



# Eastern Baptist Association

Application Pack for the role of

## **Regional Minister: Team Leader for the EBA**

# WELCOME

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Our current Regional Minister: Team Leader retires at the end of April giving rise to an exciting, challenging, and rewarding opportunity.

The Eastern Baptist Association is one of the 13 associations in membership with Baptists Together. We cover the four counties of Norfolk, Cambridgeshire, Suffolk, and Essex. We have a membership of 171 churches.

Relationship is at the heart of the EBA Team. We delight to work in relationship with our churches, missional communities, pioneers, and chaplains, to see God's kingdom grow. We enjoy the diversity of our region with coastal towns, university cities and many rural communities, and we celebrate and support diversity and creativity.

We recognise that society has changed considerably, and we are seeking God for what that means for us and looking for the right person to lead us forward. If you are someone:

- who loves to work in new, creative, and innovative ways
- who loves to build relationship and networks with a heart for Jesus
- who is sensitive, courageous, and with proven ability to implement emerging vision
- who is passionate about making Jesus known
- experienced in local ministry, regional and Baptists Together life

then this role may be for you.

This is a full time, paid role and involves strategic leadership across all aspects of the Association, (currently includes particular responsibility for the Norfolk churches) and with a commitment to developing and taking forward the emerging vision within the staff team, EBA Council and across the region. The role also involves sharing in the collaborative leadership and discernment of Baptists Together and representing the Association at national gatherings. A manse will be provided if required.

As a trustee board we are excited to see where the Lord will lead us. And we look forward to facing the challenges and opportunities along with whoever the Lord calls to fulfil this role.

If you want to discuss the role further, you can contact me on [moderator@easternbaptist.org.uk](mailto:moderator@easternbaptist.org.uk)

***Fiona Heddle***

Moderator for the EBA



# OUR VISION

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*“Growing healthy churches in relationship for God’s mission in the East of England.”*

Our current strategy was reviewed and updated in 2019 and list 8 areas of focus.

## **FOCUS AREAS:**

- Growing Godly leaders
- Encouraging healthy churches
- Stewarding shared resources
- Facilitating fruitful partnerships
- Enabling relevant training
- Sharing inspirational ideas
- Offering apostolic leadership
- Advocating transformational justice

You can download the full strategy document from the ‘about’ page of our website.  
[www.easternbaptist.org.uk/about-eba/](http://www.easternbaptist.org.uk/about-eba/)

# OUR STAFF TEAM



**Vacant**

*Regional Minister  
Team Leader  
(Area 1)*



**Graeme Ross**

*Regional Minister  
(Area 2)*



**Claire Blatchford**

*Regional Minister  
(Area 3)*



**Gale Richards**

*Part time Regional  
Minister (Area 4)*



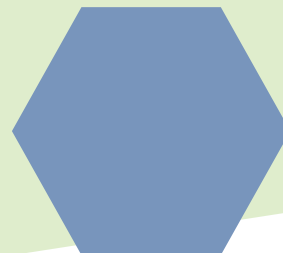
**Hayley Beckett**

*Association  
Secretary*



**Diane Forsyth**

*Association  
Safeguarding Lead*



**Julie Eady**

*Association  
Bookkeeper*

You can download further details about EBA life from our website: [www.easternbaptist.org.uk](http://www.easternbaptist.org.uk)

# THE ROLE

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**Title:** Regional Minister: Team Leader  
**Responsible to:** Moderator of EBA Council/EBA Council  
**Hours Full Time:** (6 days a week)

## Main purpose of the position

Our current EBA objective agreed in 2016 states that our aim is “Growing healthy churches in relationship for God’s mission within the East of England”. Our aim has not changed but we recognise that the world around us has.

We live in times of great change, and we want someone who can help identify the changes that have happened, and continue to happen on many levels in social, community, denominational and church contexts; a person who is passionate about helping the Association and its churches:

- to assess, process and understand change in churches and in the secular world outside of church.
- to lead and manage the Association in recognising the opportunities and challenges that churches face in responding to these changes whilst remaining faithful to the gospel and underpinning the Association’s objective.
- to be forward-thinking, visionary, and prepared to think and operate in new and challenging ways, so that the Association remains contemporary, relevant, flexible and fit-for-purpose in the decade ahead.
- to be confident in leading people through radical change, as we evolve, adapt and discover new ways of operating.

You must have an openness to working in new, creative, and innovative ways. Willing to love, encourage and care as well as to challenge and effectively stimulate and facilitate change.

This aspect of the RMTL role will take up a large proportion of your overall time and you will need to be a collaborative team player, able to build the team, manage the team effectively, and work well as part of that team.

You will provide strategic and spiritual leadership together with vision and direction for the Association, identifying needs, gaps, and opportunities, discerning the Holy Spirit’s guidance, and enabling the team and Council to formulate this into a plan of action to enable the required outcomes.

This will also include:

- Encouraging churches to be healthy by offering spiritual leadership, wisdom and discernment and offering pastoral support to ministers within the Association
- Encouraging and enabling mission in every situation; welcoming and embracing all forms of mission from inherited models to contemporary, innovative, and pioneering approaches to ensure that mission always remains high on the Association's agenda.
- Relational team working, leading the team, line-managing and developing the other members of staff, and upholding the strong sense of community and collaborative working that currently exists with the team and more widely.
- National and ecumenical working: maintaining strong working relationships with colleagues from the wider Baptist Family around the country and from other denominations in our area.

