



**Application Pack**  
**For**  
**Church Minister Role**  
**and**  
**Church Profile**

**March 2020**

## Contents

	<b>Page</b>
<b>Introduction from the Leadership Team and Trustees</b>	<b>3</b>
<b>Church Minister Role</b>	<b>4</b>
• Requirements	
• Job Description	
• Remuneration	
• How to Apply	
<b>Evangelical Alliance Basis of Faith Statement</b>	<b>7</b>
<b>Church Profile</b>	<b>8</b>
• Web Site	
• Church Calling	
• Our Church	
• Background	
• Services	
• Connect Groups	
• Children & Young People	
• Mission, Evangelism and Community Integration	
• Organisation	
• Finance	
<b>Attachments:</b>	
<b>Application Form</b>	

## **INTRODUCTION FROM THE LEADERSHIP TEAM AND TRUSTEES**

Thank you for your interest in the role of Church Minister for Avery Hill Christian Fellowship.

We are an independent church of some 60 adults and 10 children meeting on the Avery Hill estate in south east London. As part of the process for seeking a new minister the Leadership Team have undertaken the production of a strategic plan which when complete will be shared with shortlisted candidates. We are looking for a Church Minister to help to refine and implement the plan. In this pack you will find brief information about the church and the role; and also, an application form and our process.

We have tried to provide everything you will need, but you may still have questions – in which case, please contact Paul Piper via email at [pjpiper111@aol.com](mailto:pjpiper111@aol.com).

Thank you again for your interest; we look forward to hearing from you.

With best wishes,

Avery Hill Christian Fellowship

## **CHURCH LEADER ROLE**

### **Requirements**

We are looking for a Church Minister who:

- is evangelical and whose teaching is clearly based on the Bible
- is a good communicator, energetic, approachable, caring, enthusiastic, with a sense of humour and is able to teach the Bible relevantly and practically to all ages, meeting people where they are and leading them (to) on in faith
- is Spirit-filled and has a passion for seeing the transforming power of the Holy Spirit at work in people's lives and in the wider community
- has good pastoral skills, relating well to people of all ages, who will also engage with, build and nurture our children, youth and families
- is committed to community engagement and transformation. Someone who has interest in and experience of engaging with the local community
- is a motivator, who enjoys encouraging and enabling a wide variety of gifts, ministries and with experience in leading a range of activities
- is a church and community builder, passionate about sharing Jesus and actively helping newcomers into faith

### **Job Description**

#### ***Position Summary***

To lead the independent congregation of Avery Hill Christian Fellowship. The role will include teaching, pastoral work, management of staff and helping to implement God's vision for the congregation and community in the vicinity of the church.

#### ***Responsibilities***

##### *Church Minister Duties*

Developing the preaching and teaching agenda for the church. Preparation of and preaching and teaching on Sundays, central midweek meetings and other meetings as appropriate.

With others leading Services.

Performing dedications, baptisms, weddings, funerals etc. as required

To implement a pastoral team to ensure adequate care of church members and other people in the community by visiting and entertaining individuals. Taking responsibility for the more difficult situations that arise and if appropriate obtaining such help as the issue requires. Provide support to the leaders and staff within the church.

Allocate a fixed period within the week to be available to church members.

Lead the main committees of the church including the leadership team and staff team.

Attendance at other committees such as trustee meetings, Sunday school and Bexley Foodbank team meetings

Direct the evangelism of the church across all age groups with focus on families and the local community to grow into an all age family orientated church.

Form and lead a new Connect Group

### *Leadership Team Duties*

Providing direction for the implementation and communication of the vision of the church and where necessary and in conjunction with the leadership team changing and adapting the vision.

As a member of the leadership team fulfil the role required of such a position in directing the spiritual and other affairs of the church.

With the leadership team identify and develop future leaders.

A Member of Avery Hill Charitable Trust who along with the other Members are responsible for appointment and reappointment of Trustees.

### *Work outside the Church*

Representing Avery Hill at meetings of local and other bodies which include Churches Together in Sidcup, and iNet.

On behalf of the church to engage in the local community with particular focus on the Bexley Foodbank and Alderwood Primary School

Up to 5 Sundays per year (apart from Holidays) may be spent preaching outside the church providing adequate notice is given.

### *Personal development*

A minimum of 5 days and maximum of 10 days per year are to be spent on personal and spiritual development.

Time to be spent in personal prayer and reflection on the church, community and other areas as appropriate.

### ***Accountabilities***

On a day to day basis the Church Leader is accountable to the Chairman of Trustees and is part of the leadership team responsible for the church.

