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The Harbour Church Whitstable

Leader Profile

March 2024

10 Harbour Street, Whitstable. CT5 1AQ www.thcw.org.uk

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# Overview

## What kind of Leader are we seeking?

The Harbour Church is praying for future leadership, and in this **Leader Profile** we discuss what sort of leadership might be appropriate, and who we might be seeking. This should be read in conjunction with **Church Profile**, March 2024.

In the **Church Profile**, Para 2, Church Leadership, we say that: “We believe that church leadership should be exercised by people whose lives are honouring to God, who are not looking for status but who demonstrate a servant heart, and who can operate as part of a team to provide strong, loving leadership.”

In Ephesians 4:11 Paul says that: “It was God who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers.” This suggests a 5-fold ministry model of leadership, where each gift is fully utilised in a team who are unified in purpose to one end – “to prepare God’s people for works of service”. Leadership gifts frequently cross any apparent demarcation inferred by the 5-fold model, and we will be seeking a team player.

Considering the history of the Church and looking at distinctive family aspects of ministry, we also see the ‘servant heart’ as a vital characteristic and powerful element in the team leadership of the Church.

## How open are we to change?

To the best of our ability we intend to make a clear pathway for God and accept change, knowing it is not only inevitable but also right. Communication is key in periods of change, and past precedent tells us that well explained, clearly communicated, properly discussed and prayed through change is received very positively by the current members.

# Bi-vocational Ministry

We have no history of employing a church leader and current finances mean that we must seek a bi-vocational Leader who can be self-supporting, giving of their time and energy in pursuit of, and in response to, the calling of God to serve Him through church-based ministry. As a church we have a generous heart, so ‘bi-vocational’ does not mean or infer that we in any way intend to take advantage of goodwill or personal commitment/sacrifice in your leadership.

Reasonable personal ministry expenses will be covered. We intend to support well and be wholehearted in friendship and fellowship, doing whatever we can so that your calling to His service can thrive.

# Accountability

As an Independent Church, accountability is primarily in-house within the Leadership Team. However, we have connected with, and become members of, Churches in Communities International (CiC) - www.cicinternational.org – a supportive network of independent churches, chaplains, and other ministries, which affords accreditation, recognition, and encouragement. Being a member of CiC carries a level of accountability as well as fellowship, and our current pastor has found the annual accreditation process really helpful and very positive.

The church is accredited through the Leader, and we would wish for this to continue. CiC has no control or influence in the Church other than to encourage visionary leadership and provide a supportive network of like-minded, God focussed, Leaders.

# Churchmanship and Theology

For our basis of belief, we have adopted the Evangelical Alliance Basis of Faith (see www.thcw.org.uk/basisoffaith.htm) and it will be essential that any future leader can subscribe wholeheartedly to this.

The Leadership Team of Harbour Church formulates our Bible teaching by discussion and prayerful recognition of God’s leading. We are mainstream Christian believers who recognise the gift of the Holy Spirit to the church and to each individual believer, and who seek the wisdom and power of God through a Charismatic and Evangelical understanding of the Scriptures.

Together we weigh doctrinal and theological standpoints, teachings, and attitudes, through study of the Word, discussion, and prayer. In this it is our testimony that we come to one heart and mind. The Leadership have confidence in preachers and teachers in the church. We do not declare strict ‘party lines’ of doctrinal belief, or demand one single understanding.

Whilst being very clear on central beliefs, our style is to offer Biblical teaching in such a way that allows, enables, and encourages personal conviction and understanding of God’s purposes and ways. We are making disciples, not clones. Everyone is taught to test the teaching that is offered.

# Thoughts about a suitable person

Up to now, those in leadership have had limited formal training for ministry and we are not necessarily looking for someone who has formal qualification, but rather an experience of God and valid testimony together with evidence of fruitful ministry and service. However, appropriate relevant qualification will be of interest and form an integral part of appointment considerations.

If you have a spouse, we would desire that both partners be genuinely called and sure that this is where God is wanting them to serve. We seek for a joint commitment and sense of call because we recognise this as a blessing if the couple are to be completely supportive of each other in mission and ministry.

For our part, realising just what a big ask it is when people respond to God’s call, we would expect to develop genuine and warm friendship and be as supportive as a loving Church family can possibly be.

# Inter-church Leader Relationships

We would hope that our future leader will engage as a matter of personal interest and commitment with Leaders of other churches in Whitstable, who meet monthly for fellowship, prayer, and some business related to activities. Our active participation in Churches Together in Whitstable has resulted in fruitful inter-church relationships and the opportunity to shape the organisation and its activities.

We will also encourage active engagement with partnership projects such as currently exist with Street Pastors and Christians Against Poverty (CAP) Debt Centre and other services. *(For details of these projects see ‘Church Profile’ document)*

# Focus on growth

As we have prayerfully sought God’s guidance, our focus has been directed firmly to the missional growth of the church rather than to maintenance. Potentially where future leadership could make the most valid contribution is in developing fresh opportunities, whether grown on existing branches or cultivating new ones. Therefore, we are currently seeking someone who can build meaningful relationships and has vision and faith that fruit for the kingdom will come. In these terms, fruit means people responding to Christ on the repentance, salvation, baptism, discipleship route map.

An example of growth on existing branches might come from the popular Playmates parent/toddler group. This group has been running successfully for many years, yet the cross-over to church and faith has been very sparse. Relationships are strong but attempts to communicate the gospel so that people even consider personal faith or giving church a go have had a very disappointing response. We believe there is opportunity to develop new strategies which may bring breakthrough.

In terms of cultivating new growth, over time we would trust and expect that fresh ventures will be initiated which will focus on reaching people, leading to kingdom growth and in time to growing the church. It is expected that mission ventures will come out of prayerful and in-depth discussion which, with careful communication, will be whole-heartedly supported by the existing older church members.

# Position and Title

We are seeking a senior Leader to succeed our current Pastor, who will join the current Leadership Team and be publicly recognised as our church leader. Whilst Pastor would be the obvious title, since the role may be part-time and focussed on missional growth, we are very open to exploring appropriate alternatives. This will be agreed through discussion prior to appointment.

We propose that a handover period might be beneficial when the new leader can work in close fellowship and partnership with our current Pastor for an initial period, but everything is up for discussion.

We would expect the new Leader to contribute widely across the ministry of the Church according to their own gifts and calling, and this might well include any or all of being part of the preaching and teaching team, leading worship and prayer ministry, being able to exercise any gifts in healing and/or pastoral ministry and developing relationships that are spiritually meaningful within the church as well as outside.

# Is this speaking to you?

We have tried to be open about our current situation and sense of God’s opportunity. You are welcome to visit the Church, experience the church family, and perhaps meet us informally before applying if you wish.

Our contact for arranging to meet or other enquiries is Brian Farley. Kindly contact him by email: [leadership@thcw.org.uk](mailto:leadership@thcw.org.uk)

If the information in this **Leader Profile** and the **Church Profile** is stirring an interest in your Spirit and in your heart, and you sense God speaking and feel this could be His call to you, then we invite you to complete the **Pastor Application** available on the church website at [www.thcw.org.uk/vacancies.htm](http://www.thcw.org.uk/vacancies.htm) and take this further.