

Specialist Team Leader

Ministries



encourage one another day after day

**July
2022**

Welcome



Our Union

The Baptist Union of Great Britain links more than 1,900 churches, 13 associations and 5 colleges across England and Wales. We are in exciting times, and our life together continues to be rich and varied. In all aspects of our Union, including national Council, trustee boards, staff and project teams across the UK, we look to bring together groups and teams of people for service in order to make real our mission. You can see more about our current work and the rich diversity of Union life on our website at www.baptist.org.uk.

The Ministries Team Leader Role

This is a collaborative and wide-ranging role, working with the Core Leadership Team, Regional Team Leaders, College Principals and Specialist Team Leaders to enable us to achieve our vision of 'growing healthy churches in relationship for God's mission' within the broad strategic direction offered by Council. It is demanding in scope and delivery, and has responsibility for one of the national Specialist Teams.

Dealing with both the formational and developmental aspects of ministry and leadership, we also ask the holder of this role to keep us accountable to one another through facilitating the disciplinary aspect of the Ministerial Recognition Committee. We recognise that this role requires extensive ministerial experience as well as strong relational skills and a real commitment to the onwads development of all styles of ministry across our Union.

Next Steps

We hope that you will take time to consider prayerfully the information contained in the following pages. If you choose to express your interest, please know that we will be praying for you throughout the process of appointment. We know from our past experiences that God is faithful in bringing the right people forward at the right time in our Union life, and we are excited to see who God will bring, and what he will do through them.

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Lynn Green, General Secretary Baptists Together

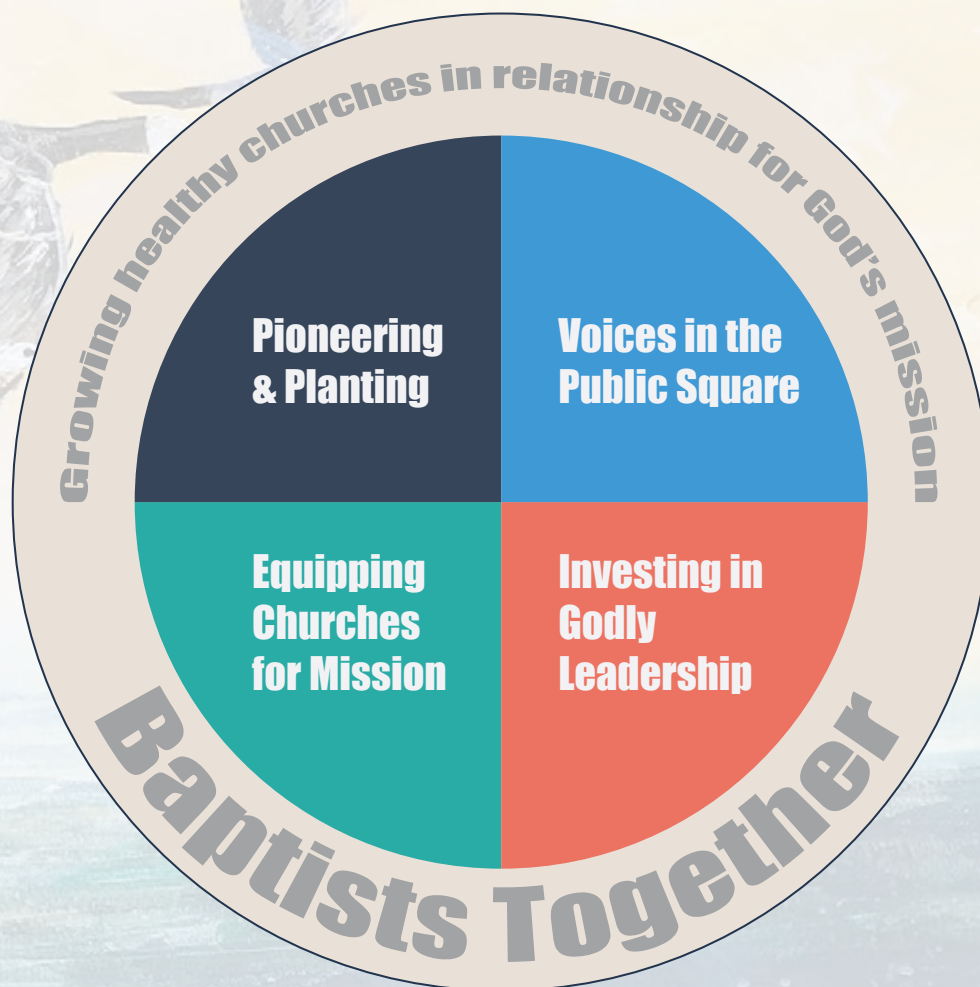
Our vision, culture and current priorities

Our vision as a movement is

‘Growing healthy churches in relationship for God’s mission’

To do this, we believe that we must intentionally develop a Union that encourages and builds upon our relationships together as more than 1,900 member churches, 13 member regional associations and five member colleges, ie Baptists Together.

