

**PASTOR AS TEAM LEADER  
IN A STREGIC CHURCH REGROWTH CONTEXT**



**ROLE DESCRIPTION & SPECIFICATION**

<b>JOB TITLE</b>	Team Leader Pastor
<b>LOCATION</b>	Highgate International Church, 272 Archway Road, Highgate, London, N6 5AU
<b>WORKING WITH</b>	Fellow Elders & Leadership Team, Community Evangelist, Board of Trustees, Ministry Team Leaders and Church Family
<b>REPORTING TO</b>	Chair of Trustees with mutual accountability to fellow Elders & Church Leadership Team as a Leadership Team member
<b>FINANCES</b>	This role is on a part supported (accommodation) part self-supporting basis. Given the early stage of re-growth we are at as a church, we are unable to offer a formal salary, and are offering this position on a shared-faith basis. We own an apartment in the area and so will provide the accommodation (Council Tax included). We are open to discussing the support aspect and explore ways of making it possible together.
<b>TIME FACTORS</b>	In principle, full-time (in that this role would be the person’s main work focus) but happy to consider a part-time working arrangement for the right candidate (recognising the need of a self-supporting element). It is intended to be a long-term role with an initial 6-month review period and on-going 3 year reviews.
<b>CLOSING DATE APPLICATION</b>	Indicative 31 <sup>st</sup> July 2024 but we plan to deal with applications as and when they come in.
<b>INTERVIEWS</b>	Flexible dates.
<b>START DATE</b>	1 <sup>st</sup> September 2024 ideally but open to negotiation
<b>APPLICATION PROCESS</b>	<p>To apply, please submit a current CV and cover letter by email to <a href="mailto:office@hi-church.org">office@hi-church.org</a>. The email is to be addressed for the attention of the Elders.</p> <p>In no more than 1000 words, the covering letter should include:</p> <ol style="list-style-type: none"> <li>1. Why you wish to apply for the role and what difference you feel you could make to the development of HIC?</li> <li>2. How do particular experiences, skills, and qualifications you have relate to the role?</li> <li>3. Any other relevant information.</li> </ol> <p>Those invited forward in the process will be asked to complete a formal application form.</p>
<b>OTHER REQUIREMENTS</b>	<ol style="list-style-type: none"> <li>1. <b>Occupational Requirement:</b> This position has a genuine occupational requirement for the post holder to be a committed and active Christian in agreement with Highgate International Church's statement of faith, as well as having a clear commitment to the vision, ethos and values of Highgate International Church. This needs to be well evidenced not just by beliefs/theology but referenced life commitments and practices.</li> <li>2. <b>Disclosure and Barring Checks (DBS):</b> This position is exempt from the Rehabilitation of Offenders Act 1974, and as such, the postholder will be required to undergo enhanced checks with the Disclosure and Barring Service.</li> </ol>

	<p>3. <b>References</b> A range of references will be sought including work-related from church, business or other employment sources, and personal character related reference from your current or previous church leader, elders or minister.</p> <p>4. <b>Right to Work: <u>To be considered for the role, you must have the right to work in the UK.</u></b></p>
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### INTRODUCTION TO HIGHGATE INTERNATIONAL CHURCH (HIC)

HIC is an independent evangelical church in North London governed by a belief in the plurality of leadership, observance of baptism (which follows a personal commitment to Jesus Christ) and Communion. We have served Highgate and the surrounding areas for over 130 years and are currently reshaping for a new era.

The advertised Pastor–Team Leader role is designed to be key in the re-growth strategy for Highgate International Church (HIC) as a gospel centred church with strong community roots, upholding its evangelical values and ethos. We are looking for someone to join our mission team who can provide leadership, love our people, and share the gospel.

The church is served by an Elders and Leadership Team (which includes the current 2 Elders), a Trustee board, a Community Evangelist and a small team of generous volunteers who continue to develop and deliver on the current vision and mission. It is envisaged that the Team Lead Pastor would become one of the Elders of the church and lead the Leadership Team.