The Church Leader will be part of the Council of Reference comprising the pastor, one member of the leadership team and at least two external members who have had at least 10 years' experience of church leadership.

### **Remuneration**

Annual salary of £25,000 to £30,000 subject to experience.

Contribution to a personal pension plan (Employer 7.5%/Employee 2.5%)

Four weeks annual holiday per year

There is no accommodation with the post as this cost is reflected in the salary

### **How to apply**

If you would like to apply for this role, please complete the application form and send it by email together with a link to a recent example of your preaching to the Chairman of Trustees, Paul Piper at [pjpiper111@aol.com](mailto:pjpiper111@aol.com) by the 17<sup>th</sup> March 2020.

### ***Other***

This job carries a genuine occupational requirement for an active and committed Christian faith. As a faith-based organisation and place of Christian worship, our beliefs are foundational to everything we do. The post-holder will be expected to share these beliefs, join in the spiritual life of the church.

A requirement of the role is the availability to attend evening meetings and at weekends if required, and also to be available at Sunday morning services.

This post has a probationary period of six months and is reviewed annually.

### ***What will happen next?***

We will inform applicants whether or not they have been successful in proceeding to the interview stage by the 24<sup>th</sup> April 2020. Interviews will then be arranged with the leadership team and trustees. The interviews will cover candidates' motivation for applying, and the Person Specification. It also provides a great opportunity for candidates to meet us and to answer any questions you may have. If a suitable candidate is identified, the candidate will be invited to preach on a Sunday morning and to meet with the church.

The successful candidate will be required to undertake an enhanced CRB check and provide satisfactory references.

Any appointment will be subject to a vote of the church at a specially convened church meeting.

## **EVANGELICAL ALLIANCE BASIS OF FAITH STATEMENT**

All Members of the Charity (Avery Hill Charitable Trust) are required to acknowledge adherence to the Statement of Faith as set out in the Memorandum and Articles of Association. The successful applicant will be required to confirm adherence to the Basis of Faith in writing.

Evangelical Christians accept the revelation of the true God in the scriptures of the Old and New Testaments and confess the historic faith of the Gospel therein set forth. They here assert doctrines which they regard as crucial to the understanding of the faith, and which should issue in mutual love, practical Christian service and evangelical concern.

1. The sovereignty and grace of God the Father, God the Son and God the Holy Spirit in creation, providence, revelation, redemption and final judgement.
2. The divine inspiration of the Holy Scripture and its consequent entire trustworthiness and supreme authority in all matters of faith and conduct.
3. The universal sinfulness and guilt of fallen man, making him subject to God's wrath and condemnation.
4. The substitutionary sacrifice of the incarnate Son of God as the sole all-sufficient ground of redemption from the guilt and power of sin, and from its eternal consequences.
5. The justification of the sinner solely by the grace of God through faith in Christ crucified and risen from the dead.
6. The illuminating, regenerating, indwelling and sanctifying work of God the Holy Spirit.
7. The priesthood of all believers who form the universal Church, the Body of which Christ is the Head and which is committed by His command to the proclamation of the gospel throughout the world.
8. The expectation of the personal, visible return of the Lord Jesus Christ in power and glory.

## CHURCH PROFILE

We hope you find the following sources of information provide helpful background information on our church.

**Website** [www.averyhill.info](http://www.averyhill.info)

### Church Vision

Our vision can be summed up in three words:

Connect  
Celebrate  
Grow

We seek to **Connect** together as a church and with the wider community; **celebrate** our hope in Jesus through different forms of worship and **grow** in the knowledge of God, each other and in numbers.

We seek to connect together:

- through our care and knowledge of each-other
- in our teaching and guidance of one another
- by strengthening links with the communities around us
- by supporting our mission partners to spread the gospel

(Acts 2:42)

We seek to celebrate together:

- through collectively worshipping God
- by encouraging each-other in the use of our gifts and skills
- in our Connect Groups
- by hosting community events and special services

(Psalm 29:2)

We seek to grow together:

- the kingdom of God
- in our knowledge and understanding of God's Word
- through our practice of Christ-like qualities
- by exercising our faith and trust in God

(2 Peter 1:3-8)

### Values

The following have been identified by the church as values that sum up Avery Hill.

Fellowship  
Worshipping Together  
Biblical Teaching  
Community Involvement  
Sharing our Faith



## Our Church

There are around 70 people on our Church contact list with around 60 adults and 10 children and young people. While the congregation, consists on average of older people there are a number of families with children that attend on a regular basis. In addition, through the work of the Bexley Foodbank and events such as Springlets and Messy Church a greater number of families come to the church outside Sundays. On an average Sunday there are around 50 people in church.

