

Senior Pastor for International Church

Westlake Church is an international, English speaking, inter-denominational, Bible-based church on the shore of Lake Geneva in **Nyon, Switzerland**.

We are looking for a senior pastor to join us in 2018.

We want an approachable leader, who can preach, teach and train effectively, and who shares our passion for helping people become and grow as lifelong followers of Christ.

The pastor must speak fluent English and have a working knowledge of French.

*To find out more, please visit www.westlakechurch.com
and send your CV and a letter of motivation to
applications@westlakechurch.com by 23rd September 2017
if you wish to apply.*

Westlake Church Nyon Profile

Introduction

Westlake Church Nyon (WCN) celebrates its 30th anniversary this year (2017). We are an English-speaking independent evangelical church, based in Nyon on the edge of Lac Lemman (Lake Geneva). We are a broad and diverse international congregation – at the last count, our church family represented almost 40 nations, with members coming from a range of church backgrounds - but all looking to live, learn, worship and serve together as part of our community. Our aim, vision and mission is to help people become lifelong followers of Jesus Christ.

We seek to be led by God's Word and Spirit as we reach out to English-speaking people in the Nyon region. Some come here on short-term assignment with international organisations or companies, some are students, others have come to work in the area as au pairs, and others are longer-term members. But this means our turnover is high and there are always new people to reach out to. Our aim is to be a welcoming, seeker-friendly, evangelical, Bible-based community church, open to all but primarily working to serve and make disciples of the English-speaking community here.

Our church serves a wide area, with members traveling from as far afield as Geneva (over 20km to the east) and Lausanne (over 40km to the west), as well as over the border from France, and everywhere in between. This is an opportunity and a challenge: we don't have a defined local community to serve, and our membership is spread across a wide area, but we have people living and working throughout the area.

We are excited that God is powerfully at work within and through our church. We see people giving their lives to Jesus as they hear the good news of the gospel. We see individuals growing in their willingness to serve and love one another sacrificially as they grow in maturity. And we see new ministries popping up and being a blessing to others – prayer ministries, evangelism courses, new homegroups and so on. But we also know that there is still much for us to learn, and that God can and will do immeasurably more than all we ask or imagine for His glory in the church. We are very excited by this.

Although WCN is an independent church, we are members of the Association of International Churches of Europe and the Middle East (AICEME) and International Christian Communities Eurasia (ICCE).

History

WCN began as a mission church plant in 1987. An initial congregation of around 20 grew to around 100 listed members and about 150-200 regular attendees at Sunday services, although the level of attendance varies year to year because of the transient nature of part of the membership (expats with multinational companies, UN organisations, NGOs, etc).

A key moment for WCN was when it planted another church in nearby Lausanne in 2005. WCL is now a vibrant and growing church.

Our Local Community

Our services take place in downtown Nyon, where we share a church building with a local French-speaking evangelical community church which owns the building. The town of Nyon derives its name from one of the names used by the Romans for the town, Noviodunum. It is located within *Suisse Romande* – the French-speaking area of Western Switzerland.

Nyon is located some 25 kilometers north east of Geneva's city centre and 45km from Lausanne, the capital of Canton Vaud. It is connected to the rest of Switzerland by way of the Route Suisse, the **A1 Motorway** and the railways of the *Arc Lémanique*. Our church building is within 3 minutes' walk from Nyon train station, while the Hub (WCN's offices and centre of activities) is directly opposite the station. The town of Nyon is the "capital" or "seat" of the District of Nyon. The District is home to around 100,000 people, and the town itself is home to around 20,000. This Wikipedia link provides more information about the town and its surrounding villages and settlements

https://en.wikipedia.org/wiki/Nyon_District#cite_note-2

Westlake members come from across the District and from outside it. For example, some live over the border in France. Others live closer to Geneva or Lausanne. But our focus is principally within the District. It is estimated that there are around 20,000 English-speaking people in WCN's reach, so this has been our opportunity and challenge – to find ways to reach out and fulfill our mission to these people. For many, English is their first language. But we also reach out to those (and are home to many) for whom English is a second or third language, sometimes ahead of French.

Within the area there are a number of other churches – mostly French-speaking, across a range of denominations and theological positions, but also Portuguese, Brazilian, and so on, reflecting the diverse cultural mix of the area. Westlake has links with other English speaking churches in the region – in Geneva and Lausanne, as well as over the border in France. We strive to maintain strong links with the evangelical French speaking church with whom we share the building, La Fraternelle (<http://www.lafraternelle.ch>), including occasional joint services, regular contact with their leadership team and so on.