We are also part of a network of local churches (historically linked with [Partnership](#) and now [Counties](#) and are actively engaged in a worldwide missions network linked with both [GLO-Europe](#) and [Echoes International](#). Our key network partners at present include GLO Europe, Counties and [Church Growth Trust](#), with whom we are working to establish a missions resource base in London to help with the revitalisation of local churches, mission in the city and planting new churches where appropriate. In the immediate locality we engage with Churches Together in Highgate and other initiatives like children’s and young people’s ministry [Pathway](#). We believe HIC’s ethos and vision, location and building facilities and evangelical heritage uniquely position us for such a base, and we are looking for people with a heart for urban mission work.

Our ethos as a church is to be an effective disciple-making community of believers, each living missionally in our life circumstances, supporting each other in friendship, prayer, learning, fruitfulness and discipleship across all ages. The church’s rhythm of life orientates around weekly Life-Groups (Tuesday and Friday evenings, Thursday afternoon Café Life Group), and our Sunday morning gathering for worship, communion and Bible teaching. Our weekly church building community outreaches are Wednesday and Thursday morning Tots and Toddlers, and Thursday afternoon Drop-in Café.

More information about who we are and what we do can be found on our website <https://www.hi-church.org/> However, we do encourage candidates to contact Mark Davies [mdavies@glo-europe.org](mailto:mdavies@glo-europe.org) copy to [office@hi-church.org](mailto:office@hi-church.org) or by calling +44 (0) 7503953259 if you would appreciate a conversation about the church.

## **PASTOR – MISSION TEAM LEADER RESPONSIBILITIES & DUTIES**

The following are four key areas of role responsibilities:

### **1. Developing compelling Vision, Values and Strategy – LEADERSHIP**

- Be a key part of the prayerful discernment, development and communication of God's heart, vision, and strategy for HIC.
- Model and communicate the values of HIC including through teaching the Bible.
- Work with the Elders, Trustees and Ministry Leaders to ensure that a suitable strategy, budget, and volunteer teams are in place to support and deliver the vision.
- Encourage ministry in the power of the Spirit under the authority of the Scriptures which underpins all that HIC seeks to do, ensuring that this is modelled, taught, and practised in larger gatherings, smaller groups and one to one. In particular, providing oversight of the teaching ministry, including planning, research and the shared delivery of regular Sunday gatherings.

### **2. Nurture Effective and Engaged Leaders and Volunteers – DISCIPLESHIP**

- Cultivate a culture where abiding in God, becoming like Jesus, being filled with the Holy Spirit and living a life that reflects our God-given design, is a priority.
- Model a personal commitment to discipleship, inspiring others in soul care, healthy formational practices, and life rhythms that grow their relationship with God.
- Encourage members of HIC to discover and exercise their gifts to enable the fulfilment of their potential and the church's vision.
- Implement a culture of empowering leaders throughout the church. Identify, recruit, train, deploy, monitor, and nurture leaders, who themselves will facilitate events, programmes and processes that contribute to discipleship.
- Provide oversight and management of leaders and volunteers.

### **3. Mobilise the Church to Deliver the Vision Together – TEAMWORK**

- Ensure HIC activities, events and ministries are sustainable, well-led, and contribute to the broader vision.
- Sustain the culture of compassion and service where God's love & mercy are shared through all relevant ministries and activities in which everyone can contribute and participate.
- Encourage and create opportunities for people to engage spiritually, intellectually, and practically in fulfilling God's heart for us to act justly and challenge injustice - locally, regionally and globally.
- Ensure that HIC continues to contribute to vulnerable people's social needs so that individuals and communities can flourish.
- Sustain and advance good relationships with other church leaders, community associations, businesses, civic leaders, and our mission partners.

