

TRINITY CHURCH CENTRAL LONDON

Job Description: Associate Pastor

Trinity Church Central London is seeking a dedicated and strategic **Associate Pastor** to join our leadership team. This role is designed for a gospel-centred leader called to shepherd a diverse, urban congregation in the heart of London. Working closely with the Senior/Lead Pastor, the Associate Pastor will play a pivotal role in driving the spiritual growth, missional impact, and operational health of the church as we seek the renewal of our city.

Role Overview

- **Position:** Associate Pastor
- **Affiliation:** John 3:30 Fellowship of Churches (J330)
- **Location:** Central London
- **Reports To:** Senior / Lead Pastor
- **Position Type:** Full-time

Core Responsibilities

1. Preaching & Teaching

- **Pulpit Ministry:** Share preaching responsibilities regularly for Sunday worship services, delivering faithful, Christ-centred, and culturally relevant expositions of Scripture.
- **Service Oversight:** Collaborate in the planning, design, and execution of corporate worship gatherings.
- **Theological Fidelity:** Maintain and advocate for the theological convictions and doctrinal integrity of the church across all teaching platforms.

2. Discipleship & Training

- **Culture of Discipleship:** Build, cultivate, and scale a vibrant, church-wide culture of intentional disciple-making.
- **Small Group Ministry:** Oversee, expand, and curriculum-plan for the community group network to ensure deep community and spiritual formation.

- **Leader Multiplication:** Identify, recruit, mentor, and equip lay leaders and ministry apprentices for active service and leadership within the church.
- **One-to-One Ministry:** Establish structured pathways for personal mentorship and one-to-one and small group bible reading relationships.

3. Evangelism & Outreach

- **Missional Engagement:** Develop and execute creative strategies to engage the unique demographic of Central London, reaching professionals, students, and local families.
- **Evangelistic Courses:** Oversee the regular running and invitation strategy for Christianity Explored.
- **Community & Bridge Events:** Coordinate seasonal outreach initiatives and missional events to draw those on the fringes into the wider life of the church.

4. Pastoral Care

- **Congregational Shepherding:** Share the day-to-day responsibility of shepherding the flock, offering Godly counsel, prayer, and support during crises or significant life transitions.
- **Crisis & Visitation:** Conduct hospital visits, home visitations, and handle sensitive pastoral situations with wisdom, confidentiality, and maturity.
- **Integration:** Actively guide newcomers and visitors from the fringe into fully integrated, serving members of the community.

5. Strategy & Execution

- **Vision Alignment:** Partner with the Lead Pastor and Elder Team to shape, refine, and operationalise the long-term vision of the church.
- **Ministry Management:** Translate high-level vision into clear, actionable ministry plans with measurable goals across teams.
- **Problem Solving:** Navigate the logistical, structural, and cultural complexities unique to a growing church operating in an urban capital.

6. Organisational Essentials

- **Staff & Volunteer Leadership:** Provide operational oversight to ministry coordinators, administrative staff, and volunteer teams, ensuring healthy team dynamics.
 - **Safeguarding Compliance:** Champion and rigorously enforce the church's Safeguarding Policy, ensuring all team leaders complete mandatory training.
 - **Operations & Compliance:** Ensure adherence to Health and Safety policies, complete necessary risk assessments, and manage budgets allocated to relevant ministry areas.
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Person Specification & Qualifications

Spiritual & Character Qualifications

- **Godly Character:** Models a life of spiritual maturity, humility, teachability, and absolute integrity in line with biblical leadership requirements (e.g., 1 Timothy 3, Titus 1).
- **Evangelical Conviction:** Fully aligns with the doctrinal statement, mission, and values of TCCL.
- **Heart for London:** Possesses a genuine love for urban ministry and a deep desire to see the spiritual renewal of London.

In accordance with Schedule 9 of the Equality Act 2010, there is a Genuine Occupational Requirement for the successful candidate to be a practicing Christian.

Experience & Skills

- **Ministry Experience:** Proven track record of fruitful leadership within a local church context, preferably in an urban or multicultural setting.
- **Communication:** Exceptional verbal and written communication skills, with a demonstrated ability to preach engaging, text-driven sermons.
- **Administration & Leadership:** Strong organizational skills with the ability to manage complex operations, lead projects, and delegate effectively.
- **Education:** A degree in Theology, Biblical Studies, or equivalent pastoral training.

Miscellaneous

- Helping with other projects that come up where necessary.
(Examples include, but are not limited to: assisting with planning when mission teams are in London, serving teams within the church, helping practically such as food prep, lockup, admin etc.)
- Attending a Summer Camp

Highly Desirable

- An openness to planting a Church in 3-4 years time in London or beyond.
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Apply

To apply, please email your CV to malcolm@trinitychurchcl.org.

