



Beeston Free Church

Glorifying God through lives transformed by the Gospel

Church profile and recruitment pack

Introduction

Beeston Free is a large community-based church in South-West Nottingham. As you may know, our senior minister (George Hawkins) plans to retire in the summer of 2025. God has blessed us with stability and growth during the ten years he has been in post. The appointment of a successor to serve and lead alongside our existing elders and staff team, is key to our ongoing gospel witness. We are praying for God to provide. We are pleased that you're considering the role.

There's a lot more detail below. But in brief, we're looking for someone with a pastoral heart, who is passionate about preaching God's word as a means of transforming lives. We are looking for a senior minister who is a sacrificial, gentle and humble leader of a team ministry, seeking to develop and release others to spread the gospel and to equip them for works of service. We need him to think strategically but be transparent and open to input from others.

This profile describes Beeston Free and the town we live in, then outlines the key future challenges we face, and the main elements of the senior minister's role. Finally, there's some detail about the appointment process.

What excites us?

Glorifying God through lives transformed by the gospel

Loving God | Loving the Gospel | Loving People

We're committed to our vision of '**Glorifying God through lives transformed by the gospel**'. We really value Christ-centred preaching, which impacts our hearts and lives as well as our heads. We want the gospel of God's grace to transform every part of life and we look to address real life issues with honesty and grace. We love to gather on a Sunday as a church to worship together. Our relationships with each other are important and we enjoy a strong sense of warmth, unity and love across the church family.

There is a real heart to reach out with the good news of the Lord Jesus in Beeston and the surrounding area, as well as across the world through sending and supporting mission partners. We want to be generous with the resources we've been given as a church and be supporting other churches across our city and the UK.

Tell me about Beeston



Beeston is a town of about 37,000 people -- on the south west side of Nottingham with its own distinct identity. Beeston Free is right on the doorstep of the University of Nottingham campus, and is within a short walk of Beeston town centre. The area provides a range of housing, employment, education, shopping, leisure, arts and healthcare at a large teaching hospital.

Several large employers have their headquarters locally, including Alliance Boots, Experian and Games Workshop, but many people also work in the public sector – particularly at the University or local hospitals. Nottingham's two universities bring around 50,000 students to the city. Many students and academics from all over the world live in the area immediately surrounding the city. The universities have a huge impact on the town and at Beeston Free. A good number of students attend, and many decide to stay on at Beeston Free when they graduate.



Church Life

We are a large community-based church focused on serving all ages.

We are affiliated to the Fellowship of Independent Evangelical Churches and the Midlands Gospel Partnership. FIEC churches are particularly strongly represented in the area. We enjoy close gospel partnership with them. We have particularly close ties with Rylands Community Church, a church planted from Beeston Free 10 years ago. We are looking to "plant" again, into an under-served part of Nottingham.

We welcome around 500 people to our services each Sunday and have a membership of about 250. There is a good mix of men, women and children and a broad range of nationalities. About half our congregation are aged 18-35, but there is a wide spread across all age ranges. We are largely a "local" church – most church family live within a couple of miles and many walk to church each Sunday.

Each Sunday we have three services: a repeated morning service (9.15am & 11.15am) – both of which include groups for those age 14 and under – and an evening service (6.30pm). We average over 200 people at each service, and our main hall seats around 230. So we are often running close to capacity – and need creative solutions to enable continued gospel growth. We use the NIV as our regular version of the Bible. Our sung worship is contemporary in style, but with a high value on congregational singing. We are a church that loves to sing.

Our 11.15am and 6.30pm services are also **streamed online** each week, with around 20-30 'screens' watching live. Most people watching streamed services also attend in person when they can, but a few only access services online, generally because of health issues or caring responsibilities.

As you would expect in our location, we experience **substantial "turnover"**. About half our congregation have been with us for less than 5 years. This is a great opportunity, as people come to and go on from Beeston to many parts of the world. But this brings some challenges too.

We have recently **refurbished the building**. Our prayer is that this will extend our ability to use our strategic location for the sake of the gospel. As well as refurbishing the main hall, we have expanded the small hall (which seats around 100) and allowed for more break out-rooms.

Home groups are an important part of church life. We currently have 17 groups which meet 2-3 times a month. They range from 10-20 people. Once a month we join together for our midweek church family prayer meeting, which is well attended.

Church Life

We have an extensive range of **children's and youth work**, led by volunteers from the church. We don't currently have a paid youth and children's worker – a potential development area for the future. There are several different children's and youth groups running throughout term time, from preschool to secondary school age -- both for children from the community and those whose families are part of the church. There is an annual summer holiday club for primary school aged children, which welcomes around 100 children each year.

We welcome a significant number of **students** to the church each year, and have close ties with local CUs. A weekly student group runs after the evening service during term time, with around 70-80 students from both the University of Nottingham and Nottingham Trent University. There is a weekly cafe style event for international students, sharing both British culture and the gospel. There are also weekly Bible studies for international students wanting to find out more about Christianity and for those wanting to grow in their faith.