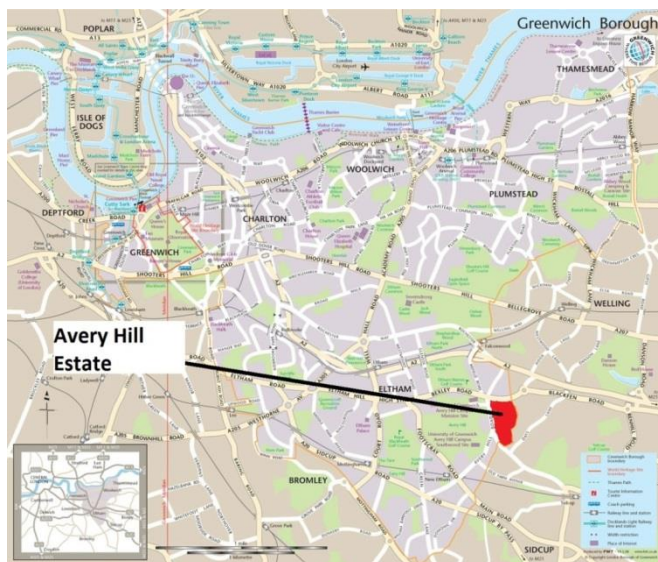
We welcome newcomers to our church and see this as a vital part of reaching out into our community. At the moment our main source of growth comes from people looking for a church.

We seek to encourage everyone who comes to Avery Hill to get involved in church life. We see this as the way we get to know each other, develop our faith together and fill the many roles needed to ensure the smooth functioning of the Church.

## Background

The church is located on the borders of Sidcup & Eltham in South East London. We are an independent church with links to our local Churches Together and have in the past had links with Ichthus Christian Fellowship, The Shaftesbury Society (Now Livability) and the New Wine Network.

As a church we have been significantly influenced by the renewal and house church movement. We seek to emphasise Bible based teaching, to encourage Spirit-filled worship and to enable all who come in to encounter God wherever they are on their journey of faith.



The Church building (a former URC church) is located on the Avery Hill estate, a 1950's post war estate comprising terraced and semi-detached houses and low rise flats which is recognised as one of the more deprived communities in London. There is a mix of rented and owner occupier housing. The church is next to the Black Boy pub. We are the closest church to the Avery Hill Campus of the University of Greenwich and in the past have had a small number of university students worshipping with us. Alderwood Primary School is also

situated on the estate where we currently have strong links. The nearest railway stations are at Falconwood (Bexleyheath Line) and New Eltham (Sidcup Line) both just under a mile away. Local bus routes provide links to Eltham, Greenwich, Sidcup, Bexleyheath and Beckenham.

The church was formed in 1998 from the merger of two former Ichthus Christian Fellowship congregations. Maranatha was a former Shaftsbury Society Mission located on Rochester Way, Falconwood formed in the mid-1930s that had joined Ichthus in 1989. Ichthus Sidcup was a church plant formed from four house groups out of Ichthus Chislehurst in 1991. In 2004, the church left Ichthus to become an independent church but remains a link church.

## **Services**

Our main focus of corporate worship is our 10.15am Morning Worship, with a Crèche, Sunday Club and Youth Shed for our children and young people. The children join us for the first 20-30mins of our service each week. Every few months this service is an all-age service. Sermons and talks are given by a variety of people including guest speakers and members of our congregation. We believe that this enables everybody to be challenged in their Christian lives using different ways and different styles of communication. We expect our Church Leader to take the lead in Spiritual formation and direction. We encourage everyone to receive prayer ministry although we need to develop this area of church life.

Our style of worship is influenced by the contemporary worship movement but we also benefit greatly from singing traditional hymns. We have a number of very talented and experienced musicians and worship leaders. Singing and Praise is a high priority for us as a church. We use worships songs from Worship Central, Vineyard, New Wine, Spring Harvest, Hillsong, Ichthus and others. Our aim, in all our worship, is to create an environment where we can express our praise to God, hear him speaking to us, experience his presence and be inspired to live well for him in our everyday lives.

## **Connect Groups**

The church currently has only two Connect or house groups operating as in 2019 the long standing leaders of two groups stepped down. It is anticipated that a new Connect Group may be formed from the two that met previously, although leadership is an issue. They meet mainly on a Wednesday, alternating with the Central meetings in the month. Connect groups are valued by those that do or have attended for the fellowship, prayer support and opportunity to study the bible together.

