



Welcome

We are a multi-cultural, evangelical church family in Rayners Lane, Harrow, focused on preaching God's Word, doing what it says and making disciples equipped for everyday life. Our congregation is made up of people from various ages and ethnic backgrounds and we aim to love God and each other, empowered by the Holy Spirit.

We engage with our local community through Toddlers and school assemblies, and partnerships with Christians Against Poverty (CAP), London City Mission (LCM) and Foodbank. We are dedicated to welcoming others, sharing the gospel, and supporting overseas mission.

RLBC as it is today

Beliefs

A summary of our vision and beliefs is found at www.rlbc.org.uk/what-we-believe

We believe that it is the grace of God experienced through the gospel of Jesus Christ that underpins everything we do. Our response is to worship and glorify God, depending upon the power of the Holy Spirit to live as disciples of Jesus. Our mission is to make God known, demonstrating His love through care for the poor and needy and support of both local and global ministries.

RLBC holds to the Evangelical Alliance Basis of Faith and affirms the Baptist Union's Declaration of Principle. We are committed to listening to God speak to us through the supreme authority of the Bible. The church celebrates the biblical understanding of marriage and gender as described in Genesis 2:24; 1:27 and Matthew 19:4-6.

Worship Services

We love to worship God as a family of all ages and all nations. Our 10.30am service has a contemporary worship style led mainly by a music group and includes timeless hymns often played on the organ. We value expository preaching that is clearly applied to contemporary life.

We are blessed with many gifted church members leading services and encourage participation from across the church family through leading Bible readings and prayers. We would hope to continue to develop such involvement so that we include voices from all cultures. We also aim for our services to be intergenerational and currently our children's and youth groups follow the same sermon series as the adults, with regular All-Together services. Prior to COVID, there were two morning services and one evening service. The church is open to the new senior pastor's guidance on future worship service developments.

The **Tamil Fellowship** meets on Friday evenings for a time of worship, Bible study, prayer and a fellowship meal. This includes several members of our Sunday congregation as well as Tamil speakers from other local churches.



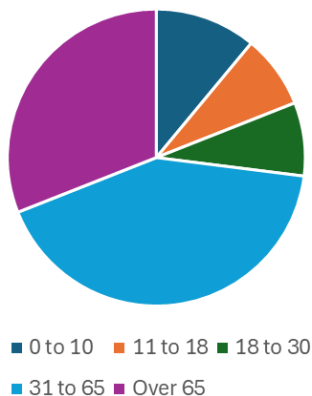
RLBC's Mission Statement is to seek to be a family of committed followers of Jesus Christ, of all ages and from all nations, as we share the good news of Jesus where we live and work, and around the world.



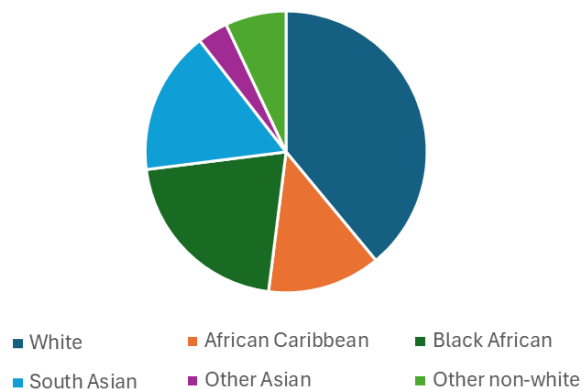
People

The ethnic diversity of the locality is reflected in our membership, which includes people from every continent. We delight in the vibrant mix of nationalities who meet to worship together. We currently have 159 Church members. The current make-up of those who regularly attend our Sunday services is shown in these charts.

Average Attendance by Age



Average Attendance by Ethnicity



The Church family has most recently been served by a full-time pastoral team of three including the Senior Pastor, Associate Pastor (who oversaw youth ministry, alongside focusing on outreach, leadership growth and pastoral ministry) and the Children and Families Ministry Lead, who has a particular focus on intergenerational and family ministry. Both our Senior Pastor and Associate Pastor moved on to other ministry roles at the end of 2023. We also employ two part-time staff—an Administrator and the CAP Debt Centre Manager.

The Leadership Team incorporates the pastoral team alongside Deacons (currently 8), and the Church Secretary and Treasurer. The Senior Pastor, Deacons, Secretary and Treasurer are the trustees of the church. Each Deacon has a portfolio and the team splits into two for part of the monthly meetings to focus on ministry and administration. The Leadership Team also meets monthly on Zoom to pray for the fellowship and to discuss a book or article together.



The Church was founded with missionary links and we continue to send out missionaries with one family currently based in Australia with WEC. We also have long standing connections with other missionaries who we pray for and who visit us regularly.

Having established the church with us going to the world, we have since seen the world come to us and we seek to reach out to our community drawing on cross-cultural missional gifts within the fellowship. We partner with one of our church members who serves with LCM and seeks to equip us in evangelism, and have other church members with expertise in reaching Asian communities.

Activities

We are involved in a wide range of activities both providing for the Church family and serving the local community. Further information can be found in the 'What's On' section of our website.