We seek to deliver our vision through...



To achieve this vision, Baptists Together is committed to intentionally developing a culture where we...

Feel like one team

celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (1 Corinthians 12:24b-27)

Seek to be a movement of Spirit-led communities

as those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)

Embrace adventure

being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)

Inspire others

with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1-2)

Share a hunger for God's coming Kingdom

nurturing a 'holy discontent' that arises from our desire to give practical expression to our vision of God's purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9-10)

Areas of strategic focus - National Priorities

Whilst we continue to develop our four key areas (see page 3), we are working on these strategic priorities.

- Given the urgent need to pursue God's mission in our UK context, we believe that we need to focus on our value: '**Embrace adventure**: Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things (Matthew 28:18-20)'.
- **Developing leadership in all its forms**, together with a focus on equipping the whole body of Christ.
- **Children, Young People and Families** – our CYF Round Table is offering leadership in this area.
- **Young Adults aged 18-35** – a group which is largely missing from our churches.
- **Digital revolution** – not only our own digital capacity but reflecting on the implications of the digital revolution on mission, ministry and society.

BAPTISTS TOGETHER



Local Baptist churches supported by regional associations, colleges, and specialist teams together in relationship for God's Mission

Ministries Team



The Ministries Team supports all forms of Baptist ministry, whether practised by accredited ministers who serve as church pastors, chaplains, evangelists, pioneers, or children's, youth and families workers, or by nationally recognised pastors, preachers and pioneers.

There are seven members of the team. All members of the team spend some of their working week at Baptist House in Didcot, and the rest working from home. From top left clockwise, Isabella Senior, Hilary Mason, Yvonne Voyce, Lisa Lowe, Mandy Pickering, Tim Fergusson, Andy Hughes.

Supporting Ministry

The Ministries Team enables the:

- **National Ministerial Recognition Committee (MRC)** which determines accreditation policy and maintains the Register of Nationally Accredited Ministers. This includes handling serious disciplinary matters involving accredited ministers.
- **Baptists Together Settlement Process (BTSP)** which provides churches with a means of finding ministers and vice versa.
- **Churches' Ministerial Counselling Service (CMCS)** which offers confidential and subsidised counselling support to ministers and their households.

The team also tracks the progress of ministers-in-training through their application, selection, college formation and newly accredited probationary period. The team maintains a database that holds all necessary ministerial records.

The team also supports ministry through:

- A **Continuing Ministerial Development (CMD)** framework that encourages ministers to sustain their ministry through ongoing learning and accountability.
- **Grants towards further study** for ministers seeking to enhance their CMD.
- **Occasional courses** such as a course preparing ministers for retirement.
- **Encouraging and facilitating internships** for younger and emerging leaders in our churches.
- A **ministry resource library** that contains documents to inform and guide both ministers and churches.



SUPPORTING MINISTRY



Ministries Team Leader

Main purpose and context of the role

Working in close collaboration with the Core Leadership Team, Regional Team Leaders, College Principals and Specialist Team Leaders to enable us to achieve our vision of 'growing healthy churches in relationship for God's mission' within the broad strategic direction offered by Council; firstly, by taking a lead in developing patterns of ministry formation and leadership development and secondly, by maintaining and developing Accreditation for Baptist Ministers.

The role reports to the General Secretary and is responsible for managing and leading the staff of the Ministries Team.

