

BETHANY CITY CHURCH  
BEDE TOWER, BURDON ROAD,  
SUNDERLAND, SR6 7EA  
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## Church Profile and Pastor Job Specification January 2026

Bethany City Church (“City Church”) is a vibrant, contemporary, multi-service, multi-generational and multi-cultural church that is life-fuelled, fun loving and passionate about Jesus. Church to us isn’t about empty religious practices, but it’s about people expressing abundant life and faith in Jesus.



Our purpose is simply to know God, to enjoy life and to build a community based on the love of Jesus Christ. We focus our lives on loving and bringing glory to Jesus and the best way to do this is to love Him and make Him known to anybody who hasn't experienced Him yet. We simply do this by following the greatest command Jesus gives us - love God and love one another (Matthew 22:36-40).

## **Church History**

In October 2004, a team of 70 Christians from Bethany Christian Centre, in Houghton-le-Spring, felt called to be part of a nomadic church plant in the city of Sunderland.

The church was very blessed to start life based in the Stadium of Light, a location that afforded a unique opportunity to bring the message of Jesus Christ to the city of Sunderland (or as those who live there call it “The Promised Land”). On the first Sunday of October 2004, the church plant team were unsure of who or how many would come along, but God was at work and over 200 attended that first service. The main Sunday services were held in the banqueting suite and Sunday school classes were held in the boxes overlooking the pitch and house groups took place in many homes throughout the city.

However, as Sunderland returned to the Premier League, the opportunities to use the stadium on Sundays reduced and the church moved to the Quayside Exchange in the city centre. As with the Stadium of Light, the Quayside Exchange location relied on a strong core of volunteers to be part of set-up and take-down teams, post service tea and coffee serving, Sunday school and youth work, and this strong ethic of service continues now that we have our own, permanent home.

Since the autumn of 2014, the church has been located in a permanent location at Bede Tower, in the centre of the city. This move allowed the church to develop and grow existing and new ministries that are having a real Kingdom impact in the local community.

## **Bede Tower**

Bede Tower, provided through the kindness of The Vardy Foundation, is a multi-function building that has allowed the development of new, exciting and life changing ministries.

The building itself has an auditorium, sports hall, refectory, large kitchen, church office, four other smaller rooms and a large car park. Several community groups and other outside organisations rent rooms for meetings and activities, but all outside facility usage comes secondary to church ministries.

## **Food Bank**

Bethany City church provides a food bank, Monday to Thursday where families can attend to collect their food bank parcels after being referred to us by the council and

local charities. We work very closely with the Trussell Trust and local supermarkets to do our best to stock our food bank shelves.

## **Sundays**

The pandemic and subsequent lockdowns has had an impact on churches country wide and City Church is no different. The leadership team at City Church considered how Sundays would look after the pandemic, but we are amazed at how God has worked and changed our Sunday mornings to reach more people for the Kingdom of God. Following our morning service we encourage our congregation to stay behind for tea and coffee. This is a great time of fellowship to get to know each other more socially, but also how we can help each other spiritually and practically.

So, what does a Sunday morning look like –

### **Soul Church**

At 10:30am each Sunday a service is held in part of the refectory, that aims to reach those in our community who are often forgotten and marginalised. The service is attended by approximately 40 men and women and is lively, gospel based and has seen lives changed, needs met and folks baptised and serving God.

### **Bethany Kids**

This is our Sunday school for approximately 25 children up to year 6 and is a fun filled, bible focussed session run by committed volunteers.

### **Sunday Youth**

Young folks from year 7 onward meet to discuss bible centred topics in a clear and interactive way.

Both Bethany Kids and Sunday Youth run at 11am each week.

### **11am Service**

At 11am we have our upstairs Sunday service in the auditorium on the first floor of Bede Tower. This provides an opportunity for approximately 100+ to worship God together and listen to Christ centred bible teaching. This service is lively and is led by service leaders who lead in their own style and bring a unique appreciation of our heavenly Father. The service is translated into Mandarin so those whom English is not their first language still have the opportunity of hearing God's word. The children join us at 11am, so that they can be part of our worship and prayers, before going off to their respective groups for further bible teaching, craft and games.

