



Qualities we seek in our new Minister

We say ‘seek’ because we recognise the human impossibility of one person having all the attributes we have noted below; so we will bear that reality in mind both during the selection process and when in post.

- A deep, personal faith in Jesus Christ as Saviour and Lord and committed to prayer.
- Has a reflective, visionary mindset towards personal and church Kingdom development.
- An ability to speak, preach and challenge engagingly and realistically, bringing the Bible to life with humility and purpose, inspiring listeners to increasing depths of spiritual understanding, whilst living a life consistent with discipleship.
- Actively encourages the out-working of gifts and fruit of the Holy Spirit.
- Has a heart for both evangelism and discipleship, enabling vision for both and sharing faith enthusiastically.
- Humble, self-aware yet faithful, with a heart for justice; showing grace in trying situations and balancing authenticity with empathy.
- People person - has a desire and pastoral heart to connect with people of all ages both within and outside the church; shows an interest in and care for each individual.
- A team builder and player, who expects and gives constructive feedback whilst working collaboratively with the leadership and various ministry teams, and inspires and models accountability.
- Ability to mediate and resolve different perspectives wisely; works with the highest standards of confidentiality, and has the courage to hold difficult conversations.
- Values personal wellbeing, adopting a healthy life /ministry balance and models the same to all.
- Ability to identify culture gaps between the church and community and address them as appropriate.

- Supports and models good safeguarding practice in the church for children and adults, ensuring high levels of pastoral care and support are provided with defined and appropriate limits.
- IT literate, confident and competent with technology.
- An accredited Minister, having completed a diploma or degree in theology.
- Disclosure Barring Service enhanced clearance.
- Must have the legal right to live and work in the United Kingdom

Supplementary information

- The appointment will be subject to a probationary period of twelve months.
- To support development plans and training, a performance appraisal scheme will apply, reviewable annually.
- The church will discuss and agree a financial package at the appropriate time in the appointment process.
- This will have regard to the experience and circumstances of the candidate, and will include a stipend above the Baptist Union standard, a pension and an appropriate housing allowance for the area.
- Reasonable relocation expenses will be met, and all reasonable expenses incurred as part of the ministerial role will be reimbursed.

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