



**DELHI**

**INTERNATIONAL**

CHRISTIAN FELLOWSHIP



## **SENIOR PASTOR**

### **OPPORTUNITY PROFILE**

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## At A Glance

Delhi International Christian Fellowship is seeking its next senior pastor. Building on the strong foundation passed to us, we are looking for our next leader who has the heart of a gracious shepherd, the skills of an engaging learner/teacher, and the vision for the impact of a winsome church of internationals in the great, global crossroads of New Delhi.

We know why we exist. ***God has uniquely placed us in this dynamic, global city to turn strangers into friends, the curious into the confident, and train God's people to have uncommon influence wherever they go.*** Our special assignment is to internationals (world citizens and ex-pats) who call Delhi home. And we know that EVERY person walking through our doors has three questions (often unspoken):

1. Can I find God here?
2. Can I find friends here?
3. Can I make a difference here?

The congregation is an English-speaking, interdenominational community of internationals who gather from around the world and who are devoted to the timeless truths, virtues, and habits of biblical Christianity.



Prior to the pandemic, the church had approximately 175 adults and 40 children attending from more than 30 countries. It is made up of diplomats, business leaders, educators, graduate students, and professional Indian nationals.





Delhi is not necessarily an easy city, but it is endlessly fascinating for the curious. Our new pastor will need to be both prepared and called to an international congregation in such an amazing place. Because of government restrictions, the pastor will need to be content focusing on reaching the tens of thousands of expatriates from around the world currently residing in Delhi NCR. Besides endless flexibility, they will need to be mature (whatever their age), operate out of deep character, be a skilled equipper for life and ministry, and decidedly compassionate. In short, have the gifts of a shepherd mixed with a heart for those far from God.

## Living in Delhi

We have an apartment ready for a pastor in the middle of Delhi, in close vicinity to the Church location and quite central to where most of our congregation resides. There is a large option of markets to go to and an endless list of restaurants, shops, parks, monuments, etc. to explore during the week. Delhi is crowded, polluted, and smelly. Summer is really hot and winter is really cold. Despite the challenges you will probably fall in love with the curiosity, friendliness and openness of people to connect. A walk in Old Delhi will amaze you and make you feel you went 100 years back in time! Or discover the parks to relax and enjoy some quiet in the big city or cool down in a shopping mall or one of the many fancy hotel restaurants that serve amazing foods. Delhi is such a mix of poor and rich, old and modern, you will always see and experience things that amaze you.



## The Back Story

DICF's roots go back to Delhi Union Church. After the government stopped giving visas to religious workers in 1984, that church closed and transformed into a home-church launched by a British businessman. In 2002, the congregation of 100 decided it was time to make a greater impact on the growing international community.



Indian Society status was granted to DICF in 2003 and this provided the structure whereby the Board of the society (church) could request an employment visa for a ministry administrator. This is still the structure under which pastors are called.

DICF is currently not formally affiliated with any denomination. It is in the process of becoming a part of the [Mission International Church Network](#). MICN is a fraternity of approximately 70 international churches around the world who share a similar framework for mission, theology, development, and collaboration.

## Our Essential Foundations

Because terminology is always shifting, describing a church's theological underpinnings is always susceptible to misunderstanding. DICF could be described as broadly evangelical within the Christian faith. We attempt to live out what the Lausanne Covenant describes as a *"friendship between evangelistic passion and theological reflection."*

For us, this connotes a very high view of the authority and truth of the Christian scriptures in the Bible combined with four timeless creedal declarations: the Apostles Creed, the Nicene Creed, the Athanasian Creed and the Heidelberg Catechism.\* (Note: While the Catechism specifies infant baptism, as an international church with people from many different traditions, we try to accommodate baptism modes according to the traditions of our congregants' home churches.)



## Our Hopeful Horizon

Along with other international churches, people are always moving home or moving on and Delhi's complexity speeds up the turnover a bit. But that pattern was accelerated by the pandemic. People moved on. Those left were not able to meet in public and government restrictions at the time limited our ability to accept offerings. Add to this that the new pastor we hired wasn't able to get into the country and had to lead services from 6,400 miles away! The restrictions in Australia lasted so long that after a year he accepted another job offer and that is why we are searching again.

Whew! We survived, we're rebuilding, and we're excited because we've got several things working in our favor.

- Long foundation of thoughtful, gracious, and winsome leadership
- Excellent reputation and working relationships for facilities, collaborations, and outreach
- Our beloved, resolute congregation
- Effective assistants and technical staff
- Untapped opportunities for contact influence among newer expatriates and internationals who are now unfamiliar with the church.  
Most of the expats are in one of these categories: diplomats, business executives, foreign students and people who come to India for medical treatment.
- Strategic proximity to diplomatic enclave of New Delhi and centrally located for expat community.