## Other Responsibilities as Team Leader

### 1.0 Strategic/Regional Lead

- 1.1 Regularly meet with others, including EBA Council in discerning the will of God for the EBA.
- 1.2 To be aware of national and international events, trends, and laws to ensure the Association is adequately informed and guided.
- 1.3 Co-ordinate the implementation of the vision and priorities of the EBA.
- 1.4 Ensure co-ordination of EBA annual events, conferences, training events and publicity, working within budgets.
- 1.5 Be a visible presence in the Association, ensure there is regular contact with all churches either directly or through the regional team or by encouraging self-sustaining networks of ministers and churches.
- 1.6 Attend national meetings of Core Leaders and Team Leaders to share in the collaborative leadership and discernment of Baptists Together.
- 1.7 Attend Baptist Union Council as one of the Association representatives.
- 1.8 Regularly meet with members of our partner Association (Central).
- 1.9 Ensure the identification of gifts and skills in the Association's churches and encourage involvement and service in the life of the Association.
- 1.10 Be the public face of the EBA, responsible for press releases, responding to press enquiries, and speaking on behalf of the Baptist family in the EBA in conjunction with the Moderator and specialist staff of the BUGB, being aware of reputational risk.
- 1.11 Ensure that information is shared and disseminated appropriately within the EBA.
- 1.12 Provide reports to the EBA Council and Member churches as required.
- 1.13 Undertake other duties requested by the Moderator and Council.

## 2.0 EBA Staff Team

- 2.1 In conjunction with the Council, recruit, induct, support, monitor, appraise and ensure on-going support of the regional team members. Currently the team leader acts as line-manager for the other 2.5 Regional Ministers, Association Secretary and Safeguarding Lead.
- 2.2 Utilise specialist services and talents within the Regional Team, involve volunteers and consultants as necessary.

## Responsibilities as a Regional Minister (this is generic to all Regional Ministers within the EBA)

### 3.0 Mission Development

- 3.1 Encourage mission in the Association.
  - 3.2 Facilitate churches in sharing resources and working together for mutual benefit and for mission.
  - 3.3 Promote the development of local church clusters/districts.
  - 3.4 Ensure comprehensive record keeping on Regional Team contact with member churches and those seeking to join the EBA.
  - 3.5 Promote the work of Home Mission, undertake mission consultancies, assisting to devise mission action plans for those churches seeking Home Mission support.
- #### 4.0 Minister Support
- 4.1 Support those enquiring about Baptist ministry through the recognition and accreditation process.
  - 4.2 Ensure active supervision, support, and development of Newly Accredited Ministers (NAM), involvement with the NAM programme, liaise with mentors and report to BUGB Ministries Team.
  - 4.3 Promote in-service training and development, encouraging ministers in Continuous Ministerial Development and sabbatical programmes. Promote the BUGB appraisal scheme "Review of Ministry" for ministers.
  - 4.4 Provide pastoral care to ministers and churches.
  - 4.5 Support those ministers who are seeking God's purposes for them through the Baptists Together Settlement process.

### 5.0 Church Support

- 5.1 Provide guidance to churches working through the Baptists Together Settlement Process, ensure representation of the Association at inductions and ordinations.
- 5.2 Ensure assistance to, and support of, churches in difficulty and/or in crisis situations, and enable ministers, leaders, and congregations to identify and resolve their problems at an early stage.
- 5.3 Engage with conflict, within and between churches, in a constructive and Biblically sound way, working towards reconciliation wherever possible.
- 5.4 Preach, teach, and lead worship as required.

# PERSON SPECIFICATION

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## The person appointed will be:

- An accredited Baptist Minister, experienced in the life of Baptist churches within the Baptist family, and who is actively engaged in Continuing Ministerial Development. The successful candidate will also be required to have completed a DBS check.
- 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.
- A collaborative leader, able and willing to work closely with a range of people including those with differing perspectives. Able to relate to a variety of church contexts, missional communities, pioneers, and chaplains.
- An innovator, bringing fresh vision to inspire and lead the Association as it responds and adapts to the challenges and changes that have taken place, and are taking place, in the world, in Baptists Together, Baptist associations and churches. Being able to address and initiate the necessary responses to those changes and effectively steer and manage the regional team and Association through them.
- 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.

## The person appointed will have:

- A proven track record in effective leadership, able to lead and manage a team, build relationships, implement change, and earn the respect of all.
- Excellent communication skills both written and verbal, be competent with current technology and social media.
- Be able to effectively lead worship and preach.
- A financial awareness; able to understand church accounts at a basic level and the financial affairs of the Association.
- Safeguarding awareness; to be familiar with the BUGB Safeguarding Policies and the importance of these in local church life, and undertaken regular Excellence in Safeguarding training,
- An interest in and commitment 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, occasionally working long hours, including weekend working where required.
- A full driving licence and their own car available at all times. (All mileage will be reimbursed at EBA rates)
- Will be trained or willing to be trained in Conflict Resolution at Senior Church Leader level.

# TERMS & CONDITIONS

The recommended ministerial terms of appointment are offered as outlined on the Baptists Together website

Remuneration will be based on 1.4 times the Baptist standard stipend.

A housing allowance is available, or a manse will be provided.

Regional Ministry requires a willingness to be flexible in working patterns. This includes availability on Saturday and Sunday, as well as several overnight stays throughout the year

The role requires frequent travel across our association area. It is essential that you can drive and have access to your own vehicle.



# HOW TO APPLY

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If you believe God is leading you to apply for this role, please complete the application form and attach a covering letter expressing your interest in the role.

Return your completed application form and covering letter to [secretary@easternbaptist.org.uk](mailto:secretary@easternbaptist.org.uk).

The closing Date for Applications: **Midnight on Monday 29th May.**

## WHAT'S NEXT?

Shortlisting will take place by Sunday 4th June; applicants will be notified of the outcome as soon as possible after this.

Interviews are scheduled for June, all day at a location within the EBA.