Church Membership

Our church is registered as an Association (required by Swiss law) and we currently have a **membership** of just over 90 members (though approximately another 50-75 individuals regularly attend our services.) Based on information gathered from our church family in 2014, there are more women than men (roughly a 60:40 split), and our congregation is made up of people from Europe (c.41%), North America (37%), Africa (12%), Asia (6%) and Oceania (4%), South and Central America and the Caribbean (1%).

All candidates for membership are interviewed by the Senior Pastor and / or Elders to establish their faith in Christ and agreement to the church's Statement of Faith & Practice. The Statement of Faith is available here: <https://westlakechurch.com/what-we-believe/>

Members vote on the appointment of Elders, Executive Board members, and Pastoral staff. They also vote on the church's annual budget of about CHF 500,000 and on other matters according to the Statutes. We are basically a congregational church.

Church Leadership and Staff

In addition to the Senior Pastor role, we have an Associate Pastor and a part-time Children and Family Ministry Director. There is also a church administrator, who also works part-time. We have an Eldership and an Executive Board. The Senior Pastor is a member of the Eldership. The elders are responsible for the spiritual oversight and direction of ministry, evangelism, worship and teaching. The Executive Board supports and oversees the administration of the church, including membership, finance, premises, all organisations and matters of policy, programme and leadership. Under Swiss law, the president of the EB is legally responsible for the association and represents the interests of the members to the authorities.

Various activities within the church are run as "Ministries", with Ministry Leaders appointed by the Elders to organise that area of ministry. So, for example, we have a Worship & Arts Ministry, a Welcome Ministry, Women's Ministry and so on, each with a lay volunteer ministry leader.

What we believe

The church Statement of Faith and Practice ([link](#)) outlines our belief in Jesus Christ and the basis of our faith. The Church Statutes ([link](#)) are the legal basis of our existence as an organisation and set out a bare-bones framework for the operation of the Association.

Church Activities

Sunday Services:

Our weekly church service takes place at 5pm every Sunday. Services last around 75 minutes and are quite informal, with sung worship, prayer, communion every two weeks, and a strong focus on the Bible (sermons are usually around 25 minutes). Our preaching team currently includes a number of lay members of the congregation and our Associate Pastor.

Children:

We have a fun and engaging program for children of all ages. "Kingdom Kids" meet in small age-appropriate groups on a Sunday while our adult members enjoy a teaching time upstairs in the sanctuary. Our groups (SPARK – from age 3yrs, FLAME – from 6 yrs and BURN from 9 yrs) meet downstairs in our church building where we study the Word of God together, play games and enjoy craft times. We have around 20 volunteers currently serving as Kingdom Kids leaders, teachers and helpers. We also have a crèche, for those aged under three.

Youth:

There are two groups for young people based on their age: Younger Youth – aged 11-14; and Older Youth – aged 15-18. Weekly, our Sunday evening group time for young people is called Submerge. Both groups start off in church for the first 20 minutes, then later meet in “The HUB” for interesting talks, Bible teaching, discussions in small groups, prayer time and fun games. Periodically both the older and younger youth are involved with the main Sunday service. We believe that young people are an important part of church life today.

In addition to Sundays, our youth also meet during the week. Epic Fridays is our regular social event on Friday nights for the 11-14 group. Socials include ice-skating, cinema night, outings, games and lots more. Members are encouraged to bring their unchurched friends, to give them a fun, easy introduction to our church community.

Converge is our 15-19 social and spiritual hangout. Mostly, they meet on Saturday, but are very flexible. Twice a month, they endeavour to “Converge” for great food, music, activity, games or outings. This time together is used to build authentic community and explore Biblical truths. As with Epic, everyone is welcome to Converge, Christian or not.

Throughout the year, there are also a number of events where Westlake youth combines together, for example during weekends away and at Euroventure (a highlight of the year). http://www.abc-youth.org/?page_id=8

Dangerous:

Dangerous provides an opportunity for fathers and sons to do something memorable, adventurous and “manly” together with other fathers and sons. The aim is to create adventures for fathers and sons to enjoy together. We see these adventures as an alternative expression of church where we don’t just adventure together: we aim to live out the father/son relationship as a testimony to how God fathers us.

