Pastor of Counseling Ministries
Job Description

PRIMARY TASK
The Pastor of Counseling Ministries at Bethel Church provides biblical counseling, equipping, oversight, organization, assessment, and planning for the counseling ministry at all Bethel Church campuses. Ephesians 4:11-16 provides the primary focus for this role: this individual will emphasize not only doing the work of the counseling ministry, but also equipping the saints to speak God’s truth in love to one another.

COUNSELING APPROACH
Bethel Church is committed to a biblical counseling approach to pastoral counseling and one-another ministry that is best reflected by the counseling understanding of the Biblical Counseling Coalition (BCC) and the BCC’s 12-point Biblical Counseling Confessional Statement. Bethel Church sees pastoral biblical counseling as the gospel-centered personal ministry of the Word where equipped pastors, staff, and lay leaders relate God’s truth to people's lives and relationships. Bethel Church is committed to the sufficiency of Scripture for progressive sanctification in the daily life of God’s people. Passages that orient Bethel’s perspective on biblical counseling include Romans 15:14; 2 Corinthians 1:3-9; Ephesians 4:11-16; Colossians 1:27-29; Colossians 2:4, 8; Philippians 1:9-11; 1 Thessalonians 2:8; 2 Timothy 2:24-26; 2 Timothy 3:15-16.

SPECIFIC RESPONSIBILITIES
1. Pastoral Biblical Counseling: 50%
   a. Provide “Hard Cases” Pastoral Biblical Counseling: Offer “hard cases” counseling for the congregation of Bethel Church. The intensity and volume of such cases will likely vary depending on need.
   b. Counseling Preparation and Communication: Adequately prepare for counseling sessions. This includes: communication with counselees between meetings, prayer, review of previous sessions, planning for upcoming sessions, biblical study, research, consultation, etc.

2. Equipping, Supervision, and Consultation: 30-35%
   a. Lead Counselor Equipping: Training for pastoral/staff and lay counselors could include weekly or monthly class/lab/small group training, or quarterly seminars or conferences. Outside training opportunities could also be utilized (such as the Faith Biblical Counseling Ministry Monday training, or the Faith Biblical Counseling Ministry week-long BCTC).
b. **Provide On-the-Job Counselor Equipping**: Have some pastors, staff members, elders, deacons, and lay leaders sit in on hard cases counseling as an advocate or co-counselor (one person per counseling case).

c. **Offer Counselor Supervision**: Provide counseling input, consultation, and resourcing to pastors, staff, or trained lay leaders who are actively counseling.

d. **Offer Counseling Continuing Education**: Individuals previously trained in counseling may receive continuing counseling education/training from the Pastor of Counseling Ministries.

e. **Oversee Overall Counseling “Triage”**: Oversee a triage model related to who counsels who, when we refer outside, etc.

f. **Connect Bethel Church with the Wider Biblical Counseling World**: Keep the Bethel team apprised of outside training opportunities, resources, conferences, seminars, websites, materials, etc., in the biblical counseling world.

3. **Oversight and Organization (“Organizing the Organism”): 10%**

a. **Provide Campus Counseling Oversight and Organization**: Collaboratively develop ministry plans for the overall oversight and organization of biblical counseling and one-another ministry at all Bethel campuses.

b. **Develop Best Practice Counseling Policies**: Collaborate with Campus Pastors and the Executive Pastor to implement best practice policies, procedures, paperwork, etc.

c. **Oversee Collaboration with Outside Counseling Groups**: Work with the Senior Pastor, Executive Pastor, and others to assess referral options and develop potential collaborative agreements. Be the point of contact and oversee referrals with all outside counseling agencies.

d. **Explore How One-Another Ministry in Counseling Could Develop Synergy with One-Another Ministry in Small Groups**: Work with the Executive Pastor, the Small Group Pastor, Women’s Ministry Directors, CR Leadership, and Men’s Ministry Directors to develop synergy between all of Bethel’s one-another need-meeting ministries—so that all such ministries are saturated with confidence in the sufficiency of Scripture for personal ministry.

