

**Worship
Community
Outreach**

**The Hub Belfast
Lead Pastor / Associate Chaplain**

Information Pack

CONTENTS

"I am not saying that all Christians should pack up and go to live and minister in urban areas. What I am saying is that the cities of the world are grievously underserved by the church because, in general, the people of the world are moving into cities faster than churches are. We need to use all the biblical, sociological, missiological, ecclesial, and rhetorical resources at our disposal to help the church reorient itself to address this deficit."

Timothy Keller, Center Church: Doing balanced, gospel-centered ministry in your city

- 1. Introducing The Hub Belfast**
- 2. Lead Pastor / Associate Chaplain – Job Description and Criteria**
- 3. Discipleship, Formation and Development**
- 4. Remuneration & Benefits**
- 5. How to apply & Contact Details**



1. INTRODUCING THE HUB BELFAST

The Hub Belfast is a chaplaincy partnership between the Church of Ireland and Methodist Church in Ireland to share in ministry and mission across University and College Campuses in the city of Belfast. We are home to a student residential centre, a worshipping Church community, a campus café, and are now embarking on a new and exciting phase of ministry that seeks to grow people and ministries in and through our existing core communities, and in new opportunities.

Our Core DNA

Our life is centred around the **Worship** of God, the growth of Christian **Community**, and **Outreach** in the world around us.

Our commitment is to develop and grow people who, in their own lives, and in serving the mission of the Chaplaincy, will be marked by a commitment to Worship, Community and Outreach

Our desire is to be known by our welcome, hospitality, and our generosity in working with and alongside others to grow worship, community and outreach across campuses in the city

Our Core Communities

The Residential Student Centre on Elmwood Avenue in South Belfast is currently home to 50 students. Historically, this has been most closely associated with chaplaincy at Queens University, but students from other academic institutions have lived, and continue to live, as part of the community. Students have been living in chaplaincy accommodation since the 1950s.

The Church of the Resurrection on Elmwood Avenue was built in the 1960s to primarily provide a place of worship for the staff and students of Queen's University. This worshipping community is now either a permanent or temporary home for people of all ages living, studying and working in the city.

The Hub Café is vital part of our life, opening its doors throughout the academic year to students, staff, and anyone who simply wants a good place to be for a while

Our Vision for Growth

Building on our experience of working together in covenant, the two churches now seek to grow chaplaincy ministry across university and college campuses in the city of Belfast. Our key priorities for the next three years are:

1. To develop and grow our existing expressions of worship, community and outreach in South Belfast on the Queens University campus, namely the residential student centre and the Church of the Resurrection

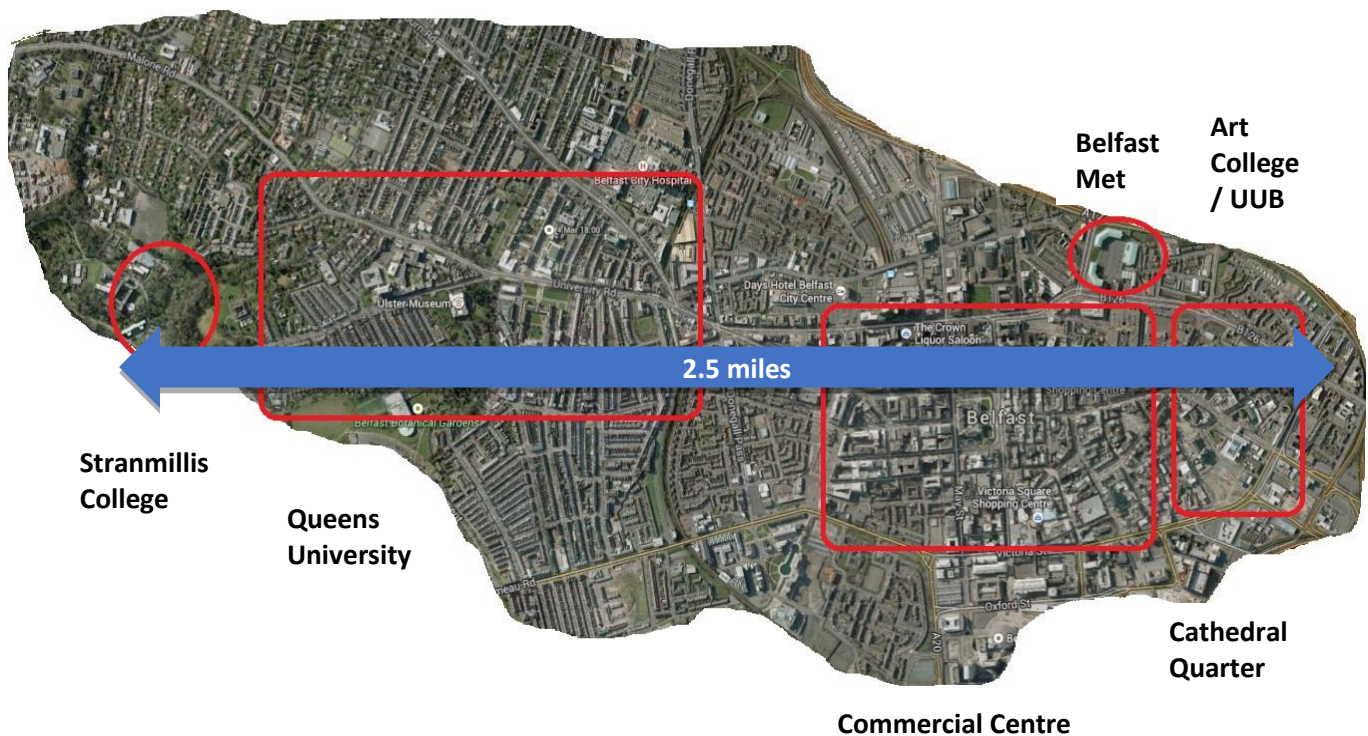
2. To plant and explore new opportunities for mission on campus at Stranmillis College, Belfast Met, the Art College and in the Cathedral Quarter as it prepares for the arrival of Ulster University.
3. To identify, grow and develop servant-hearted leaders through employment, an internship year, and the discipleship of student and church volunteers, and in turn, help these individuals discern their wider vocation and role within the church and society.