GEMS:

GEMS (Group for English-speaking MotherS) meets every Tuesday morning. It is Westlake’s outreach ministry to mothers of preschoolers (newborns up until age 4) in the local English-speaking community. GEMS welcomes all English speaking mothers regardless of their background, beliefs or faith. The majority of mothers who come to GEMS are “unchurched” and so this is a great opportunity to introduce them to Christ’s love in a welcoming and non-threatening environment.

Our Mission is for GEMS to be a place where mothers can connect with others, belong, be refreshed, encouraged, inspired and loved for who they are, whilst their children are being cared for. It is a place where any misconceptions or barriers towards God can be broken down and where Christ’s love can be concretely demonstrated by both word and action. It is a safe place to open up and be honest about the challenges they’re facing and receive hope and tools that will equip them to become better mothers and wives during this season of their lives.

The focus of GEMS is on the mothers (rather than on the children) and the group offers them an opportunity to have a break and enjoy an hour of the week for themselves, in the knowledge that their little ones are in safe hands. The mothers (many of whom are new to

the area) are free to enjoy a program of stimulating speakers and opportunities for dynamic discussions as well as plenty of time just to build new friendships.

We have run several Alpha courses specifically for the GEMS mothers over the past few years. Currently we are running MumQuest, a follow-up group to Alpha which is attended by 7 mothers on Thursday mornings at the church and once a month we meet for outreach events in members' homes (this is usually a talk or testimony followed by a discussion – an excellent opportunity to invite seekers from GEMS). 31 mothers and 42 children currently attend GEMS and we have a team of 10 volunteers from Westlake (men and women of various ages) helping out in different ways to enable GEMS to happen.

Homegroups:

Given the geographical spread of our church family, homegroups are very important to the community of our church. We currently have around 9 groups meeting regularly in homes across the area, meeting to study God's word, pray and care for one another. However not all groups have a sufficient quorum of people attending regularly, and we estimate that only about 50% of regular attendees at the church are active in a home group. There is real opportunity to get more people into homegroups, and we see this as crucial to the strengthening of our church, our care ministry and our discipleship of one another. However, we will need to train up new leaders and / or pray that God will send new leaders through our doors to facilitate this growth. We expect that the new Pastor will have a strong passion for small groups, and ideas for how to grow them.

Evangelism:

At the start of 2017 we relaunched a Christianity Explored course and 20-24 people attended for the 8 weekly sessions. We also ran the course in our 20-somethings homegroup and used it as the basis for our youth teaching. We have been really blessed through the course, as some have come to understand more clearly the good news of the gospel, and others have been encouraged to think how they could share the gospel with friends and colleagues. In the past we have also run Alpha courses. The church supports other local missionaries, such as Jews for Jesus through which members of our congregation have spent time doing street evangelism. The Elders see a need to encourage the congregation to view evangelism as an "every member ministry" and we pray this will increase as we focus on discipleship in our preaching and teaching over the coming months.

Care:

There is a great deal of need within our community for care of many types. The care ministry at Westlake is currently under review and we are in the process of building a new team and support network. Four of our members have trained as "Stephen Ministers", equipping them to walk alongside those in particular need, and several others plan to undertake the training. We have recently become part of the Stephen Ministry network locally, giving us access to carers from other churches, so that those in need can get completely anonymous support.

A critical task over the next season of Westlake's life is to formulate a strategy for a wider care ministry, to train and equip a team to oversee and undertake that important work, and

to build a heart within the congregation for loving and serving each other in this way. Homegroups are a great source of regular care-giving to group members, and we aim to support homegroups through centrally run specialist support – for example, the Stephen Ministers, a Celebrate Recovery group (helping those recovering from addiction issues, etc.), support for those experiencing marriage difficulties and so on.

Women:

WOW (Women of Westlake) meets on Wednesdays in the church building with the aim of supporting women of all ages and stages through prayer, care, Bible teaching, fellowship and a range of social activities. Special events with speakers are arranged several times a year. This important ministry has recently been relaunched and is growing well.

Men:

A Men's Bible Study group meets every Saturday morning for breakfast, fellowship, prayer and Bible study. In recent months regular attendance has grown to between 10-15 each week and includes a few men from other local churches who come along because they value this time together. From time to time the group hosts Big Breakfasts, events where men are encouraged to invite their non-church-going friends. At the last one in January, over 30 people attended for pancakes and a cooked breakfast, and heard the compelling testimony of one of our members.