Church Family ministries

- Children and Youth join the 10.30am service and leave for their own groups during the sermon.
- Youth Gathering: Games and Bible study evening monthly for 11-18 year olds as well as occasional socials in the homes of church members.
- Lighthouse: Discipleship and fellowship event in school holidays for Years 3-13.
- Church Family Forums: Twice a year, for the church family to be equipped to raise our children and young people in the Christian faith.
- Seven home groups meet fortnightly on different days of the week, 3 on Zoom and 4 in person representing 36% of the Church membership.
- A ladies' (on Zoom) and men's (in person) Bible study group meet fortnightly. These have 24 attendees in total, with 18 also attending a home group.
- Prayer Meeting: fortnightly on Thursday evenings both in-person and on Zoom.
- Various social events to encourage the building of friendships together.



Community Activities and Outreach

- CAP Debt Centre based at RLBC to empower people to be released from debt and to discover the power of prayer.
- Community welcome on Saturday mornings including Harrow Foodbank distribution, LCM Evangelistic Book Table and Refresh drop-in café.
- Toddlers: Weekly in term time including conversation, play, and a Bible story.
- Holiday Bible Club: For children aged 5-11 annually in July welcoming families from the local community including Longfield Primary School.
- Seasonal community outreach events: Light Party, Easter, Pancakes, Christmas.
- Community Groups including Knit and Stitch, Pilates Gold and Crafty Card Club.
- 2nd Rayners Lane Scout Group meets on the premises.

Wider Connections

- London Baptists
- Evangelical Baptists
- Re:generation (Harrow Churches Schools Link Trust)
- Longfield Primary School (weekly assemblies)
- Elmfield Church & Good Ground Christian Centre (based in Rayners Lane)
- Local networks of children's and youth ministers
- Mission Agencies including LCM, WEC and SIM.

Facilities and Finance

The church has excellent, well-maintained facilities, including a main worship area, a large hall with sound and visual equipment, and movable furniture for flexibility. It also features WiFi, a well-equipped kitchen, two smaller rooms for youth and Scout groups, a sports hall, and two medium-sized meeting areas. The building is mostly on the ground floor, making it accessible. The church office accommodates an administrator and staff member, the church flat has an adjoining office, and two other rooms serve as spaces for CAP ministry and the Senior Pastor's office.

The Lord has been faithful in providing for us financially over 90 years enabling the church to provide paid ministry through a pastoral team and to support mission beyond the church in the UK and overseas.



The surrounding community



Rayners Lane is a suburban area in northwest London, about 12-13 miles from central London. It is known for its tube station, which connects the Metropolitan and Piccadilly lines, providing good transport links. The area has several retail chains such as Sainsbury's Local, Tesco Express, Pizza Hut, and Costa Coffee. Local schools, including Longfield, Cannon Lane, and Roxbourne primaries, and secondary schools like Pinner High, Bishop Ramsey and Nower Hill, have strong reputations with favourable OFSTED ratings.

Harrow is a diverse borough, home to the largest concentration of Sri Lankan Tamils in the UK, with a high population of Gujarati Hindus and Jains. After English, the most spoken languages in the area include Romanian, Gujarati, Tamil, Arabic, and Polish.



The Church we wish to see

Our Mission Statement and Church Vision can be found at www.rlbc.org.uk/what-we-believe

At our September 2024 Church Members' Meeting we agreed areas for growth at RLBC as:

1. Developing our sense of Church family through deeper relationships, encouraging one another in discipleship. This could include revitalisation of our home groups.
2. Continuing to grow as an intergenerational and intercultural community nurturing our children and young people to become faithful followers of Jesus and encouraging future leaders to develop their gifts.
3. Developing and strengthening the structure of pastoral care within the fellowship.
4. We are blessed with links with LCM, CAP and Foodbank but long to see a greater proportion of the church family actively involved in evangelism and mission.
5. We recognise that our corporate prayer life is not strong. Whilst there is regular prayer in services and home groups, attendance at fortnightly prayer meetings could be significantly improved.

In all the above, we recognise that all members need to be active in service and committed to change and growth, both personally and corporately. It may therefore be helpful to strengthen our understanding of what it means to be a church family as well as the responsibilities involved in church membership.

The ministry we are seeking

We are looking for someone who:

- is a mature Christian, experienced in ministry and able to provide expository preaching in a way that is relevant to different cultures, bringing practical application to contemporary issues. They will be committed to personal growth in godliness with a disciplined life of prayer, worship, Bible reading and wider Christian reading.
- demonstrates an ability to encourage intercultural integration within the church family and with the local community.
- understands how children, youth and family ministries thrive within the wider church family.
- will oversee the pastoral care deacon and team encouraging pastoral visiting and developing the pastoral care structure within the fellowship.
- can help us build on the foundations of evangelism and social action already in place.
- has a collaborative style of ministry to enable them to lead our staff team enabling each member of the team to realise his or her full potential.
- will encourage, inspire and equip church members to use and develop their God-given gifts both inside and outside the church.
- is able to help the fellowship seek God's leading and discern His mind for the life and witness of the church family. This will involve developing the church members' meeting as a place to discover His leading and celebrating the unity that comes as we submit our wills to His good and perfect will.



Practical Matters

Housing

The church owns two properties adjacent to the building including a recently refurbished 4-bedroom manse on Vicarage Way and a 3-bedroom property on Imperial Drive. In addition, there is a 2-bedroom flat on the premises. Housing can be provided to suit the needs of the minister and a housing allowance is also a possibility if preferred.

Stipend

- Salary—BU stipend plus between 25% and 35% depending upon experience
- Pension—10% (salary plus manse value)
- Manse—council tax and water bills

All the normal BU terms and conditions of employment will also apply.

Further information

To download the Person Specification and Job Description please go to tinyurl.com/RLBCPastor



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