In addition, to the Connect Groups mentioned above there is a strong Ladies group that meet from time to time and a men's group that meet for a meal on the fifth Wednesday of the month.

Avery Hill ladies have been meeting for over three years. A variety of events are planned and generally well attended. These include meals, charity events such as the Macmillan coffee morning, to creative events alongside some spiritual events such as the Amazing Women's Conference and for the first time this year an advent event. The group will be considering outreach events, prayer, other spiritual events and pastoral support in 2020.

## ***Children & Young People***

Our children and young people are very important to us. We have invested significant resources in developing these areas of church life in recent years including the employment of a full-time youth, children's and families worker.

### Crèche (0-4)

The crèche is available for our 10.15am morning service and gives parents the opportunity to come to Church and worship knowing that their children will be well cared for.

### Sunday Club (4 to 11)

We have up to 6 children who regularly attend Sunday Club whose parents attend the church. There is a dedicated team of children's leaders who are all conscious of the importance of this particular ministry and over the years we have been blessed by seeing our children and young people flourish and grow in the Christian faith.

### Youth (11-18)

The purpose of this group is to fill the spiritual gaps in knowledge and understanding of the Bible using contemporary training tools and good old fashioned Bible study. The shed is a dedicated space that our Young People have ownership of and they have recently prayed themselves for the size of the group to grow. We have fun and share and pray whenever we meet. Recently outside events have enhanced what we do and more are planned. This is aided by some youth friendly people who volunteer and one youth intern.

### Other Children's and Youth activities during the week

We have a link with the local Primary School, Alderwood and take Assemblies and meet with the family support staff and senior leadership. A member of the Leadership Team is also a governor at the school.

We have a term time After School Club on a Thursday that draws from local Primary Schools. We also have a young youth group which offers a safe space for local young people from the estate and surrounding streets, this would benefit from another regular adult to expand what is possible.

## **Mission, Evangelism and Community Integration**

Mission, evangelism and community integration are important to who we are as a church community. We seek to be part of the community around the church. This includes the following activities.

### Bexley Foodbank

We are the lead church for 'Bexley Foodbank' a Trussell Trust Foodbank serving the whole of Bexley Borough (some 300,000 people). This Foodbank has been operating since October 2012 and in the current year has served over 7,000 clients. The foodbank is run by a part-time manager (Gill Bates; 24 hours a week) who is an employee of the charity under which the church falls. It may be appropriate for the Bexley Foodbank to be an independent charity in the next couple of years. There are over 100 volunteers both from within our church, other churches and from the

wider community. Apart from at Avery Hill there are three other reception centres at three churches in the borough as well as a storage facility lent by the local authority.

### Springlets

Springlets is held on Thursday mornings from 10 am-11.30am and is a Mothers & Toddlers group held on the church premises. A wide range of activities are held including toys, craft work, singing time and drinks and snacks. There is one leader from the church with helpers from the church and from the group itself. Average attendance is 25 adults with children in their charge, the majority of who are below the age of 4.

### Alpha and Other Courses

We have in the past run a variety of courses, including the Alpha course and would wish to do so in the future.

### N40'S

A group of the more active retired formed to build relationships both within and outside the church. The group currently meets once a month in a local coffee shop.

### Other Community Activities

We run an annual 'Big Lunch' at which up to 200 people have attended, Holiday Club for primary aged children as well as other evangelism events. The church hosts a number of local forums such as the Community Police Forum.

## **Wider Church Partnerships**



We are a member of Churches Together in Sidcup and participate in their events throughout the year. Being an independent church we regard our relationships with local churches as being important. We have benefited greatly from relating to other churches locally, particularly with their support of the Foodbank project.

The church supports a number of other local Christian organisations including XLP and Christian Resources in Bexley Schools (CRIBS). We are also members of the Evangelical Alliance and remain an Ichthus Link Church.

### Cross Cultural Activities

We are part of a group of churches that forms iNet. iNet supports cross-cultural workers who are working in a variety of contexts overseas. We currently support two families through iNet, one in Bulgaria and one in Malaysia. We also support a family working in the middle-east.

Through the Tear Fund church connect programme we support two projects in Tanzania.

## **Organisation**

### ***Staff Team***

The paid staff team comprises:

Youth, Children's & Families' Worker (Full time)  
Foodbank manager (Part-time 24 hours)  
Administrator (Part-time 6 hours split 50/50 between church and foodbank)

This year we are hosting a Koru student from Germany who is working for 12 months for CRIBS and also helps our Children, Youth and Families worker on the various Thursday afternoon clubs and on Sunday mornings. In previous years we have hosted an XLP gap year student.