### **Sunday night football**

A competitive but friendly game of football ending with testimony and prayer.

## **Monday**

A Parent and Toddlers group called Bethany Tots takes place on a Monday morning and there is always a waiting list to attend.

## **Tuesday**

A Tuesday sees the Lunch Club take place, when for a very small charge, a fine lunch is provided along with the opportunity for a chat and catch up.

## **Wednesday**

On a Wednesday evening a vibrant and well attended youth group of approximately 30 teenagers, takes place, which as well as providing lots of activities, gives an opportunity for the word of God to be spoken into the lives of our young people.

## **Thursday**

Thursday evening sees our Root 66 young adults group meet for a bible study and a time of fellowship as they explore and grow together on their christian journey.

In addition, Soul Church meets for a time of food and bible study as they support each through some difficult challenges that life has brought.

## **Friday**

7am sees the weekly prayer breakfast, where Christians have the chance to drop in for a cuppa and time of prayer before work.

At 10am Soul Kitchen provides a hearty breakfast for anyone who is struggling as well as an opportunity to chat and pray.

Without the help of many dedicated, Christ loving volunteers, City Church could not reach the large numbers of folks it does.

## **Church Office**

The church office is run by two dedicated office administrators, who keep everyone on their toes and make sure all of the admin needed for both the room bookings and church life is in order - where would we be without them. They are supported by a number of volunteers throughout the week who do various tasks from answering phone calls, setting up booked rooms for events to signposting visitors who are in need of support. A part time cleaner ensures that the building is kept clean and tidy throughout the week for all those that have use of it.

## **Leadership**

City Church has a team of 6 elders who oversee the spiritual and pastoral needs of the church and the Senior Pastor is also a member of the eldership team.

A team of Trustees look after the financial and legal aspect of City Church as a registered charity.

Each ministry team has a leader who looks after that ministry and the volunteers in the team. Ministry team leaders work closely with and report to the eldership team.

### **Home Groups**

City Church has a number of Home Groups that meet either weekly or every other week. People meet in homes throughout Sunderland as small groups, supporting each other spiritually and emotionally. A great time to study God's word and pray but in a more relaxed and informal environment.

## **Pastor Job Specification**

The post of Pastor at Bethany City Church is one which combines both leadership and management and is central to our vision and purpose as a Church committed to loving, growing and reaching out to our community and into the world. There are six key skill sets which we have identified as being essential in the successful candidate:

This is a full-time role, and we are seeking God for a new Pastor with experience in church leadership to join our team working alongside our elders, staff members, and volunteer leaders.

We hope to be joined by someone who above all desires a deeper relationship with God through The Word, through prayer and by the power of the Holy Spirit.

The characteristics we believe are important for the Pastor are:

- A demonstration of a vibrant relationship with Jesus Christ, a deep love for His people, His church, and His Word
- An ability to communicate God's Word, in line with Bethany City Church's statement of faith, in an engaging vibrant way, that both encourages believers in their walk with God, and also to present the gospel to those who as yet have not given their lives to Christ

- To have a pastoral heart for the people of Bethany City Church, and also a compassionate heart for the people of the city of Sunderland and beyond
- To be able to operate as part of an eldership team and to work with existing, passionate, ministry teams within the church

To have a living personal walk with God both in God's Word and Prayer and being able to encourage and disciples others to deepen their walk with Jesus

#### **SPIRITUALITY**

- To accept our Statement of Doctrine (see appendix A) - **Essential**;
- to secure a robust personal faith in Jesus Christ - **Essential**;
- to allow time and space to hear God, to grow through personal Bible study and prayer, and respond to the active leading of the Holy Spirit;
- to deeply value the role of children, young people and all the members of our Church in the Kingdom of God.
- to have evidence of personal study appropriate to this role in the form of a theological degree or appropriate experience.

#### **WORSHIP and PREACHING**

- To be an effective and challenging teacher of the Gospel, preaching God's Word in all its fullness;
- to invest in, support and encourage younger leaders and preachers;
- to encourage our whole lives to be acts of worship;
- to have the ability to hold together different traditions and styles of worship;
- to have an aptitude for motivating, encouraging and inspiring others to lead worship.

