



BAPTISTS TOGETHER



JULY 2020
TEAM LEADER, FAITH & SOCIETY



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Welcome!

Our Union

The Baptist Union of Great Britain links nearly 2,000 churches, 13 associations and 5 colleges across England and Wales. We are in challenging times, and yet 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. Our churches' responses to the current coronavirus pandemic are an example of the creative and innovative ways in which we engage with our local communities and continue to disciple and support each other.

Seeking God's Plan

This is a key role, providing leadership to the work of the Faith & Society specialist team based in Didcot and participating in the wider collaboration and leadership of Baptists Together.

The profile included later in this document outlines the purpose and responsibilities of the role. However, we recognise that each person brings their own skills and strengths, and we look forward to discussing these with you.

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



Our vision, culture, values and current priorities

Our vision as a movement is:

GROWING HEALTHY CHURCHES IN RELATIONSHIP FOR GOD'S MISSION

We seek to deliver our vision through:

- Investing in Godly leadership
- Equipping churches for mission
- Pioneering and planting
- Enabling Baptist voices and action in the public square



Current Priorities

In the second half of 2018 the Baptist Steering Group and Baptist Union Council began to review our existing priorities and projects in order to identify what is important for us to focus on now and in the future.

Whilst continuing to develop our ongoing work in our four key areas, we highlighted a number of issues which we felt needed particular focus for the next three to five years. These were:

- 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 (Matt 28:18-20)'**. Council particularly wanted to embody this value in the context of mission, evangelism and discipleship. Our Mission Forum is particularly key to developing work in this area.
- To work through the remaining recommendations of the Ignite report into the future of ministry. 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.
- A similar but separate focus on Emerging 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.

Our Values and Culture

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

- **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)
- **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. (I Corinthians 12:24b-27)
- **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, to 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)



Faith & Society

The Faith & Society Team is one of the four specialist teams located at Didcot, providing expertise and support to churches and associations to enable mission and ministry. We have responsibilities which cover a wide range of issues such as media and communications, ecumenical and international relations, social and political engagement, justice issues, theological reflection, publications, the on-line shop and helping to deliver the Baptist Assembly.

At the heart of our communication strategy is our website, which continues to be developed and expanded by the team.

The Baptists Together Magazine is another part of our on-going work with three editions produced each year. Its inception and delivery are handled within the team working in partnership with an editorial group and numerous contributors to produce an exciting resource packed with stories and in-depth articles to engage and excite churches in mission. Each edition is themed, with the current edition focusing on Young Adults.

In relation to issues of justice we have three collaborative justice groups (racial, women, disability), and these are coordinated and most often resourced by the F&S team.

We also find ourselves in conversation with government departments around issues directly impacting Baptist churches, e.g. marriage, assisted dying, religious freedom. At other times we work together with ecumenical partners in the Joint Public Issues Team on issues like welfare reform, foodbanks, Trident and housing to produce resources enabling churches to engage with these issues locally.



Meet The Faith & Society Team

Diane Watts

Interim Team Leader

Diane joined the Team in February 2020. Having been the Ministry Team Leader at Selsdon Baptist Church, Diane then spent three years establishing a new charity working across Sussex to help churches of all denominations engage with the community in which God had placed them.



Paul Hobson

News and Baptist Times: Editor/Writer

Paul has a background in local newspaper journalism before joining The Baptist Times as its news editor. Paul now oversees the online BT and works closely on Baptists Together magazine. He loves sharing stories.



Hilary Treavis

Ecumenical and International Coordinator

Hilary functions as the Union's National Ecumenical Officer, focusing particularly on local ecumenical issues and encouraging Baptist engagement in interdenominational circles. Hilary also supports those who represent the Union internationally.



Wale Hudson-Roberts

Justice Enabler

Wale is very committed to issues of justice. He is the Justice Enabler for Baptist Together and part time pastor of John Bunyan Baptist Church. Wale's main priorities revolve around supporting churches, colleges and associations to develop just ways of relating and serving each other and the wider Baptist Union.



Beth Allison-Glenny

Public Issues Enabler

Beth joined Baptists Together in 2018 as a full time member of the JPIT team. Beth brings a Baptist voice to JPIT and brings the resources, campaigns and initiatives from JPIT to the wider Baptist movement.



Mike Lowe

Communications Manager & Media Enquiries

Mike is a Baptist Minister with a background in visual communication. Mike's calling is focused on supporting, enabling and communicating initiatives across our Union, together which help our churches feel part of God's bigger plan for our movement.



Mary Parker

F&S Coordinator: Creative Design

Mary has been a member of staff since 2001 joined the Mission Department. During this time, Mary's skills in graphic design and layout have developed further and she also acquired skills in managing the website. Amongst many other projects, Mary designs the Baptists Together magazine and oversees the development of our website.



Mat Gale

Communications Assistant

Mat has a background in Art & Design, and while studying Theology at Cliff College, had the calling and passion to aid and work with the church with Social, Digital and Printed media. Mat's main priorities revolve around creating custom content for multiple platforms for both Baptists Together and for churches to use.