## Our hope for the future

- Our vision is to get back to our position as we were pre-pandemic. No, even better than before actually!
- We need to regain our strength in numbers, in attendance as well as finance.
- We need to rebuild relationships with various Embassies, International groups and business hubs.
- Start an outreach program to reach expats. This can be done through hospital visits (to reach medical tourists), small groups in Embassies, starting and growing of multiple men/ladies/mixed groups where members can bring outsiders, and so many more opportunities to explore!
- We long to be on full capacity with 150-200 people attending our service each Sunday. A vibrant children and youth program and a community that is inviting, welcoming to newcomers and where deep friendships can grow.
- To be a place where the presence and peace of God is so noticeable that our Sunday service will be one of the highlights of the week where each member will be encouraged to grow in their relationship with our Heavenly Father.
- Once this is reached, we do have hopes to spread out to other areas in Delhi NCR where expats are residing, we have dreams to have satellite services in multiple places.



## Our Current Hurdles

- Funding. The first is re-building our financial backbone after the pandemic. DICF has traditionally set out to fund the pastor's position fully and hopes to return to that place within two years. So, initially, a candidate would be asked to recruit a team of contributing financial partners for a time until as the pastor's leadership gets traction and the congregation grows. DICF understands this can be a challenge and is willing to secure coaching for the candidate.
- Facility. Our Sunday worship services meet in an auditorium rented from a wonderful and large Catholic girls' school. All other weekly and monthly programs meet in homes, hotels, clubs, and restaurants. This requires creativity for weekly programs, special events, and seasonal services.
- Opening our doors wide. The pandemic has tamed our mission (for now). It is time to get the word out to the one hundred thousand expats living in Delhi about the warmth, vibrancy, and thoughtful spiritual home that awaits them at DICF.
  - External to the church, this will require utilizing multiple social media platforms and building welcoming bridges of relationship with embassies, NGO's, clubs, and business networks.
  - Within the church, we want to give ourselves to rebuilding vibrant kids' ministries for our children, fortifying our times of passionate worship, and creating new, smaller gatherings where men and women can forge rich spiritual friendships that sustain, heal, and refresh.

## Professional and Leadership Requirements

- English is one's mother tongue
- Degrees from an accredited university and theological college or seminary
- Ordained with hopefully significant international church experience
- A reader and trainer
- Sensitive to cultural, denominational, and political differences with a flexible disposition, patience, and curiosity necessary for a global setting like Delhi
- Well-organized, self-sufficient, collaborative with excellent people skills
- Gifted in leadership, communication, and team facilitation with the Board
- Heart for God and have the ability to maintain their spiritual disciplines for their own sustenance, that of their family, and the whole church
- Regularly engages those far from God in thoughtful conversations

## Pastoral Benefits

- (Normally) Full-time salaried position. As stated above, the pandemic has altered this for the time being. But it is our intent to return to this pattern. (Note: Children's schooling costs will need to be raised by the pastor from outside sources. More information available on request.
- Health insurance and yearly paid vacation
- Furnished three bedroom apartment
- Full-time personal assistant/driver who is highly proficient regarding living and thriving in Delhi
- Car, fuel, and maintenance
- Professional entertainment expenses

When Jesus invited his disciples to open their eyes wide so that they could see fields ready for harvest, we believe he could see all the way to India. While we aren't kidding ourselves about the complex realities of living and leading in Delhi, we are convinced that compelling opportunities are also waiting.

We know that thriving over time in a global capital like Delhi involves tending to the whole sphere of needs of the pastor and family. As we're rebuilding after the pandemic, here are some of the ways we are preparing to be alert:

- **Pastoral Relationships and Health**
  - Connections and involvement with Missional International Church Network (MICN.org)
  - Friendship with pastors and other faith leaders within Delhi NCR and international leaders who travel through Delhi
  - DDCF provides a network of support with previous DDCF pastors
  - DDCF funds conferences and study leaves



- **Housing, Healthcare, and Getting Around**
  - Lovely, large flat in attractive neighborhood that is centrally located, close to large parks, transit point, schools, shopping, most embassies, and transportation hubs.
  - Excellent clinics and hospitals are near and accessible
  - DICF has its own vehicle that can accommodate most needs
- **Assistants, Drivers, Professional Guides, and Cultural Coaches**
  - The church employs an assistant/driver who is both trusted and invaluable.
  - The church has forged essential relationships within banking, accounting, and law who can guide the pastor and family through life's adjustments and transitions
  - DICF has a close relationship with a deeply experienced coach for those entering India/Delhi and for those leaving.
- **Pastoral Salary**
  - While the church cannot yet fully fund during this rebuilding time, it is the church's intention to get back to that point.
  - In the meantime, not only do we feel like DICF's mission is a winsome mission that many would find attractive to support, DICF will help secure the service of a professional who can help the candidate raise their additional requirements

