

**BETHANY COMMUNITY CHURCH  
JOB DESCRIPTION**

**Bethany North Senior Associate Pastor**

**Summary:** The Senior Associate Pastor of Bethany North has the responsibility to provide leadership to staff, vision, and budget, as well as teach, shepherd, and extend pastoral care to the North congregation and staff.

**Location:** Bethany North

**Reports to:** Lead Pastor

**FLSA Status:** Exempt, full-time

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Provide leadership to staff, vision and budget
  - Support, encourage and lead North staff and lay leaders in their respective ministries, empowering them in material ways and praying for them regularly and often.
  - Develop and equip Local Oversight Team members to seek the vision of Jesus for the North congregation, to oversee the work of BCC North, to care for the community, provide strategic leadership, and to grow as disciples.
  - Identify new leaders, prayerfully placing them in service areas suited to their gifts and graces.
  - Actively participate in Bethany North's search for a permanent location.
  - Develop and steward the congregation's budget with excellence.
  
- Speak and teach in engaging ways as a teaching pastor at North
  - Study and collaborate with the Teaching Team on sermon series, weekly messages, and long-term theological vision for BCC.
  - Collaborate with Lead Pastor on vision, strategy, and all-BCC initiatives. Meet regularly together for collaboration and prayer.
  - Envision and implement Bethany's Discipleship Pathway at North, especially regarding Christian theology, spiritual formation, and practical theology.
  
- Provide pastoral leadership to the congregation, volunteer leadership, and staff
  - Pray for, shepherd, and worship (in-person and online) with the North congregation.
  - Build relationships with people
  - Keep a steady focus on Bethany's strategic priorities, currently Thriving Locations, Racial Justice and Reconciliation, and Transforming Lives..
  
- Perform other duties as the situation requires or as assigned.

## POSITION QUALIFICATIONS

- Love for and pursuit of Jesus Christ.
- Biblical and theological training from an accredited seminary (masters of divinity or equivalent degree preferred).
- Innate ability to win-over, relate to, and lead staff and congregants of all personality types towards a common mission.
- Bachelor's degree.
- 5+ years of pastoral experience.
- Ordination/licensure for pastoral work strongly preferred.
- Excellent interpersonal communications skills, including face-to-face, email, and other forms of communication.

## OTHER SPECIFICATIONS

*Work Schedule:* Typical work schedule is Sunday through Thursday, 40+ hours/week

*Physical Demands:* Must be able to work in an office environment, often at a computer workstation. Must be able to move between buildings on campus. Must be able to lift small boxes and/or equipment up to 25lbs.

*Working Conditions* Due to seasonal activity, job duties may often require additional hours and availability outside normal working hours. May require flexibility to adjust work schedule from time to time to work early or later than regular schedule. The office environment is fast-paced and may be considered stressful, due to seemingly regular interruptions because of numerous urgent and unexpected requests that requires multi-tasking. Non-smoking building and environment.

*Compensation:* Dependent on experience, Salary range: \$75,000-\$90,000/year

*Benefits:* Full benefits for employees working 30+ hours/week including: medical, dental, and life insurance.

*This job description is intended to describe the general nature of this job, and may not include all responsibilities that might be required of the person holding this position. This job description is subject to change at any time at the sole discretion of Bethany Community Church, and does not establish a contract for employment.*

Please submit cover letter and resume to Mary Maulding at [marym@churchbcc.org](mailto:marym@churchbcc.org).