



SPECIALIST TEAM LEADER, MINISTRIES

NOVEMBER 2015

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Welcome!

OUR UNION

The Baptist Union of Great Britain links more than 2,000 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 SPECIALIST MINISTRIES TEAM LEADER ROLE

This is a collaborative and wide ranging role, working with the Baptist Steering Group, 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 Specialist Teams at the National Resource Centre.

Dealing with both the formational and developmental aspects of ministry and leadership, we also ask 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 onwards 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.

Lynn Green
General Secretary
November 2015



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Our vision, culture and current priorities

Our vision as a movement is:

“TO GROW HEALTHY CHURCHES IN RELATIONSHIP
FOR GOD’S MISSION.”

The Baptist Union of Great Britain is committed to *intentionally* developing a culture where we...

- F** • **FOLLOW JESUS AND 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)
- A** • **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)
- I** • **INSPIRE OTHERS** – with a generosity of spirit, to energise and motivate people to be all that God created them to be. (Ephesians 5:1 & 2)
- T** • **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)
- H** • **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)

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OUR PRIORITIES

Our priorities for the 2015/16 year are summarised in the six areas below:

Communicating
vision and
embedding our
renewed culture

Enabling mission
and developing
pioneering

Discerning what
ministries we
need for the future

Proactive
management of
pension provision

Excellence in
safeguarding

Developing
additional income
streams

Specialist Team Leader, Ministries

MAIN PURPOSE AND CONTEXT OF THE ROLE

Working in close collaboration with the Baptist Steering Group, 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

1. To be a leader who embodies and models our Marks of Ministry and is wholeheartedly committed to our vision and culture as Baptists Together.
2. To take the lead within Baptists Together in enabling us to reflect on, develop and implement the Ignite report.
3. To keep abreast of the needs of churches and the latest thinking with regard to Ministry formation and lead our collaborative working in order to shape our ministerial formation provision in relevant ways as a result.
4. Working with Associations and Colleges to ensure that effective and consistent selection and settlement processes are operating across Baptists Together.
5. 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.
6. To support the Moderator of MRC to manage disciplinary cases and complaints that arise, within our agreed policies and processes; ensuring that all relevant consultation takes place.

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7. 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.
8. To manage the Ministries Team, including encouraging and developing the team's ability to operate effectively, supporting individual professional development.
9. To ensure that appropriate opportunities for counselling and pre-retirement support are available for Ministers (and their spouses).
10. To ensure that appropriate support, development and encouragement is provided for Sector ministries and to represent Baptists Together on the United Board for Forces Chaplains as appropriate.
11. 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.
12. To be part of the Baptist Steering Group and, through collaborative working share in the co-ordination of implementation across Baptists Together that this group enables.

CHANGES TO THIS ROLE PROFILE

This role profile is designed to be illustrative rather than exhaustive. The Baptist Union may add to the responsibilities of the Specialist Team Leader, Ministries 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 Specialist Team Leader, Ministries 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 Baptist Steering Group
- Participating in the meetings of the Baptist Union Council where we seek to discern God's will for the denomination as a whole
- Attending and participating in the annual Baptist Assembly gathering
- To provide guidance and spiritual as well as practical support to ministers and team members in times of difficulty or decision
- Attendance and participation in the annual team leaders retreat

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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 and be excited at the opportunity to be part of the long term ministerial formation and development planning coming out of the Ignite review.

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 ordained 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. S/he will be able to reflect theologically and offer a biblically based and practically relevant approach to pastoral counselling. In addition, s/he will have experience of working to resolve difficult and complex issues in personal, church and organisational settings.

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. Preaching and public speaking, as well as written communications will be a regular part of this role.

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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

SALARY

The post has a salary 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 enhanced public holidays.

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 salary from the minister and Additional Voluntary Contributions (AVCs) can also be paid at the member's option. The employer currently contributes 10% of salary, of which 6% is paid into the member's pension account, and the remaining 4% pays for life assurance, income protection and administration. (Our staff 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 included an element for housing, usually the notional value of a manse.

OTHER BENEFITS

We offer a number of other benefits to staff including:

- A staff restaurant which is open to all staff (this benefit relates to our current site)
- Flexible working arrangements
- Child care vouchers through salary exchange
- A Cycle to Work scheme, through salary exchange
- Support for personal and professional training and development
- An Employee Assistance Programme providing advice and support on personal, family and work related issues

OFFICE LOCATION

The role is based at the Baptist Union of Great Britain, Baptist House, 129 Broadway, Didcot, Oxfordshire, OX11 8RT. However, you should be aware that there is a major property review underway which might lead to us relocating locally in the next few years.

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. Weekend working may be required occasionally.

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 Manager, 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 Thursday 14 January. 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 Didcot, Oxfordshire in early February. 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.

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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 Specialist Team Leader has good background information and understanding before they start with us.



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