Key Responsibilities

- To be a leader who embodies and models our Marks of Ministry and is wholeheartedly committed to our vision and culture as Baptists Together. This includes being able to understand and appreciate the wide range of settings, approaches and views on ministry held across our churches, and recognising and valuing the rich diversity this brings.
- Taking the lead within Baptists Together in enabling us to identify, develop, support and encourage ministers in the wide variety of settings in which they minister, including church ministry, chaplaincy, pioneering, children's, young people and family ministry, and as leaders in other Christian organisations.
- Keeping abreast of the needs of churches and the latest thinking with regard to ministry formation and leading our collaborative working in order to shape our ministerial formation provision in relevant ways as a result.
- Working with associations, colleges and churches to ensure that effective and consistent selection and settlement processes are operating across Baptists Together.
- Providing National Accreditation for Baptist Ministers which nurtures ministry that is worthy of the Gospel, and to ensure effective relationships, policies and processes are in place to facilitate this.
- Supporting the Moderator of MRC in managing disciplinary cases and complaints that arise, within our agreed policies and processes; ensuring that all relevant consultation takes place.
- To lead collaborative working in order to enable the development and implementation of a Ministerial Covenant and creating the culture where Continuing Ministerial Development becomes the norm.
- To manage the Ministries Team, including encouraging and developing the team's ability to operate effectively, supporting individual professional development.
- To ensure that appropriate opportunities for counselling and pre-retirement support are available for Ministers (and their spouses).
- To ensure that appropriate support, development and encouragement is provided for chaplains and to represent Baptists Together on the United Board for Forces Chaplains as appropriate.
- To share with the General Secretary and the Specialist Team Leaders in the day to day management of the Specialist Teams and offer leadership to those staff as appropriate.
- To be part of the Core Leadership Team and, through collaborative working, share in the co-ordination of implementation across Baptists Together that this group enables.
- This role profile is designed to be illustrative rather than exhaustive. The Baptist Union may add to the responsibilities of the Ministries Team Leader any tasks or activities that they see as relevant and appropriate to the role, and will discuss any such additions with the post-holder.

Spiritual Life and Leadership at Baptist House



As well as broad responsibilities across the life of our Union, the Ministries Team Leader is expected to play a key part in the spiritual life of the Specialist Teams, particularly in relation to the community of staff working in Didcot.

Prayer and worship are a regular part of our working lives together, and this can take the form of:

- *Corporate prayer and worship times*
- *Prayer times for team leaders, and within the Ministries team*
- *Attendance at and participation in the prayer and retreat times for the Core Leadership Team*
- *Participation in the meetings of the Baptist Union Council where we seek to discern God's will for the denomination as a whole*
- *Attendance and participation in the annual Baptist Assembly gathering*
- *Guidance, spiritual and practical support to ministers and team members in times of difficulty or decision*
- *Attendance and participation in the annual teams retreat for regional and specialist teams*



What are we looking for?

We are seeking an experienced Baptist minister, probably with additional experience at regional association level as a Regional Minister or Team Leader. You will be able to embrace and commit to our vision for ministry in all its forms. It is important that you can demonstrate the resilience and discernment required for the more difficult aspects of the role in relation to ministerial discipline. We hope that you will bring a blend of skills, experiences and character traits that will allow you to thrive and flourish in this demanding role. Your character is as important to us as your deep understanding of ministry.

Background

We expect the Ministries Team Leader to be an accredited Baptist Minister, with significant and varied experience of church leadership, an active current involvement in the life of our Union and a wholehearted commitment to our vision and culture. A warm and pastoral style, coupled with strong process skills, will be essential. You will be a leader who is emotionally resilient and able to handle the unique demands of this role. Knowledge of our current MR processes and HR principles is desirable, and up to date safeguarding knowledge and experience is essential.

Ministerial Skills and Working Style

The Ministries Team Leader will be called upon to minister in a wide variety of sensitive situations and will need to be able to provide pastoral care and guidance to ministers, peers and colleagues. You will be able to reflect theologically and offer a biblically based and practically relevant approach to pastoral care. In addition, you will have experience of working to resolve difficult and complex issues in personal, church and organisational settings.

A significant part of this role is spent dealing with matters of ministerial discipline, including working with the national Safeguarding Team on serious safeguarding cases involving the potential removal of ministers from the Register of Accredited Ministers. The nature of this work means that you will need to be able to respond with patience and resilience in very challenging situations with ministers and churches that may take many months to resolve. Because of the ongoing risk of legal challenge, you must also be able to work with detailed policies and processes to ensure that the MRC can rely on the information provided to them for decision making purposes.

As an experienced team leader, you will be able to demonstrate the ability to manage resources and processes effectively, initiate and work with project teams, demonstrate clear thinking and have the ability to devise, operate, document and communicate effective organisational systems, including the development of effective, collaborative IT systems. The ability to communicate clearly and with influence will be vital for this role, both in public and private settings. Whilst preaching and public speaking are an occasional part of this role, you will spend a significant amount of time writing on complex and sensitive matters.