### **4. Operate Responsibly with Good Governance – ACCOUNTABILITY**

- Maintain good relationships with the Trustees to ensure that HIC fulfils its objectives and legal/financial responsibilities.
- Work with the elders, trustees and team leaders in delivering the functions of finance, human resources, health and safety, safeguarding, regulatory compliance, etc. through an appropriate combination of leaders and volunteers, as required by the Charity Commission.
- Undertake other duties and responsibilities as agreed with the Elders and Trustees.

In summary, It is expected that the successful candidate would evidence:

- **Good appreciation of, and sympathy with, the vision, ethos and values** of Highgate International Church.
- **Strong servant-leadership skills**, with evident experience in church leadership and with a commitment to developing others in leadership skills within the leadership team and across the ministries in the church.
- **A passion for the gospel** and proven gifts that fit well with growing a Christian community in an urban environment, ideally with evident experience in church planting or re-growth from a relatively small group.
- **Ability as a Bible teacher** who naturally returns to Scripture to shape priorities and practice, (not necessarily a ‘preacher’ – but certainly good public communication skills).
- **Joyfully celebrating diversity**, with a readiness to consider alternative perspectives before guiding towards a biblical consensus.
- Having the **biblical qualities required of an elder/overseer**.

<b>DETAILED PERSONAL QUALITIES, SKILLS &amp; COMPETENCIES</b>		
	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Evidenced knowledge of and ability to interpret and apply the Bible to life and ministry.</li> </ul>	<ul style="list-style-type: none"> <li>• Theological qualification or formal ministry training</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Serving as an Elder, Pastor/Assistant Pastor, Church Planter</li> <li>• Proven leadership ability and a heart for people to fulfil their potential</li> <li>• Ability to handle the Bible including public teaching</li> <li>• Track record of recruiting, training and releasing leaders.</li> <li>• Experience leading in strategy and action planning</li> <li>• Strong biblical understanding and application</li> <li>• Strong understanding of Kingdom theology which balances the 'now and not yet</li> </ul>	<ul style="list-style-type: none"> <li>• Preaching and teaching in formal settings i.e., Sunday mornings and in smaller groups forums.</li> <li>• Conducting or participating in funerals, weddings and baptisms.</li> <li>• Competent in working with a financial budget.</li> <li>• Understanding of Charity Commission requirements</li> <li>• Working with a board of Trustees</li> </ul>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Good leadership, management and personal organisational skills with the ability to lead and multiply leaders</li> <li>• Ability to work in a team able to encourage and promote the ideas of others. whilst able to make clear and final decisions</li> <li>• Able to communicate clearly and engagingly both verbally and in writing - including general interactions with people and specific public occasions.</li> <li>• Ability to inspire, encourage, and steward energy and momentum</li> <li>• Openness to new ideas and ways of thinking with the skills to assist others to develop their thinking.</li> <li>• Good organisational &amp; time management skills</li> <li>• Ability to set and manage priorities, i.e adaptable.</li> </ul>	<ul style="list-style-type: none"> <li>• Appreciation of and/or possession of artistic/creative skills, to foster a creative and imaginative ethos within HIC.</li> <li>• Preaching, teaching, leading formational exercises.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• A personal valuing of and commitment to formational / soul care practice, emotional health, spiritual wellbeing, and personal discipleship</li> <li>• A willingness to develop supportive and accountable relationships through spiritual direction, coaching, mentoring, other</li> <li>• Ability to act with integrity, honesty, authenticity and transparency</li> <li>• Be open to direction from overseers. Including but not limited to peers, trustees and leaders within the church</li> <li>• Be able to work with a wide variety of people demonstrating an approachable manner, and choosing to see the best in others.</li> <li>• Models a culture of servanthood with a humble attitude towards oneself and others</li> </ul>	<ul style="list-style-type: none"> <li>• Pragmatic and capable of accountable self-direction.</li> <li>• Possessing a posture of learning with an eagerness for personal and professional development</li> </ul>