Our Opportunity

With the planned transition of Ulster University's Jordanstown campus to the Cathedral Quarter, Belfast will soon be home to a student population of anywhere fifty to seventy thousand people. A living, moving, studying, socialising, mass of people from a wide range of cultural, social, ethnic, racial and religious backgrounds. Add into the mix the commercial, legal, civic and social heart of the city, and Belfast presents an enormous opportunity and challenge for those who wish to bear witness to the gospel.

The Hub Belfast is but one expression within two traditions of the Christian church of seeking to dwell within the city, and be salt and light. We cannot do it alone, and our heart will be to work with other churches, communities, groups and organisations who are seeking to share God's love in a hurting and broken world.

Our opportunity is to work with a demographic, 18-25, that is largely missing from many local churches. We will seek to do this through growing chaplaincy ministry to this itinerant and largely transient group of people, and by nurturing and growing settled communities of faith who can both welcome in and reach out.



Our Ministry Team & Staff Structure

Chaplain

- Oversees the Chaplaincy
- Chaplain to QUB and Church of the Resurrection

Lead Pastor / Associate Chaplain

- Responsible for discipleship, formation and development across staff, interns, and volunteers
- Pastoral oversight

Operations Manager

- Oversight of staff, personal, finance, regulation and compliance
- Strategic administrative support for Ministry Team

Centre Manager

- Oversees the Residential Centre
- Administrative support for Ministry Team

Ministry Team Leaders

- Three Individual Team Leaders - Worship, Community, Outreach
- Represent chaplaincy on campuses across Belfast
- Deliver and supervise Ministry Activity

Ministry Interns

- Work under Ministry Team Leaders and chaplaincy staff
- 5 areas - Worship, Community (Student), Outreach, Youth & Childrens, Communications

Cafe

- Cafe Supervisor and Hub Cafe volunteer
- Supported by staff, interns and external volunteers

Cleaners

- Household, cafe and church cleaning responsibilities

2. LEAD PASTOR / ASSOCIATE CHAPLAIN

THE ROLE

This is a Senior Team Leader role, working alongside the Chaplain to oversee the implementation of the vision for University Chaplaincy in Belfast. This role will complement the oversight of the chaplain by overseeing every aspect of discipleship, formation, development and spiritual direction of those serving the vision, whether employed, working as interns, volunteering as students, adults, or young people. This role will work across every ministry in the chaplaincy to ensure the health and development of those leading a ministry, and to provide support for the delivery of ministry. This role will also be the key pastoral lead for the chaplaincy, seeking to grow pastoral ministry both personally and through the development of a strategy for pastoral support and care.

This is a vital role requiring a high level of personal, emotional and spiritual maturity. We are looking for someone with a passion for the discipleship of others and a proven track record of developing and training individuals and teams. We are looking for someone who can demonstrate a high level of critical thinking, biblically, theologically and culturally, and who has the capacity and competency to teach others, and help them develop the same.