There are other areas of work that Westlake supports, although these are not strictly speaking Westlake "Ministries":

Link:

Westlake Church meets the needs of au pairs in the Lake Geneva region by hosting an au pair club: LiNK- The Au Pair Connection. It is organized by Paul and Becky Luedtke, church members, working with Youth for Christ. Over the years, LiNK has supported several thousand au pairs. The club meets every two weeks, organizes day events and weekend trips and has weekly meetings to explore Christianity for those who are interested. Paul and Becky also meet individually with au pairs for coaching and counselling as they navigate their time in a foreign country. <http://www.linkaupairgeneva.net/>

Asylum seekers

Westlake hosts a weekly English conversation/coffee contact meeting for Nyon-area asylum seekers in the Hub. Volunteers from Westlake, La Cote Anglican Church and the local community offer English conversation and learning as well as friendship, encouragement and periodic help with official letters, transportation, housing searches and other needs. Westlake also works with volunteers from other local churches and the larger community to host and organize a monthly Friendship Meal in the church basement. These meals provide an opportunity for 20-25 volunteers (from Westlake and the wider community) to sit down and break bread with 25-35 asylum seekers housed in Nyon and the nearby area, providing friendship and encouragement to the most marginalized individuals in our community.

Key Challenges

In September 2016, the Elders asked the Executive Board to commission a survey of the health of the church. The process for this survey, the questions asked and a summary of the responses is available from the search committee on request. The breadth of responses, combined with the nature of the questions, makes it difficult to draw precise practical conclusions from the survey. However, the Elders identified that the survey pointed to a need for a renewed focus on discipleship, a renewed dedication to individual and corporate prayer, and a season of teaching on what the Bible says about what it means to be a healthy church member.

In pulling together this Church Profile and Pastor Profile, the Elders undertook a more focussed follow-up exercise, basically using a SWOT (strengths, weaknesses, opportunities and threats) analysis to invite church members to give more specific feedback on the church. Again, the breadth of comment was unsurprising for an international church of Westlake's nature and composition. But some key themes were identified, which might be summarised in the table on the following pages:

<p>Strengths</p> <ul style="list-style-type: none"> • We are welcoming, friendly, inclusive, diverse, multinational and multicultural. • God has bound us (and kept us) together in Christ, despite our different cultures and church preferences. • We bring people together, meeting an important local need, and provide a ‘home away from home’, especially for expatriates who are far from friends and relatives. • We are an active church with lots going on. • There is opportunity and encouragement for everyone to serve. We have many gifted individuals and our high turnover means new people arrive all the time bringing new gifts and resources; • Many of our congregation are committed – both in terms of formally committed as Members, and in contributing their gifts, time and resources. • We do some things very well: e.g. GEMS; strong youth work with an established leadership team; asylum seeker support. • Homegroups support people well, provide local community and “real” church; • We have strong family ministries; • We are well located, in central Nyon with car parking and a train station a short walk from the church buildings. 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Strong personality types and deeply rooted cultural differences can make it difficult to maintain a sense of loving unity; • The breadth of “churchmanship” within the congregation means it is difficult to keep everyone happy – there are many different views on how things <i>should</i> be done and sometimes we find it difficult to agree; • There is evidence of a “consumerist” attitude amongst some, expecting to be served but not to serve; • Various factors (including high turnover, travel commitments for work or leisure, general busyness etc) make it difficult to create and maintain a sense of community; • Some feel WCN lacks purpose or vision. It is not clear what sort of church we are. We try to be “all things to all men” – some see this as watering down our teaching. There is a lack of coherence and unity in our vision and our activities; • We have struggled over the last 10 years to maintain an effective care ministry; • We don’t always manage to nurture gifts and talents. • Too many young people stop coming once they leave Youth.
<p>Opportunities</p> <ul style="list-style-type: none"> • Outreach to 15-20,000 English speakers. • Build on / learn from what we’re good at. • Opportunities to build on strength of homegroups and leverage them for evangelism, care, discipleship. • New ways to welcome newcomers to the area - providing support and advice; • The un-tapped or undeveloped gifts and skills of our congregation; • Greater outreach into local clubs, schools, organisations etc, building on work with young mums and refugees. • Leveraging links with local churches; • To show Christ’s love in response to care needs; • Discipleship of older youth / young adults. 	<p>Threats</p> <ul style="list-style-type: none"> • High turnover, a transient population and lack of continuity; • Financial vulnerability of the church, with a particular dependence on one-off giving to make up deficits in regular giving; • Economic uncertainty in the region – job losses in certain sectors, fewer people relocating here, etc; • External factors such as use of the building (which is not our own); legal rules on language requirements for new Pastor; and restrictions to obtaining Work Permits; etc • Some of the most able in our church family are time-poor and/or often travelling; • Differences of opinion about how to “do church”; • Spiritual attack.

