



BETHEL TEMPLE CHURCH

Lead Pastor Job Description

Thank you for your interest in applying to the Lead Pastor position at Bethel Temple Church in Hampton, Virginia. We welcome you to thoroughly review this job description, and prayerfully consider if this is the direction the Lord is leading you to, as the next step in your ministry. If you feel the Lord is leading you into this process, please complete the Pastoral Information Sheet you will find on our website at <http://www.betheltemple.com>. Once complete, please submit the information sheet and your resume to btcpastorsearch@betheltemple.com. Submissions submitted with either item missing will not be reviewed. Thank you for your interest.

Minimum Qualifications:

1. Active Assembly of God Credentials
2. Pastoral experience in a church with membership >300
3. Proven leadership abilities
4. Agreement with the specifics of sections A through E below

Preferred Qualifications:

1. Active Assembly of God Credentials at the Ordained Level
2. Lead Pastor experience in a church with membership >500
3. If no Lead Pastor experience, at least 5 years' experience as a senior associate/executive pastor
4. Bachelor or Master's Degree in Ministry
5. Understanding and experience with ministry budgets in excess of \$2 million.

Description of Duties and Job Functions:

A. Principal Functions

1. Act and function as the spiritual leader and overseer of the congregation and staff
2. Provide pastoral leadership, administrative leadership, vision, and direction for the church ministries
3. Direct the development of all strategies to fulfill the church's mission
4. Create a cohesive and effective team among pastors, staff, and Church Board
5. Actively participate in planning, oversight, and development of the church's ministry and mobilization of general church operations
6. Meet regularly with the pastoral staff and Director of Finance in order to facilitate the coordination of ministry programs
7. Consult with the Church Board for spiritual and administrative direction

B. Key Areas

1. Work in concert with the pastors, directors, and Church Board to develop strategic plans for the successful implementation of all strategies within the church and its associated para-church ministries
2. Provide operational and fiscal leadership for all church ministries.
3. Provide public representation and advocacy of the church's vision and mission
4. Oversee church services and pulpit ministry
5. Oversee the physical, emotional, and spiritual care for the Bethel Temple Church family
6. Perform pastoral evaluations and provide input to pastors in the evaluation of directors and staff

7. Oversee the planning, management, and stewardship of the annual church budget in conjunction with executive leadership team, pastoral staff, directors, and the Church Board
8. Perform all duties as an officer of the corporation per the Bethel Temple Church Inc. By-Laws
9. Report to and be directly responsible to the Church Board in accordance with church By-Laws
10. Other duties as necessary

C. Ministry Oversight

1. Family Life (children, youth, young adults)
2. Congregational Life (adults, discipleship, assimilation)
3. Worship and Creative Arts
4. World Missions
5. Spanish Ministry
6. Community Outreach
7. Prayer Ministry
8. Bethel School of the Arts (BSA)
9. Bethel Child Development Center (BCDC)
10. Pastoral Care
11. Bethel College (advisory support)

D. Pastoral/Administrative Qualifications

1. Maintain regular office hours during the week for the purpose of maintaining contact with staff, ministry leaders, and participants
2. Provide and maintain a budget that is sufficient to support the operational and ministry needs
3. Provide leadership for the entire staff and meet with them on a regular basis
4. Ensure the staff is provided with the tools and guidance to optimize job performance
5. Working knowledge, appropriate experience, and proven competencies in leading a multicultural, multi-generational congregation, and staff
6. Appropriate theological and doctrinal competencies as recognized through fruit of ministry and suitable educational preparation
7. Working knowledge and training in small group dynamics and conflict resolution
8. Demonstrate excellent interpersonal-relationship skills
9. Ability to lead and motivate others
10. Demonstrate excellent organizational and time management skills
11. Demonstrate excellent oral and written communication skills
12. Provide effective pulpit ministry
13. Demonstrate the ability to administer and manage multi-layered budgets
14. Abides by the established Bethel Temple Church Policy Manual
15. Support, promote, and participate in corporate vision and strategy of Bethel Temple Church

E. Biblical Qualifications

1. Adhere to the 16 Fundamentals of Truth of the Assemblies of God
2. Value the Four Core Beliefs of the Assemblies of God: salvation, baptism in the Holy Spirit, divine healing, and the second coming of Christ
3. Embrace, promote, and celebrate diversity and unity as an earthly expression of God's design for His eternal Kingdom (Revelation 7:9) and in accordance with John 17:20-23.
4. Called by the Holy Spirit and confirmed. (Acts 20:28)
5. Equip, educate, and edify the church as mandated in Ephesians 4:11-13

6. Conform to the ministry expectations set forth in 1 Thessalonians 5:12-13
7. Lead and serve in accordance with the expectations set forth in 1 Peter 5:1-3
8. Exercise biblical authority and carry out a Christian witness as set forth in Hebrews 13:17 and as directed in 2 Timothy 4:1-5
9. Lead ministry in the church as required in 1 Timothy 3:1-7 and Titus 1:5-9.
10. Proclaim the gospel of Jesus Christ, teach the biblical revelation, and engage in pastoral care
11. Understand, embrace, and accomplish the mission to make disciples both locally and globally in accordance with Acts 1:8.
12. Lead and cast the vision of the church (cf. Acts 20:28; Philippians 1:1; I Timothy 3:1-7; Titus 1:5-9; I Peter 5:1-4).
13. Practice evangelism and ensure that the church is challenged and equipped to be obedient to the Great Commission (cf. II Timothy 4:5; Matthew 28:19).
14. Model the heart of the Chief Shepherd and ensure the church is well led, cared for, and protected (cf. Acts 20:28; I Peter 5:1-4)
15. Declare God's truth with conviction in the face of shifting moral values, not shying away from addressing major social issues from a Biblical worldview. (Acts 20:27)
16. Communicate God's Word in public worship and ensure the church is growing to maturity in Christ (cf. Acts 6:4; Ephesians 4:11; II Timothy 4:1-4; Titus 1:9)
17. Empower and equip maturing members for significant service and ministry by discovering, developing, and deploying their spiritual gifts (cf. Ephesians 4:12; II Timothy 2:2).