As an integral member of the team, you will be honest, servant-hearted, hard-working, and who can demonstrate an aptitude and capacity for the work required.

This involves envisioning, equipping, and mobilising servant hearted followers of Jesus Christ to promote unity, hospitality, discipleship, joy and creativity that the body of Christ might grow together and, in so doing, bear witness to Jesus.

Job Description and Core Responsibilities

Vision

- Work alongside the Senior Chaplain to oversee the vision of chaplaincy ministry in Belfast
- Develop and implement a vision for the discipleship, formation, spiritual direction, and pastoral care of others that is God honouring, Christ centred and Spirit led
- Nurture, grow and pass on that vision into the lives of others
- Help develop servant hearted leaders who will leave chaplaincy life and be released into serving church and Christian communities
- Support the growth of new expressions of chaplaincy ministry on a campus or campuses across the city of Belfast

Chaplaincy Ministry & Representation

- Be able to represent the chaplaincy on campuses in Belfast in supporting the development of chaplaincy ministry
- Support the growth of strategic relationships with staff and students on campus
- Seek to work with other Christian agencies, organisations, chaplaincies and networks for the sake of the gospel and to model unity

- Promote the ministry and activities to and within the core chaplaincy communities of residency and worship
- Recruit and grow volunteers, student and non-student, to assist with the delivery of ministry

Discipleship, Formation and Spiritual Direction

- Overall lead for discipleship, formation, and spiritual direction across all chaplaincy life with a primary focus on growing servant-hearted leaders
- Oversight of the discipleship, formation, and spiritual direction of ministry team leads, providing operational support and developing person-specific development plans
- Oversight of the discipleship, formation and spiritual direction of those serving within the Internship program
- Develop appropriate training and support for all staff employed by the chaplaincy to grow key skills, knowledge and competencies
- Developing high standards for personal development and for investing in people
- Identify and support the discipleship and formation of volunteers and servants of ministries across the whole of chaplaincy life
- Identify and implement appropriate courses and resources for discipleship and formation
- Provide and develop a program for the spiritual direction of others – staff and volunteers
- Identify appropriate conferences and outside training opportunities for staff and volunteers
- Develop networks and connections that will assist in the discipleship, formation, spiritual direction and training of others

Pastoral Lead

- Key pastoral lead across chaplaincy ministry
- Develop a culture of pastoral care, both proactive and reactive, to be embedded within chaplaincy life
- Provide key support and, where appropriate, act as a signpost for external support, for pastoral issues
- Support and develop the capacity and aptitude of the Ministry Leads to deliver pastoral support

Develop Critical Thinking and Communication

- Demonstrate in your own life a capacity for critical thinking and understanding, biblically, theologically and culturally
- Communicate, in a variety of settings, including teaching in the context of public worship in a way that informs and inspires others
- Develop and implement strategies that helps others to think critically about the Christian faith – both for those of faith and no faith – in order that both might grow in, or into, Christian faith

Administration

- Take responsibility for the Discipleship and Training Budget
- Manage and maintain all records of staff training and development
- Develop and maintain appropriate systems for training and development
- Work within the agreed communications plan for all aspects of chaplaincy life

Within the Staff Team

- Develop and oversee initiatives to foster good staff relationships

- Attendance and participation in weekly staff meetings for planning and to ensure good communication and the smooth running of chaplaincy life
- Be able to chair, where appropriate, team meetings
- Form part of the core ministry leadership team including Chaplain and Ministry Team Leads
- Work alongside and support the role of the Chaplain in the delivery of strategy, vision and mission
- Be the critical link for the support and development of all staff to ensure that everyone is valued, and that everyone is serving our vision and mission.
- Be committed to the life and service of others on the staff team, working with humility, honesty and exemplifying the fruits of the Spirit
- Praying with and keeping the staff team accountable for seeking the Lord's direction on our planning, decisions and direction

Within the wider church

- Develop connections with networks for personal development, to develop others, and to further the work and reach of the mission of the chaplaincy
- Work within and promote the chaplaincy across the Church of Ireland and Methodist Church in Ireland
- Work within and help resource the wider ministry of the Church of Ireland and Methodist Church in Ireland

It will be a mandatory requirement for the role that you will undertake a personal training and development program for formation and growth, as agreed with the chaplain and lead pastor and overseen by the Lead Pastor.