## VISION

Rebuilding after the effects of the pandemic is a challenge that also holds new opportunities. We know the future requires steady patience even as it is fueled by vision. Here are some of the phases that we envision. Of course, some of these may overlap, be out of sequence, or not always actionable, but we feel like these forecast the general direction to which we believe God is calling DICF.

### Phase 1: Restoring Our Ministry Foundation (year 1)

- Prayer at the center of our ministry
- Vital, engaging Sunday service and training of our teams
- Healthy development of our Sunday school and Youth ministries
- Spiritual health and effectiveness of our Board and areas of financial oversight
- Careful system of follow-up for visitors and inclusion into groups
- Re-anchor essential relationships – banking, accounting, landlords, partners
- Tech, website, social media
- Essential growth or life groups for believers

## **Phase 2: Opening Our Doors Wider (years 1-3)**

- Process for engaging new people and former DDCF'ers as contributors for DDCF
- Inroads to embassies
- Inroads to groups where expats gather (e.g. Networking in Gurgaon, Delhi Network, sports teams; hobby groups)
- Inroads to schools where internationals send their children
- Vibrant youth ministry
- Invitational events and experiences
- Creation of new teams to help carry the load and expand the reach of DDCF
- Inroads to students
- Inroads to internationals in need

## **Phase 3: Branching Out (years 4 ->)**

- Expand a vision to internationals throughout the Delhi area
- Partnering in the planting of new churches or establishing satellite congregations within 30 minutes of the concentrations of internationals
- Intentional training plan to prepare people for leadership for where God takes them next



## Our Church Board

Our board contains 7 members from different nationalities, cultures and professional backgrounds, representing our multicultural congregation. Let us introduce ourselves so you know who you are talking with:



**My name is Peter.** I am from the Netherlands, have been in India for more than 16 years, and I have been part of DICF since 13 years. My wife, baby and I live just out of Delhi in Faridabad. We run a small organization that provides free education to underprivileged children and stitching classes for women. DICF is close to our hearts. I have been on the board since 2018.



**Hello! I am Collin.** My family has been in New Delhi since February, 2019. My wife and I are employed with the United States Embassy and we have two high school age kids (11th and 12th graders). I am native Texan who raised my family in Georgia and am fully embracing the Indian adventure. Besides riding my motorcycle on the streets of Delhi, I love to snow ski (wherever there's snow), am a passionate cinephile, and a life-long Dallas Cowboys fan. My hobbies include playing cricket, learning the guitar, and (even though it's been a few years) continuing to lament the series finale of Game of Thrones.



**My name is Sandy Malik.** My husband and I have been in India for two years - this time. It is our second time coming to India for work. So all total it has been six years. I have been on the board of DICF for about three months now and look forward to helping it grow back to the strength it was and more before the pandemic.



**I am Kim.** I have been in India for about 6 years in total. This is my husband's second assignment with the US Embassy New Delhi. I have attended DICF for all the years I have lived in India. In addition to my board membership, I run a women's bible study for expat women from Delhi embassies and private companies. I currently work at the Embassy along with my husband. We have two teenage boys. I love attending Indian dance and music shows. I also love to read, especially books about Indian history.





**My name is Sameer Issachar.** I grew up in Dehradun and now a resident of Delhi, India. DDCF holds a special place in my life, and I am associated with it since 2007. I work with FedEx and enjoy trekking. I love to make new friends and encourage them in Christ. Blessings!



**My name is Taro** and I am from Japan. I am with my wife and three children. I came to Delhi in August 2018 for a work assignment with World Bank Group (IFC) and have been involved with DDCF ever since. DDCF gave our family many blessings throughout and serving as board is an opportunity for me to give back whatever I can, when I can.



**Hello, My name is Agui.** I'm from India & I've been part of DDCF since 2012 & actively involved in the worship ministry since then. It's a great blessing to be a part of the DDCF family for many years. I'm a music teacher by profession & I enjoy good food, music, coffee, travelling & learning more about new cultures.

To apply for this position, contact Peter Annoff, Elder Board Chair/Search Committee Chair at [DICFPastorCall@gmail.com](mailto:DICFPastorCall@gmail.com).