### **Leadership Team**



Our Church has a team of people selected from within the congregation who together with the minister and the Children, Youth and Families worker lead the church. They are responsible for inspiring the Church in mission, seeking God for his plans and purposes, and praying for, teaching and caring for those within the Church. New members are selected by means of a nomination process,

which will involve the existing leadership team, the church members and the charity trustees. New members are voted into the role by the church at the church annual general meeting in November. Members serve for two years and may continue subject to a vote at the church annual general meeting.

The current members of the leadership team are David Cooper, Rosemary Hutton, Patsy Jordan, Paul Piper, and Andrew Unger

### **Trustees**

The Church has trustees who have the legal responsibility for the charity "Avery Hill Charitable Trust" through which the church operates. The charity is controlled by its "Members" (or shareholders) who attend the Annual General Meeting of the charity and vote on such matters as the reappointment of trustees and consists of the leadership team and trustees. While legally the trustees are free to appoint anybody to the position of trustee, subject to meeting charity commission requirements, it is expected that new trustees will come from the church. There is no set term for trustees although in accordance with the terms of the Charity's documents one third retire by rotation and can be reappointed at the Charity's annual general meeting.

The current trustees are Lola Adewole, Paul Piper, Wendy Taylor and Angela Walton

### **Council of Reference**

A council of reference was formed in 2009 to provide support to the pastor(s), leadership team and congregation. It was formed to provide a point of accountability for the church leadership team and church family; provision of advice, challenge and guidance to the church family and leadership team. As well as the minister and leadership team the council will consist of up to three additional members who have more than 10 years' experience of church leadership or equivalent service in a similar body. The council will have no powers to bind the pastor, leadership team or the trustees unless all agree to be so bound. The council meets twice a year.

## Finance

We seek to use our money wisely and in a Godly manner for the sake of the growth of the Kingdom of God, to serve the poor and to make Jesus known to others. Apart from the value of donated food and grants and donations to the Bexley Foodbank donations are primarily from church attendees.

### **Financial Position**

The following figures are taken from the accounts for Avery Hill Charitable Trust for the twelve month period ending 28<sup>th</sup> February 2019 and have been independently examined by Stewardship. Apart from the general fund there are a number of restricted funds covering the Bexley Foodbank, overseas missionary activities and other funds. The income and expenditure of the funds are summarised below:

£	General	Foodbank	Humanitarian	Mission	Springlets	Total
<b>Income</b>						
Donations	96,052	172,034	3,209	925	-	272,220
Other	150	10,000		-	-	10,150
<b>Total</b>	<b>96,202</b>	<b>182,034</b>	<b>3,209</b>	<b>925</b>	<b>-</b>	<b>282,370</b>
<b>Expenditure</b>						
Staff	69,250	10,806		-	-	80,056
Fellowship	3,576	-		-	-	3,576
Property	31,206	10,000		-	-	41,206
Departments	1,980	-		-	-	1,980
Foodbank	523	157,557		-	-	158,080
Missionary	10,786	-		625	-	11,411
Other Gifts	9,580	-	3,244	-	-	12,824
Other	1,150	-		-	-	1,150
<b>Total</b>	<b>128,051</b>	<b>178,363</b>	<b>3,244</b>	<b>625</b>	<b>-</b>	<b>310,283</b>
<b>Surplus/(Deficit)</b>	<b>(31,849)</b>	<b>3,671</b>	<b>(35)</b>	<b>300</b>	<b>-</b>	<b>(27,913)</b>
Funds C/F	155,652	49,222	249	303	903	206,329

General Fund donations comprise those made through the gift aid scheme, charity vouchers such as Stewardship and the Sunday morning collection made by the congregation. Donations to the Foodbank Fund comprise the value of donated food (£156,233) with the balance being cash grants and donations.

The largest General Fund expenditure item is staff costs which comprise nearly 55% of the total. Property costs include rent paid on the church building at Southspring, depreciation on leasehold improvements, utility costs, repairs and equipment. Missionary gifts are made to the three overseas missionaries supported by the church, support for iNet and the Tear Fund Church Connect programme. Other gifts include support for XLP and Lark in the Park. The value of grants of food to Foodbank clients total some £142,063.

The General Fund deficit for the year was due to planned expenditure of which some £9,000 is non-cash resulting in a cash deficit of £23,000.

The general fund stands at over £155,000 which is more than double the required reserves set by the trustees. It is planned to invest the surplus in fulfilling the vision of the church.