Leading the Ministries Specialist Team

An experienced team leader, you will be able to offer leadership within a variety of teams and also enable the ongoing support and development of the Ministries Team in particular. You will be able to demonstrate previous success in developing individuals and teams to provide high standards of service and advice. We want staff to be inspired and encouraged as they work with you, and for you to be proud of what can be accomplished by your team.

Not sure you tick all the boxes?

No-one will be equally strong in all these areas so our desire is to encourage an early conversation, if desired, prior to application. We are committed to providing good training and development support to the right person, and it may be that we can work with you to prepare you for some of the particular responsibilities of the role.

Terms and Conditions

Stipend

The post has a stipend based on a 1.5 multiple of standard stipend and provision of appropriate housing or housing allowance, and this is reviewed on an annual basis. There is a generous 28 days per annum annual leave, plus 8 bank holiday days and 6 additional discretionary days.

Baptist Pension Scheme

You will be automatically enrolled into the ministers' section of the Defined Contribution Plan within the Baptist Pension Scheme. Contributions are currently payable at the rate of 8% of pensionable income from the minister and Additional Voluntary Contributions (AVCs) can also be paid at the member's discretion. The employer currently contributes 10% of pensionable income, of which 6% is paid into the member's pension account, and the remaining 4% pays for life assurance, income protection and administration. Our pension scheme also includes 8 x salary life assurance for DC only members and income protection cover in case of long term ill health. Pensionable income includes an element for housing, usually the notional value of a manse.

Office Location

The role is based at the Baptist Union of Great Britain, Baptist House, 129 Broadway, Didcot, Oxfordshire, OX11 8RT.

Weekend and Overnight Working

You should expect to need to be away from home on overnight stays for an average of 30 days each year as part of your role. This includes meetings of Council, the Core Leadership Team, the Ministerial Recognition Committee, participation in Baptist Assembly and involvement in the national meetings of association leaders and college Principals. Weekend working may be required occasionally.



Other Benefits

We offer a number of other benefits to staff including:

- Flexible working arrangements (most for our staff now work on hybrid working patterns, mixing home and office working during the week)
- An electric car leasing scheme through salary exchange
- A Cycle to Work scheme, through salary exchange
- Support for personal and professional training and development
- Access to the Churches' Ministerial Counselling Service
- An Employee Assistance Programme providing advice and support on personal, family and work related issues
- Membership of Perkbox, a voluntary benefits and discounts platform, including discounts on supermarket shopping and most major retail organisations

Next Steps

Expressing Your Interest

If you would like to express your interest, please send a full CV and a covering letter outlining your interest by email to Rachel Stone, our Union's HR and Safeguarding Team Leader, who will be coordinating the appointment process. Electronic responses will make it easier for us to share information amongst those involved in the appointment process.

We would be particularly keen to understand:

- Your current role and previous relevant experience
- Your involvement to date with association and national Baptist life
- Why you feel that we should call you for interview

We are not worried about the format or length of your letter, but we would encourage you to be clear and concise, so that we can easily recognise your skills and strengths.

We ask for details of three referees (including email addresses), one of which must be your current employer, one of which should be in leadership of your local church. Please indicate if we can take up any or all of these references prior to interview, otherwise any offer will be subject to satisfactory references.

Contact details: opportunities@baptist.org.uk

Telephone: 01235 517730

Shortlisting for Interview

The closing date for applications is Friday 12 August 2022. An interviewing panel will meet to consider all applications in the following week. After this meeting, we will be able to either invite you for interview or to give you feedback on why you were not successful.

Selection and Decision

We will hold an interview and selection day at Baptist House in mid-September. Interviews will be carried out by a small panel of those who will work closely with the Specialist Team Leader, Ministries, including the General Secretary. You will be asked to give a presentation and provide a short theological reflection paper as part of this process, and will be given more details nearer to the time. It is likely that our preferred candidate at the end of that day will be invited back to have further in depth discussions before an offer is made.

We will take up professional and personal references, and will require you to have a DBS check if your current check is more than 18 months old.

Induction

Recognising the complex nature of our Union and the need for good support as the new appointee takes up their role, a full induction programme will be put in place to make sure that our new Ministries Team Leader has good background information and understanding before they start with us.

If you would like an informal conversation either with Andy Hughes, the current Ministries Team Leader, or with Lynn Green, our General Secretary, before formally expressing your interest please contact Rachel using the details above and she will make arrangements.



baptist.org.uk

The Baptist Union of Great Britain

Charitable Incorporated Organisation with registered
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