BCC priorities and general direction.
4. **Maintain unity within the church**, guarding and developing a culture of a loving family, looking out for each other, praying for each other, full of Christ's love for one another. Where welcome, hospitality and pastoral care are underlying values.
5. **Prepare God's people for works of service** so that the body of Christ may be built up. Maintain a culture that encourages and guides individuals to hear God's calling over them and develop their gifts to serve the church and the Kingdom of God. Especially, the prophets, evangelists, teachers, pastors and apostles.
6. **Provide servant leadership and direction to the leadership team and ministry leaders team (staff and volunteer ministry leaders)** identify, equip and empower all leaders. Assure alignment between ministries and with the churches overall priorities. Assure all teams are effective. Support taking risks and trying new things. Facilitate leaders to set annual objectives, priorities and boundaries (limits) for themselves. Oversee all paid staff and unpaid volunteer leaders annual reviews and staff personal development.
7. **Develop BCC's passion for being an outward looking church-** provide the leadership and support to the project manager at The Hill Community Centre and Faith-works Furniture Project, assisting them to stay aligned with the ethos and values of BCC. Encourage others in BCC that are working or volunteering in organisations serving others, locally such as Street Pastors, Healing on the Street and Food Bank and internationally through organisations such as MAI, Viva and Samaritans Purse.
8. **Ensure the church has good relations with local networks** including local business networks, community organisations networks and local government.
9. **Ensure the church has good relations with the wider church**, aware how God is moving locally, nationally and internationally. Connect the church with appropriate local, national and international networks that may provide partnership and fellowship, and support the church in Jesus' heart for her.

Person Statement:

You have significant experience of leadership within a church. You're a noted servant leader able to provide situational leadership. You have experienced God's grace and are able to operate in the 'gifts of the Spirit'. You're gentle and humble in heart but with a strong resolve to see God's Kingdom come. The role requires someone with the ability to be a leader that is able to identify, equip, and empower others to do the work for which Christ has called us.

Key Questions to be asked in this role

- What is Jesus calling over the church, are we following this calling? What prophecies have we been given and are we walking into these?
- What are the core values, purpose and priorities? Does the entire church know these?
- What is the overall style of leadership being promoted? What makes a good leader? Are leaders in the right roles and doing the right things? What are leadership succession plans?
- What are the best structures and systems needed for the church to work easily?
- Why are many people choosing not to follow Jesus and join us in fellowship?
- What do we do to see us using all of the gifts and God given talent within the church to meet the aims of the church?
- How do we put God at the forefront of all we do both in the church and in the community?

Core Capabilities

- *Understanding the church in the 21st Century:* Able to demonstrate a depth of knowledge and wisdom about the church in today's society and the influence and impact that the church can have on the community it is in. Has a vision for the body of Christ transforming the society with which it is in.
- *Living out a Christ centred and Spirit filled life* - living out a positive and compassionate approach to work and church life as part of the BCC community of believers. Asserts the basic beliefs of the Christian faith. Seeks spiritual growth for self and others across the church. Demonstrates a respect for Christian diversity.
- *Able to provide ministry oversight* - ability to create structures and systems that empowers the church to progress in the mission set before BCC. Able to use appropriate (situational) leadership styles to support individuals and teams in setting and achieving goals. Develops a culture of excellence. Ensures that ministry priorities, vision and values are clearly communicated. Invites others to join goal setting. Encourages and supports initiative, impact and drive. Inspires staff and volunteers to set challenging and achievable goals. Stays committed to outcomes despite obstacles.
- *Strong personal commitment to learning and development* - both being mentored and mentoring and coaching others. Acknowledges strengths and weaknesses and puts appropriate support staff or systems in place to ensure overall effectiveness
- *Able to inspire the gifts and talent within the members of BCC-* inspiring each to play their part and their purpose in the Kingdom of God and in building the body of Christ. Clarifies BCC values and principles that support and inform ministry leaders. Leads transparency and stays accountable. Able to make the best use of resources available including time, money and assets.
- *Good communication capabilities* – able to enable to the flow and exchange of information across the church, with other local churches and other local stakeholders. Can express clearly and convincingly, verbally and in writing. Able to keep staff, leaders and trustees well informed of each others work.
- *Able to organise, motivate and develop individuals* to perform effectively as a team, creating a nurturing environment which fosters collaboration and teamwork. Maximising the gifts and talents of all staff, leaders and members. Able to deal with conflict constructively. Selects the right people for the right jobs.

- *Excellent conceptual, analytical skills* - the ability to identify key gaps, trends, priorities and key issues, to see cause and effect relationships, and can lead effective planning. Able to identify any critical issues facing the church. Able to seek out what Jesus is doing in his church locally, nationally and internationally. Able to ensure that effort is focused on priority areas. Stays alert to trends and responds appropriately.
- *Innovative* - the ability to develop a culture of creative experimentation, risk taking, disciplined action and reflection. Encouraging leaders to take risks, challenge current thinking by seeking alternative options and ideas. Fosters an environment of creativity and job satisfaction.
- *Self-motivated*— remaining optimistic and resilient in the face of obstacles. Proactively searches for solutions to problems.

Other

This job carries a genuine occupational requirement for an active & committed Christian faith. As a faith-based organisation and place of Christian worship, our beliefs are foundational to everything we do. The post-holder will be expected to share these beliefs, join in the spiritual life of the church and work actively to support our ministry and vision for children attending the church.

A requirement of the role is availability to attend evening meetings and at weekends if required, and also to be available at Sunday morning services.

This post has a 6 month probationary period and is reviewed annually.