Jane Day

Centenary Development Enabler

Jane is passionate about encouraging women to offer their gifts to the world. Her most recent experience of ministry was the development of a leadership programme for women alongside co-pastoring a multi-cultural church in South Africa. Jane is trained in Spiritual Direction and Integral Coaching.



Steve Tinning

Interim Public Issues Enabler

Steve joined the team in February of 2020 and still works as a Minister at Leigh Road BC. Like Beth, Steve brings his Baptist voice to the work of JPIT, while bringing the campaigns of JPIT to the Faith & Society team. Steve's passion in this role is for churches to engage in local justice, refugees and all who are marginalised.





Team Leader, Faith & Society

This role plays a vital part in enabling us to fulfil our overall vision for “**growing healthy churches in relationship for God’s mission**”.

You will be enabling Baptist voices and action in the public square as you embody and take a leading role in ensuring collaborative development, implementation and resourcing of policies and strategies.

This will include work in the areas of:

- Theological reflection and Baptist identity,
- Social and political engagement,
- Justice,
- Relationships beyond Baptists Together, and
- Ensuring that the mission, identity and vision of Baptists Together is communicated effectively with churches and to other partners and denominations.

As a member of the Core Leadership Team you will share in serving Baptists Together by offering spiritual leadership within the context of Word and prayer, and by exercising your leadership gifts in shaping, developing and implementing our shared vision, values and priorities across Baptists Together.

Key Responsibilities

Leading the Faith and Society team

1. Leading and line-managing the Faith & Society Team of 6 direct reports and a total team of 9. Together with the General Secretary and Specialist Team Leader colleagues, offering leadership and appropriate pastoral care to the whole of the Specialist Teams staff. More information on the team is available at: <https://www.baptist.org.uk/faithandsociety>

Strategic leadership

2. Ensuring that the richness of our Baptist identity is understood, developed and clearly communicated by drawing together theological, historical and contemporary missional thinking.
3. Taking a lead role in the strategic development of roles, events and opportunities that express our covenant relationships across Baptists Together (eg Presidency, Baptist Assembly).

Theological reflection

4. Enabling and equipping our churches and others to engage in Biblical reflection on key issues that are of shared interest across Baptists Together.

Enabling and representing Baptists Together

5. Promoting, enabling, equipping and offering co-ordination to our churches and others for social and political engagement and religious freedom; amplifying Baptist voices and actions in the public square. (Primarily, but not exclusively, through our participation in the Joint Public Issues Team).
6. Representing Baptists Together to government on legislative proposals, in close collaboration with our churches, associations and colleges, and engage with public policy issues through the Joint Public Issues Team (JPIT).
7. Ensuring appropriate participation in relationships and partnerships beyond Baptists Together, particularly with Baptist bodies in the UK, Europe and worldwide and also ecumenically; sharing information, issues, insights and best-practice within Baptists Together as appropriate.
8. Supporting and resourcing the life of Local Ecumenical Partnerships that have Baptist involvement

Supporting networking and communications across the Baptist family

9. Promoting, enabling, equipping and offering co-ordination to our churches and others to embody and develop our value, **‘Sharing a hunger for God’s coming Kingdom’** with particular reference to racial, gender and disability justice.
10. Enabling and facilitating networks and networking around our current priorities and issues across Baptists Together particularly mission, pioneering, children, youth & families, young adults, the environment and inter-faith engagement.
11. Ensuring that Baptists Together identity, vision and values, and stories are communicated with excellence among ministers, churches, associations and colleges.
12. Offering appropriate expertise to enable and equip churches, associations and colleges with their communications.
13. Working closely with relevant churches, associations, colleges and other specialist teams ensure appropriate support is provided in crisis media situations.
14. Overseeing the provision of project coordination and administrative support in the areas of publications and communication and events to support and enable churches, associations and colleges, as resources allow.



Baptists Together

1. Participating fully in meetings of Council and the Core Leadership Team and contributing to the shaping, development and implementation of Baptists Together vision and shared priorities and projects.
2. Taking the lead in enabling Council, Trustees and the Core Leadership Team to reflect on and develop appropriate responses to issues relating to the remit of the Faith & Society Team.
3. Identifying and responding to Faith & Society issues raised in the Baptist family and enabling the development of appropriate collaborative initiatives and policies.
4. Preparing and presenting papers to Trustees and Council on Faith & Society issues on behalf of the Baptist Steering Group.
5. Encouraging and enabling Baptists Together, through Council, Trustees and the Core Leadership Team, to reflect theologically on its shared life, relationships, structures and activities.

Key Relationships

Our organisation is complex, with a network of autonomous and interdependent churches, colleges and associations, served by specialist teams and a series of boards and working groups. This role will connect with all parts of our union and our ecumenical partners.

The post-holder will need to develop and maintain excellent working relationships with a wide range of colleagues and contacts, including:

- The national Baptist Union Council
- The Core Leadership Team (CLT) and the BUGB Trustees
- Other Specialist Team Leaders (STLs)
- Specialist Teams and Working Groups
- Associations, Regional Minister Team Leaders (RMTLs)
- Ecumenical partners and agencies, especially the Joint Public
- External media
- Local churches and leadership teams



What Are We Looking For?

