



## Central Baptist Association

### Ministers (1 x Full Time and 1x 0.5 Time ) Job Description

#### **Background**

The Central Baptist Association is one of the 13 associations in membership with the Baptist Union of Great Britain.( Baptists Together). We cover the four counties of Hertfordshire, Bedfordshire, Buckinghamshire and Northamptonshire with a membership of approximately 150 churches and 11,000 people.

The CBA is a registered charity and company limited by guarantee. The company has assets of approximately £2.7 million and Income (in the last financial year) of £273,000. The overall responsibility for the Association lies with the Board of Trustees known as The Council. Various tasks are delegated to sub committees

#### **Our Values**

We are best described by our mission statement, '*Walking together in mission and ministry*' and the Baptists Together's objective : *Growing Healthy Churches in relationship for God's mission* . We seek to fulfil this through the provision of Spiritual and Pastoral Care and Support and advice and support on matters of church governance and the provision of financial assistance through national and local grant support schemes.

As an Association we seek to encourage:

- Diversity- challenging and overcoming exclusion and barriers to inclusion
- Interconnectedness- facilitating partnerships locally and nationally
- Emerging Leaders- encouraging new, younger, emerging leaders
- Relational working that is person centred rather than task focussed
- Involvement and valuing of different views and perspectives
- Openness- the willingness to explore, be creative and willingly adventurous
- The development of deeper spiritual connectedness in churches and individuals
- Commitment and action to overcoming local and global injustice

#### **The Regional Ministry Team**

In 2022 all three of our regional ministers are retiring and so we have an opportunity to appoint a new team to take forward the work of our association. A new Team Leader will be appointed who will play a major role in shaping the new team.

We envision that this new team will consist of a Team Leader, 1.5 WTE Regional Ministers, 0.2 WTE safeguarding co-ordinator (already in post), a minimum 0.5 WTE Administrator.

It is envisaged that whilst the support of churches and ministers and the ongoing work of the association will be shared across the team, individual members will also bring specific

emphases of some of the specialisms listed in the appendix according to their gifting and interest

## **Regional Minister (Full Time) - the role**

The postholder will contribute to the spiritual and managerial leadership and direction of the CBA to enable the fulfilment of its purposes, vision and values in partnership with The Council, its committees and member churches as part of Baptists Together

### **Responsible to**

The Regional Minister will be responsible, on a day to day basis, to the Team Leader, making reports to Council meetings and committees as necessary.

### **Place of work**

The role will be performed from home or agreed office base within the boundaries of the Association but with extensive travel around the Association and to Baptists Together Meetings, national networks and other events, often requiring overnight stays.

### **Key responsibilities**

#### **Association Management and strategy**

- Contributing to the strategic direction of the CBA alongside the wider team, Moderator and Association Council
- Upholding and sharing the values of the association
- Ensuring that CBA resources are used in a way which maximise the effectiveness of mission and ministry according to our values and budgets in conjunction with Treasurer and Council
- Line managing the other Association staff as agreed, Administrator while supporting and engaging others (Including other ministers and volunteers ) in the utilisation their existing skills for the benefit of the Association's purposes and objectives
- Providing reports to council regarding the activity within the association as appropriate.
  - Sharing in the monitoring and mitigation of risks to the CBA
- Ensuring that the CBA is a place where all people can thrive in our churches and ministries through the implementation of good Safeguarding practices

#### **Support and care of Ministers**

- Sharing in the pastoral care of ministers and churches in the association.

- Promoting and encouraging Continual Ministerial Development within the CBA
  - Supporting Newly Accredited Ministers

### **Support and care of Churches**

- Visiting Preaching, teaching in the association churches regularly
- Ensuring that information about initiatives and good practice is shared across the CBA using a range of means
- Supporting churches in pastoral vacancy
- Engaging with conflict, within and between churches in a constructive and Christlike way, working towards reconciliation whenever possible
- Presiding at Inductions and Ordinations as a representative of the Association and wider BUGB

### **Relationships**

#### **Baptists Together**

- Play a full and meaningful role in the structures of Baptists Together appropriate to the post
- Develop and maintain good communication between the CBA and Baptists together around issues of purpose and strategy
- Engagement with Baptist Colleges, and the wider denominational groups and as a representative of the CBA

#### **Other relationships**

- Represent CBA on other Ecumenical bodies appropriate to the post and the work of the Association.
- Be the public face of the CBA, responsible for press releases, responding to press enquiries, and speaking on behalf of the Baptist family in the CBA in conjunction with the moderator and the specialist Teams at BUGB, being aware of reputational risk

## **Person Specification**

### **The person appointed will be:**

- An accredited Baptist Minister, experienced in local church ministry within the Baptist Family, able to relate to churches of all shapes, sizes and contexts.
- Trained to BU Level 3 in Safeguarding of Children and Vulnerable Adults
- An experienced Team Worker, able and willing to work closely with a range of people including those with differing perspectives.
- An innovator, bringing fresh vision to inspire and lead the association, able to initiate and manage improvement and developmental processes including change management.
- A bridge-builder and problem-solver, able to deal with people with wisdom and sensitivity in a wide range of situations.
- A community-builder, developing further the growing sense of identity and community within our association.
- An encourager of spiritual and vocational development and accountability, recognising the importance of this in ministry for self and others.
- A humble and imperfect disciple who is committed to the continued shaping and developing of their own faith, calling and spirituality, seeking the guidance and help of the Holy Spirit in all things.
- Committed to their own personal spiritual and ministerial development through the Continuing Ministerial Development scheme

### **The person appointed will have:**

- Experience in leadership, able to build relationships and encourage the use of gifts.
- Excellent communication skills both written and verbally, be competent with current technology and social media. With the ability to effectively lead worship and preach.
- Financial awareness; able to understand church accounts at a basic level
- Safeguarding awareness; to be familiar with the BUGB Safeguarding Policies, Safe to Grow and Safe to belong, and the importance of these in local church life.
- An interest in and be committed to the Baptist family nationally, willing to play their part and give time and energy to national as well local Baptist life.
- The ability to organise a varied and demanding workload, managing their own time well, and able to prioritise and delegate tasks where appropriate.

- A flexible approach, willing to travel widely and to be fully committed to this role as a calling, working long hours at times, including weekend working where required.
- A full driving licence and their own car available at all times. (All mileage will be reimbursed at CBA rates)
- Be trained or willing to be trained in Conflict Resolution at Senior Church Leader level.
- Expertise or ability in one or more of the areas of interest outlined in Appendix 1 with a willingness to develop these in the light of the purposes and needs of the Association

### **Terms of Employment**

The post holder will be appointed according to the standard terms and conditions of the appointment of Baptist Ministers except

- The CBA Disciplinary and grievance policies and procedures will apply
- Housing assistance will be available according to the post holder's needs
- The post is subject to a one year probationary period and Annual Appraisals
- The Stipend will be set at the National Level + 20%

### **Appendix 1 Specialisms / Interests to be desired within the Team**

Within the Regional Ministry Team as a whole it is expected that the following specialisms or interests ( among others) will be found . Where this is not possible expertise from beyond the team will be sought.

- Small Churches
- Children Youth and Families
- Evangelism
- Pioneering
- Millennials
- Digital Church
- Justice
- Environment Creation Care