



BETHANY GRACE COMMUNITY CHURCH **Lead Pastor Job Search and Description**

Date Posted: July 29, 2024

Denomination: Non-Denominational

Church Size: >50

Job Type: Part-Time (25-30 Hours Per Week)

Church Profile and Opportunity:

Bethany Grace Community Church (BGCC), located in Bridgeton, NJ, is a small but vibrant church committed to meeting the spiritual and physical needs of the community. Situated in one of the poorest areas south of Camden, BGCC operates in the third poorest city in New Jersey. We are dedicated to being the hands and feet of Jesus through our worship services, discipleship programs, weekly food pantry, shower ministry, and community lunch services.

BGCC warmly embraces and respects all individuals, welcoming people of every sexual orientation, gender identity, age, race, ethnicity, socioeconomic condition, ability, household composition, and diverse political and theological backgrounds into full membership. Our inclusive community aims to empower everyone to live, serve, and lead as God calls them. We invite you to join us in creating a loving and inclusive space for all.

After being blessed with a dedicated Pastor for the past 19 years, who will be stepping down in December to pursue another career opportunity, we are now seeking a new Lead Pastor. This individual will guide our congregation and help us continue to impact lives for God's Kingdom.

General Job Description:

The Lead Pastor will love the Lord with all their heart, soul, mind, and strength (Mark 12:30). They will be gifted and called to church ministry, passionate about evangelism, outreach, and missions, both locally and globally. The Lead Pastor will proclaim the Gospel with conviction, lead the congregation in spiritual growth, and cast a vision for the church's ministries.

Key Responsibilities:

- 1. Vision and Leadership:**
 - Provide spiritual and organizational leadership to the church.
 - Develop and communicate the church's vision and mission.
 - Collaborate with the church board and members to achieve church goals.
- 2. Preaching and Teaching:**
 - Prepare and deliver weekly sermons.
 - Teach Bible studies and lead discipleship programs.
 - Ensure doctrinal integrity and theological soundness in all teachings.
- 3. Pastoral Care:**
 - Provide pastoral care, including counseling, hospital visits, and support during crises.
 - Conduct weddings, funerals, and other ceremonies as needed.
 - Foster a caring and supportive church environment.

4. **Outreach and Community Engagement:**
 - Lead and participate in community outreach programs.
 - Mobilize the congregation to serve and advocate for marginalized groups.
 - Develop partnerships with local organizations and ministries.
5. **Administrative and Operational Management:**
 - Oversee church operations, including financial management and staff supervision.
 - Work with the church board to develop and implement policies and procedures.
 - Ensure effective communication within the church and with external stakeholders.

Qualifications:

- Possess strong leadership and interpersonal skills.
- Exhibit evidence of Christian character and servant leadership as described in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4.
- Demonstrate a spiritually balanced life (prayer, Bible study, rest, worship, financial stewardship).
- Bachelor's degree with emphasis in Theology, Pastoral Ministry, Discipleship, Education, Church Leadership, Business Management, Communications, Sociology, Social Work, or Psychology, or related fields. (Extensive ministry experience, in some cases, can be substituted.)
- Seminary/Graduate Degree is preferred with emphasis in Theology, Pastoral Ministry, Discipleship, Education, Church Leadership, Business Management, Communications, Sociology, Social Work, Psychology, or related fields.
- Have significant ministry experience, with a proven track record of leadership in a church setting.
- Be doctrinally aligned with BGCC's Core Beliefs, Core Values, Church Covenant, and Mission & Purpose.
- Efficient in planning, organization, and execution.
- Bi-lingual in Spanish and English preferred.

Compensation and Benefits:

BGCC understands the financial challenges associated with ministry and is committed to providing for the needs of our Lead Pastor. We offer a competitive salary package, which includes a housing allowance and/or tuition support. The final salary and benefits will be determined based on the candidate's experience and needs at the time of hire, ensuring a fair and supportive compensation plan.

Application Process:

Please submit a resume and cover letter that details how your knowledge, skills, abilities, and passions align with the job description. Be sure to include your salary requirements. Submit all materials via email to pastoralsearch@bethanyinbridgeton.com. We are requesting materials by September 15th; however, we will continue to accept resumes until the position is filled.