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ROCK COMMUNITY CHURCH

LEAD PASTOR RECRUITMENT PACK

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Introduction

“Our vision is to be a community of people who give their all as followers of Jesus and welcome others into that adventure.”

Rock Community Church, or The Rock, is a non-denominational church which originally started in 1991 as a house church. We moved around venues within Dumbarton before being called to focus our presence in the west end of Dumbarton and take on a derelict former local authority community centre, The Phoenix, in 2018.

We have a team leadership structure involving an eldership team, a governance group, a lead pastor who is seen as “the first among equals” and an associate pastor. Our current pastor, Oli Higham, has served the church in this role for 13 years. He has led both the spiritual life of the congregation and inspired the regeneration of our community centre. Now Oli believes the time is right for him to serve the Kingdom of God in other ways. The Rock is therefore looking for someone who will lead the next part of our adventure.

We are keen that the person God is calling to join us should share our DNA. We hold unity across a variety of theological positions, both as a leadership team and a wider church. We are theologically charismatic, and since our inception we have held the following as core beliefs: egalitarian leadership, a love for the poor, and a desire to encourage unity across denominations and amongst us as a church family with a heart to ultimately foster Christ-like discipleship. Our vision, values and core beliefs are described on our website.

Thank you for taking the time to explore this opportunity. We encourage you to read this document prayerfully, seeking God's guidance as you consider whether He may be calling you to this ministry. We would love to begin a conversation with those whose hearts resonate with our vision and who sense the Holy Spirit leading them to explore this further.

Rock Community Church

Our Community - Dumbarton West

Dumbarton is a historic town on the west coast of Scotland, approximately 40 minutes from Glasgow and situated on the north bank of the River Clyde. It has a population of approximately 21,000. The local area is well served by amenities, including primary and secondary schools, supermarkets, a leisure centre, library, parks, and good public transport. Residents benefit from the accessibility of a larger town while enjoying close proximity to some of Scotland's most beautiful countryside.

Rock Community Church meets in The Phoenix, a community facility that we lease from West Dunbartonshire Council. Situated in the heart of Castlehill, our ministry also serves the neighbouring communities of Brucehill and Westcliff, together forming what is commonly known as Dumbarton West. These are communities that experience significant social and economic challenges. Many local people live with the long-term effects of unemployment, poor health, trauma, addiction and other forms of hardship. At the same time, they are communities characterised by remarkable resilience, generosity, loyalty and a strong sense of local identity.

Our presence in Dumbarton West is intentional. Since the church was planted, our calling has been to serve the community of Dumbarton with the love of Christ but in 2018 we refocussed our attention on serving the west end of Dumbarton. The Phoenix is far more than a place where we gather for worship; it is a hub for community life, practical support and relationship-building throughout the week. Through our ministries we seek to demonstrate the gospel in tangible ways while creating opportunities for people to encounter Jesus, grow in faith and experience hope.

For the right pastor, this is a place where faithful Kingdom ministry, community transformation and discipleship come together. It is an opportunity to become part of a church that is deeply rooted in its neighbourhood and committed to seeing Dumbarton West flourish spiritually, socially and practically.

About Rock Community Church

We are a welcoming congregation of approximately 120 attendees, of which, on average 60-80 are present each Sunday at our 10:30am service. While we do not have a formal membership structure, we are a committed church family with people at many different stages of their faith journey. Our congregation reflects a wide variety of ages, backgrounds, and theological positions. Although many travel from outside Dumbarton West, an increasing number of relationships are being formed within the local community through the work of The Phoenix and our community programmes.

Sundays Together

Over 50 volunteers regularly contribute to our Sunday mornings, through leading services, preaching, leading sung worship, technical team, children's work, hospitality, welcoming, prayer ministry, and tidying up. Our style is contemporary, participatory, and Christ-centred.

Preaching is firmly rooted in Scripture and aims to equip, challenge and encourage people to grow as disciples of Jesus. Around half of our sermons are currently preached by the Lead and Associate Pastors. We have historically taught through a mix of series, both thematically (e.g. series on spiritual practices, Kingdom theology, etc) and working through a book of the Bible.

Young people are an important part of church life. Those in high school are included in our main service and are given opportunities to build friendships with the wider church community, serve, and grow in their giftings. They have a dedicated session that meets on a Sunday afternoon. Younger children are also encouraged to be active and playful during our Sunday services and we provide separate, age-appropriate teaching and activities during the sermon.

Life Together

We regularly share meals together through church lunches, creating opportunities for fellowship and welcoming new people into the life of the church. Small groups meet in homes across the area during the week, providing spaces for prayer, Bible study, pastoral support, and discipleship. Throughout the year we also offer additional teaching programmes and short courses. Recent examples have included Alpha, Kintsugi Hope, The Marriage Sessions, Practicing the Way, and an overview of the Old and New Testaments.