#### **LEADERSHIP and COLLABORATION**

- To demonstrate wisdom, understanding and discernment for leadership and growth of a church;
- to prove the ability to lead, manage and develop the role of Pastor;
- to be able to hold an overview, think strategically and seek God's vision for the church working alongside the Eldership;
- to be a good communicator in every respect; balancing decisive leadership with sensitive listening;
- to recognise the importance of delegation, encouraging and involving members and volunteers in church activities;

- to be sufficiently flexible to enable change with patience and an ability to exercise grace;
- to demonstrate enthusiasm for new and innovative approaches;
- to be a collaborative leader who can build up the ministries of others within the Church and co-ordinate the resources, including spiritual gifts, to enable our vision and purpose;
- to be someone who can effectively represent the Church and provide leadership to the community.

#### **DISCIPLESHIP, LEARNING and NURTURE**

- To be committed to developing disciples of all ages to grow and deepen their faith;
- to discern God-given gifts in others, encouraging their development and use in the church;
- to encourage and empower ministry within the church;
- to have the ability to communicate the gospel and the mission of the Church clearly and effectively to all ages and social groups; to develop these gifts and abilities in others through example, discipleship and ministry training.

#### **EVANGELISM**

- To have a heart for mission, both local and global;
- to be able to think strategically about future developments for children's and youth ministry.
- to inspire us to take God's Kingdom values into our everyday lives; to influence contemporary culture.

#### **PASTORAL CARE**

- To understand the need for effective pastoral care across the whole body of the church and to get involved, the Pastor needs to get to know his congregation and to visit them;
- to be able to identify individual needs and establish appropriate responses;
- to have a genuine interest and empathy for people, longing for them to find Christ and be welcomed into the Kingdom of God;
- to lead by example in his spiritual and daily life.

In addition, we require the Pastor to be:

- **Experienced** – Bethany City Church requires someone who has experience in leading a fellowship and in embedding the work in a community. This will include coordination of a wide range of ministry areas and needs, the balancing of resources with vision and the ability to draw together in unity differing views and experiences. The post is not likely to suit someone looking for a first pastoral role unless they have other relevant experience.
- **Inspirational** – We are looking for someone who can excite and inspire people both within and external to the Church, who encourages spiritual hunger, growth, the desire to witness and to serve and who can demonstrate vision and drive.
- **Missional** – Bethany City Church is committed to reaching out to its own community and to the wider world. The Pastor will be someone who is dedicated to sharing the Gospel and to serving others, especially those in need, and who encourages and develops this attitude and ability in others.

#### **ADDITIONAL**

- Salary - circa. £36,000 subject to experience.
- Pension - Government auto enrollment scheme.
- Holidays - 23 days, plus bank holidays
- Days off to be agreed on appointment. Need to be flexible.

### **Appendix A - Statement of Faith**

We accept the whole Bible as the inspired revelation of God to humanity.

We believe that the Lord Jesus Christ is God, in equality with the Father, and that by Him the Father created all things.

We believe that the Lord Jesus Christ became Man through the miraculous operations of the Holy Spirit, and that He was without sin.

We believe that the Lord Jesus Christ, the Lamb of God, died willingly in the place of sinners, to become the Redeemer of this fallen World, and the only Mediator through Whose atoning Blood, and by faith in Whom alone, we receive forgiveness of sins.

We believe that the Lord Jesus Christ rose again from the dead, appeared to His disciples, and returned to the Father; that on the day of Pentecost He came in the Person of His Holy Spirit to dwell within the hearts of all who had received Him, and thereby established His Church, the Body of Christ on earth, a Fellowship of all true Believers, of which He is the Head.

We believe in God the Holy Spirit, co-equal Member of the Trinity, and that He is present in the hearts of all who through faith have received the Lord Jesus Christ as Saviour, and who are thereby born again, the children of God, who is the Father of them that believe.

We believe that the Lord Jesus Christ is coming back again in Person to this earth and that by Him God will judge the World