We are seeking well-rounded individuals; people with wisdom and the ability to keep calm when others are not; women and men of faith who see the value of the inter-connectedness of Union life and eccumenical partners. We hope that you will bring a blend of skills, experiences and character traits that will allow you to thrive and flourish in our Team. Your character is as important as your professional skills.

Christian service and experience

We expect the Faith & Society Team Leader to be an Accredited Baptist minister, with experience of church leadership and active involvement in the wider life of Baptists Together.

Leadership and staff management

You will have experience of leading and empowering a staff team and the ability to enable the ongoing support and development of that team, working together to support the objectives of the team.

Baptist Identity and Biblical Reflection

You will need to demonstrate a deep understanding and appreciation of Baptist identity together with the ability to reimagine our Baptist convictions in our contemporary context. You will also have demonstrable skills in Biblical and theological reflection, as well as a gracious and resilient spirit that appreciates and values the diversity across Baptists Together.

Strategic delivery

You will need to be able to actively facilitate and engage others in creative thinking, consultation and collaborative working. You will be able to show your experience of effective management of resources.

Representation

The ability to represent Baptists Together nationally and identify others who can share in this too, is a key part of the role. Being able to work with others from a diversity of perspectives both within Baptists Together, ecumenically and in public life is also essential. You will need to have the ability to convey and communicate perspectives that may differ from your own and to do this with care and respect.

Working Style

This is a high profile and varied role and you will need to enjoy working collaboratively with others, even in challenging issues with multiple perspectives. Your work will often involve developing, reflecting on and representing differing perspectives within Baptists Together to society at large, so you need to be considered and careful so that the right messages are clear.

Communication and Collaboration

We expect you to give time to creating strong working relationships with leaders across and beyond our Union including our associations, colleges, ecumenical partners and colleagues at all levels.

The ability to communicate clearly and with influence will be vital, including public speaking and preaching, as well as the writing of articles, reports and papers. Collaborating constructively and effectively with all parts of the Baptist family will be a key part of the role. Specific experience in communications and media is desirable as you will be overseeing the development of our communications strategy and enabling consistent messaging in a wide range of formats and channels. You will be someone who can keep calm and focused when others are finding it difficult to do so.

Time commitment

This is a full-time appointment, and we have a track record of supporting flexible working in many different forms. We would be happy to discuss this with you.

The need to provide theological thought, leadership and guidance at national level, pastoral support and the ability to respond to urgent needs, particularly in terms of the Union's response to national issues, means that there is an expectation that you will be available to work in the evenings and at weekends, including meetings and conferences both within and beyond the Baptist Union.

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.

Equality and Diversity

We are keen to find the best possible candidate for this role, and we positively welcome applications from those in under represented groups, including women, those in the BAME communities and people who are disabled.



Terms And Conditions

Stipend

The remuneration package for this post is linked to ministerial stipend and includes provision of housing or a contribution to housing if appropriate.

We offer 28 days per annum annual leave plus enhanced public holidays and we provide sabbatical periods in line with the normal terms and conditions for Baptist ministers.

The Faith & Society Team is based at Baptist House in Didcot, Oxfordshire, and the Team Leader will need to be able to work in Didcot for at least 2 or 3 days of the working week.

Baptist Pension Scheme

You will be automatically enrolled into the Baptist Pension Scheme Defined Contribution arrangement. A range of contributions are available, with our staff section currently requiring 10% from the employee matched by 8% from the employer. Additional Voluntary Contributions (AVCs) are also available. Our pension scheme also includes 4x salary life assurance and income protection cover in case of long term ill health.

Other Benefits

We offer a number of other benefits to staff including:

- 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

At the time of writing, all of the Specialist Teams are working from home. We recognise that this may continue for some time yet, and will support the new appointee to this role to establish effective working arrangements if they start before lockdown ends.



Next steps

Expressing Your Interest

If you would like to express your interest, please send details of your work and ministry to date and a covering letter outlining your interest by email to Rachel Stone (rstone@baptist.org.uk), our Union's HR 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 interest in this role and how you see this forming a part of your ongoing ministry.

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 should be in leadership of your 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.

If you would like to have an informal conversation about the role before expressing your interest, please contact Angie Bryant at abryant@baptist.org.uk who can arrange a time for you to speak with Lynn Green, our General Secretary.

Selection And Decision

The closing date for applications is 9.00am on Monday 14 September. After a shortlisting process, we will hold interviews online on 28 and 30 September. Interviews will be carried out by a small panel, including the General Secretary, and there will be opportunity to meet online with the members of the Faith and Society team. You will be asked to give a presentation as part of this process, and will be given more details nearer to the time. We will also ask you to write a reflective piece about a current issue.

Induction

Recognising the complex nature of our Union, the seniority of this role 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 appointees have good background information and understanding before they start with us.



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