Working Together

Rock Community Church values partnership and recognises that we are part of the wider Body of Christ. While we are not part of a formal denomination we are an active part of Scottish Network of Churches and also have a heart to work ecumenically with Dumbarton Churches Together. We enjoy relationships with national and international ministries including Comfort International, Embrace the Middle East, Firestarters, The Grassroots Trust, Prison Fellowship Scotland, Street Connect, 24-7 Prayer, and other partners who encourage, support and collaborate with us in mission.

The Phoenix - Our Community Centre

The Phoenix is the primary expression of our mission to love and serve the people of Dumbarton West, namely the communities of Castlehill, Brucehill, and Westcliff who face significant social and economic challenges.

Our vision for the Phoenix is simple: to demonstrate the character and love of God through authentic relationships, practical support, and faithful presence. Transformation begins with trust. We aim to be a consistent, dependable presence that strengthens community life, reduces isolation, and creates spaces where people can belong. Whether someone joins us for a meal, attends a wellbeing group, volunteers in the café or simply stops in for a conversation, we want every person to experience dignity, acceptance, and genuine care.

Community Café - At the heart of The Phoenix is our Community Café, open throughout the week and serving as the social heart of the building. Operating on a donation basis, the café ensures that everyone can access good food and a warm welcome regardless of their financial circumstances. It has become a valued meeting place where neighbours build friendships, families find support, and people who may otherwise experience isolation discover community. Alongside providing thousands of affordable meals each year, the café has become a place where volunteers develop confidence, people gain practical skills, and local residents access training and employment opportunities.

Wellbeing - Supporting people's physical, mental and emotional wellbeing is a vital part of our ethos and we are currently running Mood Boosting Mondays, Phoenix Lounge (Age 50+) and Zumba.

Early Years, Children, and Youth - Many activities at The Phoenix are aimed at families and children and we are currently running Baby Massage, Phoenix Fun (community toddler group), Bookbug (run by Home Start Lomond), Community Youth group (P4–P7), and Engage (S1–S4 leadership programme). We also regularly run Messy Church.

Partnerships - We value our partnerships with other organisations and individuals working in our community and provide space for:

- Creative arts activities through local charity Clifftop Projects
- Addiction and recovery support with Street Connect
- English language learning (ESOL/EFL)
- Community training and development (West Dunbartonshire Council)

Leading and Working Together

At Rock Community Church, we believe leadership is shared, rather than centred on one individual. We recognise that leadership takes different forms, including **spiritual leadership**, **charitable governance,** and **operational leadership.**

Rather than adopting a “one size fits all” model we seek to enable people to lead according to their giftings and strengths, working closely together as one team.

As a Scottish Charitable Incorporated Organisation (SCIO) we have trustees and these are made up of those in the eldership team and those in the governance group. They work alongside our senior staff to lead our work together.

Our Staff Team

Our staff team has changed over the years dependent on projects being run, operational need, and funding. We anticipate that this will continue to evolve as our adventure continues.

It currently includes:

- **Lead Pastor** – spiritual leadership, vision, preaching, discipleship and overall leadership of the church.
- **Associate Pastor** – sharing responsibility for preaching, discipleship, pastoral care, evangelism and ministry development.
- **Café Lead** – overseeing the operation of the Community Café and volunteer coordination.
- **Family Support Lead** – developing relationships with families and delivering early years and family wellbeing programmes.
- **Project Workers** – supporting the delivery of programmes and the daily operation of The Phoenix.
- **Café Assistants** – supporting the Community Café and its volunteers.
- **Administrator and Communications Lead** – administration, communications and organisational support.
- **Caretaker** – caring for the building and ensuring it remains a safe and welcoming environment.

Alongside our staff team is a remarkable group of volunteers whose service enables many aspects of church and community life.

Financial Stewardship

Rock Community Church is committed to responsible stewardship of the resources God has entrusted to us. As a SCIO, we recognise the importance of strong financial management, transparency and accountability in enabling our ministry to flourish.

Our income comes through a variety of sources, including:

- Congregational giving.
- Grant funding from charitable trusts and funding bodies.
- Income generated through The Phoenix, e.g. hall hire, cafe donations, etc.
- Partnerships and support connected to our community programmes.

Our annual expenditure is approximately £300,000, reflecting the scale of the community work delivered through The Phoenix.

It is important to understand that a significant proportion of this income comes through external grant funding and is restricted or ring-fenced for specific projects and programmes. While this enables us to deliver valuable community work, it does not represent unrestricted income available for general church expenditure. The ongoing financial sustainability of the church relies on a combination of congregational giving, careful stewardship, and the wise management of restricted and unrestricted income.

As is common within grant-funded community work, individual funding streams are time-limited and require ongoing applications, relationship building, and careful planning. This creates a continual cycle of reviewing priorities, exploring new opportunities and discerning how best to sustain and develop the ministry God has entrusted to us. We remain committed to serving the people of Dumbarton West faithfully while ensuring that our programmes and staffing structures are sustainable for the future.

The Lead Pastor will work alongside the Eldership, Governance Group, and senior staff to ensure that financial decisions align with our vision and charitable aims. The role does not require specialist financial expertise, but it does require a willingness to engage with questions of stewardship, sustainability, strategic priorities, and responsible use of resources.