4. **Overall Pastoral-Shepherding Responsibilities: 5-10%**

a. **Model a Pastoral Heart and Minister as a Loving Shepherd**.

b. **Participate in Bethel Church Staff Events/Meetings as Requested**.
c. **Perform General Church Ministry Duties.** These include: participating in weekend services (by giving announcements, prayers, etc.), performing weddings and funerals, making occasional hospital calls, etc.

d. **Carry Out Other Pastoral Responsibilities as New Ministry Needs Arise.**

**REPORTING STRUCTURE**

The Pastor of Counseling Ministries is considered a member of the Pastoral Staff at Bethel Church. He will have a primary reporting relationship to the Executive Pastor of Ministries.

**QUALIFICATIONS**

Romans 15:14 provides the overarching qualification for the person filling the role of Pastor of Counseling Ministries. "For I myself am convinced that you yourselves are full of goodness, complete in knowledge, and competent to counseling and disciple one another."

- **Biblical Content:** "Complete in knowledge"—able to apply God's truth to daily Christian living.
- **Christlike Character:** "Full of goodness"—growing in progressive sanctification and Christlike like love.
- **Counseling and Equipping Competence:** "Competent to counseling and disciple"—able to do the work of the ministry as a counselor (speaking truth in love—Eph. 4:15), and able to equip the saints for the work of one-another ministry (Eph. 4:11).
- **Christian Community:** "Brothers/one another"—able to build mutually caring and collaborative relationships within the Body of Christ.

**EDUCATIONAL & THEOLOGICAL QUALIFICATIONS**

- A Master’s degree in Biblical Counseling from an Evangelical seminary.
- Displays consistent wisdom, maturity, discernment, and sensitivity with both people and Scripture—able to speak the truth in love (Eph. 4:15) as he shares Scripture and soul (1 Thess. 2:8).
- A commitment to the sufficiency of Scripture in the process of providing pastoral biblical counseling that sustains, heals, reconciles, and guides God’s people in their journey toward progressive sanctification—growth in Christlikeness.
- In agreement with Bethel’s Doctrinal Statement and Church Constitution.
- In essential agreement with the Confessional Statement of the Biblical Counseling Coalition.

**MINISTRY QUALIFICATIONS**

- A minimum of 5 years of full-time experience in a pastoral biblical counseling ministry.
- Successful ministry experience in a large church setting (ideally in a multi-campus ministry).
• Strong biblical counseling skills with a track record of effective local church pastoral biblical counseling—has maintained a counseling load of at least 10 sessions per week.
• Strong equipping gifts, with the ability to impart biblical counseling skills to others through training, supervision, encouragement, and motivation—has proven expertise as an equipper of biblical counselors.
• Ability to manage and equip teams of people—both pastoral and lay people.
• Strong administrative, organizing, and oversight skills.
• Skilled at developing and refining ministry systems to achieve strategic goals.
• Self-motivated and able to take a task or project through to completion.
• Competent at multitasking, time management, and prioritizing.
• Proven expertise as a teacher and communicator with strong verbal and written communication skills.

CHARACTER QUALIFICATIONS

• A personal devotion to Christ.
• A genuine heart and compassion for others.
• Character and spiritual qualities of a church elder (1 Tim. 3:1-7, Titus 1:5-9).
• Relational, outgoing, and good with people—ability to establish and maintain strong, healthy relationships with others.
• A proven track record of conflict resolution and working collaboratively within a team environment.
• Proven ability to handle sensitive issues and maintain confidentiality regarding church information.
• Committed to teamwork with the leadership, staff, and congregation of Bethel Church
• A stable, mature and growing Christian with an exemplary personal, marital, and family life (if applicable).

CONTACT INFORMATION AND SUBMISSION INSTRUCTIONS

For more information about Bethel Church, please visit our website here. Interested and qualified candidates should send a cover letter, resume, and list of at least 5 references to Laura Sauerman at: lsauerman@bethelweb.org or to: Laura Sauerman, Bethel Church, 10202 Broadway, Crown Point, IN 46307.