Person Specific – Criteria & Competencies

Academic and Employment

- Third Level Qualification
- Full time Employment experience either post third level qualification or pre-third level qualification (if entering as a mature student)

Knowledge, training and experience

- Significant and demonstrable experience of ministry with students and / or young adults (age 18-25)
- Significant and demonstrable experience of ministry within a local church context
- Significant and demonstrable experience of the discipleship, formation and spiritual direction of others
- Clear track record of being able to train and develop others within their roles to their personal betterment and for the benefit of the wider organisation
- Clear track record of establishing personal goals and achieving these
- Clear track record of establishing goals and objectives for others and overseeing the achievement of these
- Demonstrate an awareness of issues relating to ministry in a student context and in a local church context
- Experience of leading and developing teams
- Experience of working with other Christian groups, networks, organisations
- Experience of working within an environment in which both hours, patterns of work, and activity undertaken are flexible

Skills and Abilities

- Have excellent inter-personal skills
- Have a commitment to growing people in Christian faith and a proven track record of making this happen
- Demonstrable leadership skills and able to develop, supervise, and work alongside others in leadership roles
- Evidence of working as part of a team, and able to demonstrate high level of inter-personal skills in working alongside and reporting to others
- Evidence of being able to work on own initiative and capable of generating new ideas and bringing them to fruition
- Demonstrate an ability to think and engage critically with matters of Christian life and faith, and to help others to grow in their biblical understanding, and theological issues
- Have proven organisational and administrative skills
- Experience of managing and working within a budget
- Be able to set realistic goals and targets and establish a sustainable and growing pattern of work
- Be able to maintain confidentiality and discretion
- Be able to be salt and light, promoting joy, unity, genuine fellowship

Christian Commitment

- It is a genuine occupational requirement that the Lead Pastor / Associate Chaplain is a truly committed Christian, in full support of the ethos, vision, ministry, and mission of The Hub Belfast
- The successful applicant will be committed, in their own personal life and journey, to the worship of God, service in Christian community, and outreach to others
- The successful applicant will be able to clearly articulate their commitment to Christ, be able to help others make a commitment to Christ
- The successful applicant will have a commitment to personal bible study, prayer and be able to help led others, both individually and in groups, to grow through bible study and prayer.
- The successful applicant will be able to work within both Anglican and Methodist traditions

3. DISCIPLESHIP, FORMATION AND DEVELOPMENT

“this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless for the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ – to the glory and praise of God.”

Paul, writing to the church in Philippi, c. AD 60-62

We will be committed to investing in you for who you will become after you leave us, as well as for who you will be during your time of employment. The role of Lead Pastor exists to ensure, amongst a range of other responsibilities, that we are helping you to grow in faith, character, gifting, and servant-hearted leadership. We will seek to ensure that what you are growing for the benefit of others, will also be there for your own growth and development

What will this look like?

Discipleship, Formation and Development will be both shared and bespoke. It is our aspiration to provide the following layers of support

1. One-to-One – meeting with, or arranging through, the Lead Pastor, you will meet one-to-one for discipleship and mentoring
2. Chaplaincy Development and Formation – we are in discussion with the parent churches with regard to bespoke training for chaplaincy ministry
3. Individual Development –this will vary for each individual, focussing on growing your giftings and skills
4. Activity Development – seeking out networks and training opportunities related to your role
5. Planned retreat and residential/s (possibly in conjunction with other groups and ministries)

We will seek to develop a Development Plan with you and to walk with you in its implementation and evolution.

4. REMUNERATION AND BENEFITS

1. Your contract will be for a fixed term of 3 years, commencing August / Early September 2017 depending on your notice period from current employment
2. There will be a probation period of 6 months
3. Starting Salary will be in the region of £27,500
4. We will pay an employer pension contribution of 8% salary
5. There is a discretionary bonus payable at Christmas
6. We will agree a budget for your training and development
7. All costs of residentials and retreats will be covered
8. You will be reimbursed for chaplaincy mileage at a rate of 45p per mile
9. Working Time will be flexible, with patterns of work, annual leave, intense periods of ministry and rest will be explained as part of the recruitment process.

The structure of a working week will vary according to ministry demands and term timetables. You will be serving on Sundays primarily in the Church of the Resurrection but also, where opportunity permits, other churches.

5. HOW TO APPLY

In order to apply for the role of Lead Pastor you will need to complete the following application form and return it to the Operations Manager by 12 noon Friday 5th May 2017.

Online Application Form

The Online form is available either through The Belfast website, or directly at

<https://form.jotformeu.com/70973243301349>

For further details on how to apply, or if you cannot complete any aspect of the online form, please contact Mr Peter Huey at finance@thehubbelfast.org.

If you wish to discuss any aspect of the role, please contact the chaplain, Rev. Barry Forde at barry@thehubbelfast.org

Chaplaincy Contact Details

The Church of Ireland and Methodist Chaplaincy
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