Who We Are Looking For

We recognise that no one candidate will possess every desirable skill or area of experience. Rather than looking for someone who perfectly matches a checklist, we are seeking someone whose heart, calling, and character resonate with the vision and values of Rock Community Church.

We are looking for someone who loves Jesus deeply, is rooted in Scripture, is passionate about helping others become lifelong disciples, and has a heart for serving communities facing significant social and economic challenges. We are looking for someone who is excited by the opportunity to lead a church that seeks to demonstrate and proclaim the Kingdom of God in one of Scotland's most disadvantaged communities.

Working collaboratively with our Eldership and Governance Group, you will help shape the strategic direction of both the church and its community ministry, ensuring that our vision is faithfully translated into sustainable and impactful practice. You will also have the opportunity to lead, encourage, and develop our dedicated community centre staff and volunteers.

This role offers the rare opportunity to integrate church leadership, community engagement, and charitable governance, enabling you to shape not only the spiritual life of the congregation but also the continued development of a thriving community ministry that serves the whole of Dumbarton West.

Pastor Job Description

Working pattern: Full time
Salary: £41,675 - £44,226
Accommodation: Self-organised and self-funded.
Location: 17a Quarry Knowe, Dumbarton, G82 5AF

It is a genuine occupational requirement that the postholder be a committed Christian in accordance with the Equality Act 2010.

Description

The Pastor's primary responsibility is to provide spiritual leadership and guidance, helping the church discern God's direction while equipping others for ministry. Alongside these primary responsibilities are a number of operational and strategic responsibilities that are currently shared across the senior staff team, including oversight of community centre operations, staff management, volunteer development, funding, safeguarding, health and safety, communications, and organisational systems.

Key Responsibilities

Spiritual Leadership and Vision

- Work alongside the Eldership to discern God's direction.
- Provide spiritual leadership

Teaching and Discipleship

- Provide biblical teaching and preaching as part of the wider teaching team.
- Develop discipleship culture and opportunities.

Pastoral Care

- Provide and co-ordinate pastoral leadership and care.
- Encourage a culture of prayer, belonging, and mutual support.

Leadership and Team Development

- Lead collaboratively with Eldership, Governance Group and senior staff team.
- Ensure the full range of senior team responsibilities are fulfilled, either directly or through appropriate delegation.
- Develop leaders, staff, and volunteers.
- Support healthy systems of communication and accountability.

Community Mission and The Phoenix

- Champion the church's commitment to Dumbarton West.
- Work alongside community centre staff and volunteers.
- Support the development of partnerships and missional initiatives.
- Help discern the future direction and sustainability of The Phoenix.

Governance and Stewardship

- Work with Eldership and Governance Group to support effective charity leadership.
- Engage with strategic planning, financial stewardship, safeguarding, and risk management.
- Ensure ministry reflects the charitable aims of Rock Community Church.

Person Specification

Essential

Faith and Calling

- A committed follower of Jesus with a mature and growing Christian faith.
- A clear sense of calling towards pastoral leadership.
- Alignment with Rock Community Church's vision, beliefs, and values.
- A commitment to scripture, prayer, and dependence on the Holy Spirit.

Character and Leadership

- Humble, servant-hearted, and relational in leadership style.
- Able to lead collaboratively and empower others.
- Demonstrates emotional maturity, integrity, and wisdom.
- Able to work through complexity and change.
- Able to build trust with people from diverse backgrounds.

Ministry Experience

- Experience of church ministry and leadership.
- Experience of preaching/teaching God's word.
- Experience developing discipleship and ministry.
- Experience leading volunteers and developing others.

Community and Organisational Understanding

- A heart for communities experiencing social and economic challenges.
- Understanding of the importance of partnership, community engagement, and practical expressions of faith.
- Ability to balance pastoral, missional, and organisational responsibilities.

Desirable

- Formal theological training.
- Experience working within a charity or community organisation.
- Experience of staff leadership.
- Experience of grant-funded community projects.
- Experience of strategic planning and organisational development.
- Experience of partnership working with external agencies.
- Understanding of community development approaches.
- Knowledge of Dumbarton West and the local area.

Exploring the Opportunity

We recognise that discerning a call to pastoral ministry is a significant and prayerful process. For this reason, we are intentionally taking a relational approach rather than setting a fixed recruitment window or predetermined interview timeline.

If, having read this document, you believe that your gifts, experience, and calling may align with this opportunity, we would love to begin a conversation. The first step is to send a cover letter and your CV to **trustees@rockcommunitychurch.org.uk.** We will then consider your application and if we wish to proceed we will be in touch to organise an informal visit or further conversation.

Trustee's

Elders - Naomi Shearer (Associate Pastor), Andy Myall, Isabel Horsfall, Jo Myall

Governance Group - John Nonhebel (Chair of Trustees), Andy Myall (Treasurer), Bobbie Corbett, Chris Horsfall,