Partly because so many students stay on with us after they graduate, we are a relatively young church, with a large number of 20-30s in particular. They have an active fellowship group, with monthly events. We also run a well-attended mid-week service and fellowship group for older folk. In addition there are separate fellowship groups for men, for women, and for 60+ (whose social life often looks exhausting!).

On top of all this, we run a number of regular outreach events; including Christianity Explored courses, guest services, a church football team, and larger outreach events at Christmas and Easter.

Global mission

This has been a significant focus of the church for many years, and we would need any candidate to have a real heart for this area of work. We are the sending church for mission partners serving across five continents and have strong connections with a number of mission agencies. We also support a number of organisations working within the UK including Friends International, Crossteach (an organisation working in local schools) and UCCF.



What are the main challenges we see over the coming years?

While God is sovereign, here are some of the practical issues we think a senior minister would be grappling with:

- **Allowing more people to access the gospel through our building** – many services are close to capacity
- **Initiating church planting beyond Beeston** – into parts of Nottingham with less gospel witness. This will involve partnering with other local churches.
- **Managing the staff team and changes within it** – for various (good) reasons, a number of staff are considering moving on from Beeston to other parts of the UK, or other roles.
- **Developing community ministries** – to reach those in the local area. This is arguably an area of weakness for us.
- **Serving the cause of national mission** – recognising our responsibility as a large church.



Role Profile

Our senior minister must agree our Basis of Faith and affirm the FIEC Ethos Statements. He will be responsible for overseeing the relatively large staff team and other leaders in the church. He is expected to be a servant leader with the humility to listen, learn and work with others in leadership roles.

Our new senior minister will join our existing team of eight elders, who oversee the various ministries at Beeston Free. Our elders, alongside a number of deacons, are also trustees. The trustees, including the senior minister, are accountable to the membership for overall good governance. As trustees, they carry legal duties and responsibilities set out in the Constitution and church rules.

Our staff team includes an associate minister*, a minister in training*, a ministry worker/ women's worker in training*, an operations manager*, a part time finance officer and a part time communications coordinator. We run a 1 year ministry trainee programme each year, with 2-3 trainees working and training with us. We also have a part-time Biblical Counsellor and offer biblical counselling to church family to support pastoral care. The roles starred (*) above report directly to the senior minister.

Oversight of the different ministries of the church is shared amongst the ministry staff, with the office team taking responsibility for the practical and administrative aspects of church life.

As we said, our outgoing senior minister has been in this position for nearly 10 years and is retiring. Our associate minister has been with us for 8 years and we are pleased that he will be staying with us. It is key to this appointment that the new senior minister works well alongside existing staff in particular.

We can offer a warm and caring welcome into our church family. Our church is a supportive environment where our staff are valued and loved. In that context, and without being prescriptive, we see the key responsibilities and personal attributes of our senior minister's role as follows, with particular reference to the qualities of an elder outlined in 1 Timothy 3 and Titus 1.

Personal Profile & Responsibilities

The exact nature of the role will depend on the gifting of the individual. However, the role will include:

Pastoral work

Leading the elders and other ministry staff to care for the church family. This will include regularly meeting with members of our church family for encouragement, providing pastoral counsel, one to one discipleship and praying with individuals. Praying regularly for the church.

Preaching

Leading the preaching ministry, preaching approximately 30-35 sermons per year. Continuing the church's commitment to preaching of an expository nature.

Teaching & training

Teaching in a variety of other settings. There are extensive teaching opportunities in addition to those presented by the Sunday preaching programme. You will be expected to play a full part in these, as well as training others to do so. These are likely to include preparing materials for small group bible studies and giving talks.

Teaching opportunities may include midweek meetings, preparing home group leader's materials, speaking to the retired, young people and students, as well as taking evangelistic speaking opportunities and staff training sessions.

Ministry Leadership

Overseeing all areas of ministry in church life, either directly or via delegation to other staff and ministry leaders. Overseeing the development of the strategy for ministries and implementation of that strategy. Ensuring direction and support is provided for existing leaders of key ministries, either by providing that support oneself or by delegating it appropriately to others.

Leading Leaders

Leading and pastoring the eldership team. In conjunction with the wider ministry team, identifying and working alongside emerging leaders in the model of 2 Timothy 2:2. Ensuring the active discipling and development of future leaders within the church is happening.



Photo taken during our current building work where we were able to meet together at a local church.

Personal Profile & Responsibilities

Staff Supervision

Leading the church staff team, consisting of both office management staff and word ministry staff. As part of this you will meet regularly to provide supervision, pastoral care and development of direct reports.

Strategy & Vision

Leading the eldership team in formulating and implementing a sustained strategy for church growth. Developing the ongoing strategy for ensuring Beeston Free plays its part in seeing gospel growth locally, nationally and internationally. Ensuring the vision, values and strategy of the church are biblical, appropriate for the current situation of the church and being implemented across church life. Mobilising others to implement the vision and priorities of the church.