The Elders' assessment of our challenges and opportunities

There is much to praise God for at Westlake. We are a welcoming community for all who are far away from home and family. Almost every week new people come through the door – some are mature Christians, eager to serve, while others are seekers keen to find out more about the God we love. It is a privilege to be a part of this faith community and to see God go to work in us and through us. It feels like a church that never stands still – there are always people arriving and, sadly, leaving for pastures new. And there are often new initiatives happening – such as the relaunched women's ministry or the new Christianity Explored course.

Making lifelong disciples of Christ has been our mission for a number of years now but we could do a better job of defining how this is being done, and how it will be done through our developing strategy. We need a greater focus on discipleship: not just evangelism (though there is much of that to do), but also training and equipping believers for works of service and encouraging them to grow into greater Christ-like maturity. We are a church with many opportunities to bring people in, build them up and send them out better equipped than when they arrived.

The mission field is large but the workers are few. If we are to reach more of the local community with the good news of Jesus Christ, we need to train and equip more of our church family for works of service and to share the Gospel – our high turnover means this must be an ongoing focus. And we want every member of our church family to see that they have a role to play in discipling others, and to feel equipped to participate in that work.

Perhaps because we have many experienced businessmen and women in the congregation, there is a high level of expectation that we should have clear objectives and strategies in place, and that all our activity should revolve around those. In terms of “who we are” as a church, and what we believe our purpose to be as a church, we continue to seek to be guided primarily by the word of God, and we pray that by the Holy Spirit we would be wise and discerning to apply God's word to our lives, our activities, and our works and acts of corporate worship together.

The geographical challenges of the area mean that Westlake is not the “local church” for many of the communities we look to serve. So we want to maximise the role and effectiveness of homegroups as Bible-shaped (e.g. Acts 2:42-47) mini-churches, building community and fellowship, growing in maturity, serving one another and witnessing to the communities in which they meet. With fewer than 50% of regular attendees currently in a homegroup, we want to encourage more people into homegroups, for new homegroups to be planted, and for new leaders to come forward who can be trained and equipped to serve in this important role. **We see this as our main priority.** Our Sunday services will continue to be central to our activities, with a continued focus on Bible teaching, praise and prayer as we meet together each week. But it is our homegroups that need particular attention and investment over the coming season.

While we enjoy our diversity, both in terms of nationalities and denominations, it is also a source of tension. Since WCN is not anyone's denomination, perhaps no-one is ever going to feel 100% comfortable. But there is a really exciting opportunity to be something of a foretaste of Heaven, as people from many nations, tribes and languages come together to praise our Saviour King.

We want to come to a greater recognition that what we share in Christ (Eph 4:4-6) is greater than the religious traditions that separate us. We pray that the Holy Spirit might sanctify us towards a growing willingness to submit to one another out of reverence for Christ, a greater passion for unity, and a deeper willingness to love one another sacrificially as we live out Christ's command to love one another as He loves us.

We pray that God would build us up as a church that remains devoted to scripture, to prayer and our worship of Him, to each other and to spreading the gospel message to those around us (Acts 2:42-47). In practical terms, this means we do not wish to be a church that is only for the insider nor only for the outsider. We do not wish to be a church that sacrifices pastoral care in the search of greater Bible understanding, nor vice versa. Through God's power in us and for His glory we want to be a teaching church and a loving, caring, pastoral church and a church that strives to seek and save the lost.

Two particular areas of need within our church community are:

- a. Care Ministry: we are currently working towards a new strategy for care, combining local care within homegroups with central support from trained Stephen Ministers and specialist groups to support those in particular need;
- b. Older youth and young adults: God has placed on the hearts of many in the church family a deep concern that a number of those who have outgrown our Youth ministry have since stopped coming to church and appear to have grown away from the Lord. There are a number of families in our community deeply concerned about the spiritual journeys of their 20-somethings. We are praying for God's wisdom in how to reach these people.

When Westlake was formed, there was no Senior Pastor. A team of volunteers came together to plant a church and threw themselves into doing whatever needed doing. 30 years later, there are still many committed volunteers. We hope, over the coming season, to spend some time thinking about what it means to be a healthy church member, to commit to loving each other as Christ has loved us, and to be ready and willing to use what God has given us for His glory in and through our church.