It is essential that a senior minister:

- Is a committed Christian, fitting the description of a godly overseer / elder as described in 1 Timothy 3 and Titus 1
- Is seeking to grow as a disciple of Christ, committed to living according to God's word in prayerful dependence on Him
- Has an evident pastoral heart for others
- Is willing and able to work in a team ministry environment, as well as having the initiative to work independently where appropriate
- Has recognised gifts in preaching, teaching & evangelism
- Is able to lead and relate well to a diverse range of people
- Has strong administration and organisational skills
- Is sympathetic to the vision and ethos of Beeston Free Church and in agreement with the Church's Basis of Faith

It is highly desirable that a senior minister:

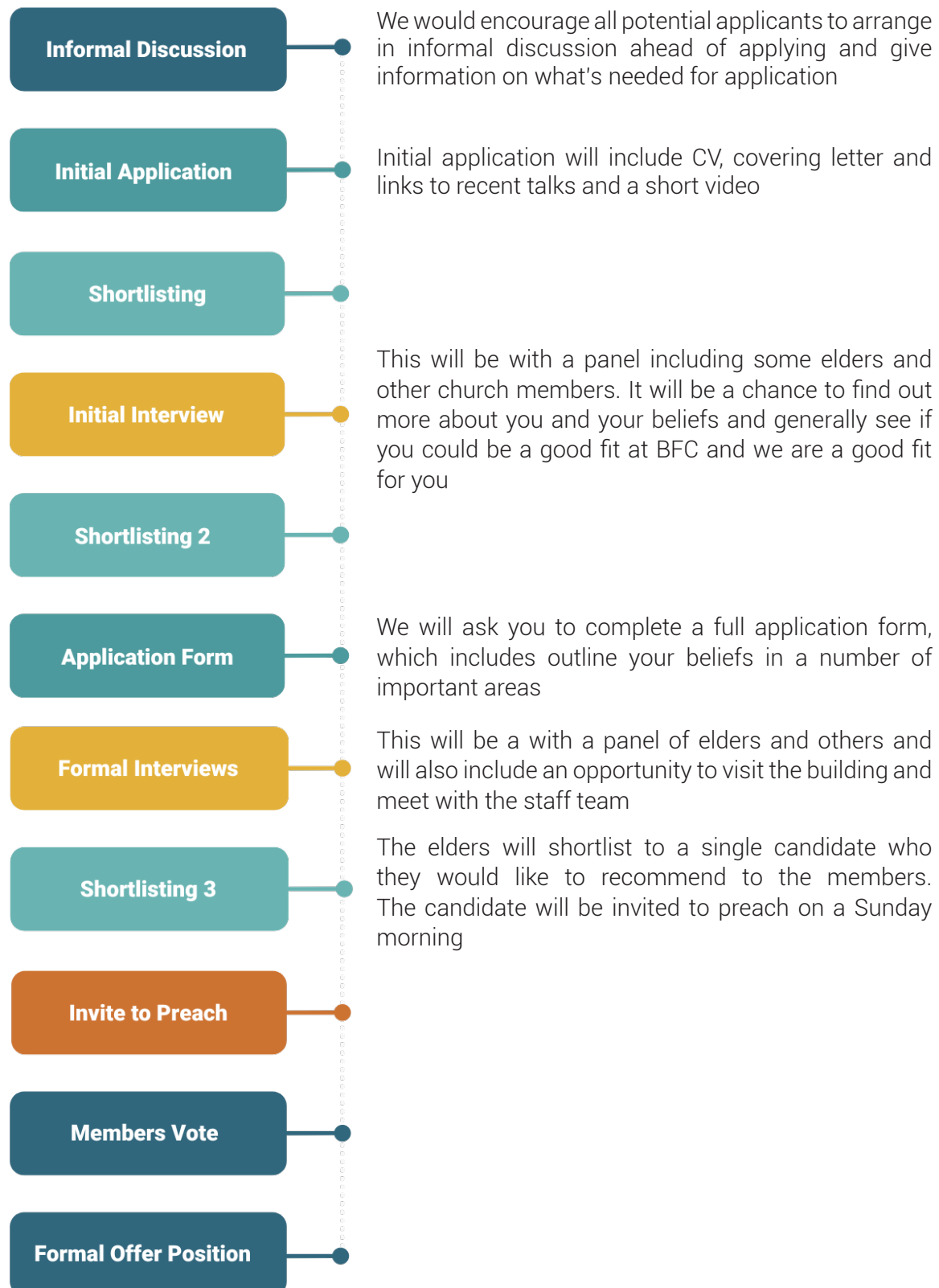
- Has undergone formal theological training
- Has at least 5 years previous full-time ministry experience in a church
- Has knowledge and experience to lead the church in responding the main challenges we face, particularly, church planting, developing community ministries and gospel growth



Package

Salary	Our ministry staff salaries are linked to the teachers pay scale, the senior minister's will be linked to point L1-L3 (currently£47k- 50K) dependent on experience
Pension	Beeston Free operates a salary sacrifice scheme in which employees sacrifice 6.25% of salary in return for a 15% contribution to pension
Relocation expenses	Up to £8000 subject to appropriate receipts
Holidays	5 weeks plus bank holidays
Contract	Permanent
Hours	Full time, 6 working days per week
Notice period	6 months

Application Process





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