We are looking forward to welcoming a new Senior Pastor to work with us in God's glorious work in this place.

The following pages summarise the Elders' vision, objectives and strategy.

Summary of our Vision and Strategy:

Mission: *To help people become lifelong followers of Christ*

People: the English-speaking community around Nyon;

Followers: disciples

Objective: *We will remain deeply rooted in Scripture, trusting in God's power to bring glory to Himself in the church, and seeking to be a Bible-shaped church – using Acts 2:42-47 as a model.*

Strategy: *We want individuals to hear and believe the Good News about Jesus Christ, to mature in their faith and to be trained and equipped for works of service – whether here or elsewhere*

More specifically we plan to fulfil our strategy as follows:

a. Locally, through homegroups:

Investing energy and effort into strengthening our network of homegroups to be the main place where devoted scriptural teaching, care and agape love for each other, prayer and local evangelism are encouraged and provided. This will mean:

- (i) training up leaders in Bible teaching and care giving;*
- (ii) regularly reviewing the locations, leadership and membership of our homegroups;*
- (iii) setting vision and programmes that will feed members, with the aim of building them up in faith and training and equipping them for works of service;*
- (iv) making homegroups the place where care needs are met, but supported centrally with specialist care-givers, teaching support and so on; and*
- (v) aiming for 100% of Members to be in homegroups by the end of 2018*

b. Centrally, as we meet together, run events and provide specialist care and support;

- (i) At church on Sunday:
 - a. focussed on encouraging one another as we come together from our various homegroups across the district;**

- b. studying God's word together, coordinating better our Sunday teaching with homegroup programmes;*
 - c. prayer and praise, celebrating all that God is doing in us and through us;*
 - d. welcoming in new-comers and feeding them out into appropriate homegroups / mid-week groups.*

- (ii) Centrally run events such as youth and kids church, GEMS, monthly prayer meetings, special seeker-friendly services, evangelism courses (e.g. CE, Alpha), parenting and marriage courses, etc*

- (iii) Specialist care support – Stephen Ministers, Celebrating Recovery, Emergency Hardship Fund etc*

Pastor Profile

Westlake Church Nyon, an international, English speaking, interdenominational, evangelical church, organised under its Statutes of Association and guided by its Statement of Faith, is seeking a Pastor according to the following profile.ⁱ

Core requirements

We seek someone who:

Shares our belief in the supreme authority of Scripture and agrees with our Statement of Faith.

Demonstrates a heart and aptitude for training, teaching and equipping God's people for works of service (Eph 4:12), including in the context of small group ministry.

Is experienced in, and passionate about, discipling others and training them to make disciples. We want someone who will join us, lead us and encourage us in our mission to help people become and grow as lifelong followers of Jesus Christ.

Is a gifted preacher and expositor of God's word and a clear, engaging communicator – the successful candidate will be our lead preacher and so must be passionate about teaching the church boldly and faithfully from the Bible.

Will lead us into becoming a much more prayerful church.

Is an avid student of the Scriptures who has in-depth biblical knowledge and theological understanding so as to be able to address the spiritual growth needs and questions of the congregation, and is prepared to correct, rebuke and encourage with great patience and careful instruction.

Provides leadership in pastoring the flock – in particular an ambition to build and lead a team that shows Christ-like pastoral care to those inside and outside our church community. We seek someone with an approachable, inclusive and transparent leadership style, who has the ability to work as a team member in the context of Westlake's collegiate form of governance.

Is able to build Christ-centred relationships with people of different backgrounds and personality types in order to pastor, evangelise and disciple them effectively.

Fulfils the Bible "brief" for a Pastor / Elder – e.g. the attributes set out in 1 Timothy 3:1-12, Titus 1:5-9, 1 Peter 5:1-4 – and is prayerful and has a clear love for Jesus.

Has experience of international and / or multicultural ministry.

Has completed formal training at a recognised seminary or theological college.

Is a good organiser, preferably with at least 7 years' experience in full time ministry and / or running a church or team.

Language Requirements Should speak fluent English (preferably English mother tongue) and should, preferably, have a working knowledge of French, plus a willingness to develop it.

(Note: in order to obtain a Swiss work permit, the authorities require candidates from outside the EU to speak French to a level of B1 or higher.)

ⁱ Copies of the Statutes and Statement of Faith can be found here:
<https://westlakechurch.com/what-we-believe/>