

Regional Minister Application Pack



Closing Date for Application: Monday 19th September, 2022

Welcome...



An opportunity has arisen for a new Regional Minister to join South Wales Baptist Association. We believe this is an exciting and rewarding role for someone who senses that God is calling them to Regional Ministry. We are confident that God is raising up the right person to share in our vision and values in order to further develop our work in serving the churches in South Wales.

We hope that the information contained within this pack will aid you in prayerfully considering whether God might be calling you to this role. If you would like to discuss any aspect of this position, please feel free to contact me on mark@swba.org.uk

Mark Fairweather-Tall, Regional Minister Team Leader

Introducing South Wales Baptist Association (SWBA)

SWBA is one of thirteen Associations working across the Baptist Union of Great Britain. We serve over 125 churches and missional communities throughout the region.

Our purpose is to walk alongside all with whom we are in partnership, encouraging and enabling each to grow in their ability to be a healthy expression of God's Kingdom.

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Our Values...



We consider the way we do things to be of paramount importance. Therefore, we are committed to intentionally display our values in all that we do.

Passionate for mission

God is at work on earth, and it is our incredible privilege to be a part of this work as we seek to see lives and communities transformed by the gospel.

Innovative and visionary

God is Creator and always doing new things. We want to be willing to take risks, to step out in faith and move beyond the familiar way of doing things.

Generous and relational

God has demonstrated His willingness to give however great the cost. We seek to work fruitfully with others as we share ideas and resources. God is love and everyone is special to Him. We aim to see others through God's eyes.

Committed to justice

We experience a 'holy discontent' that leads us to work towards Kingdom values. This includes confronting evil, challenging injustice, and valuing the whole of creation.

Our Vision...

In 2020, the Regional Team and Trustees met together to discern our vision for the future. Each year it is the responsibility of the Regional Team to devise the strategy to help this vision become reality.

Relationship – We want people to value Association Life and being a part of the Baptist family. We will seek to offer opportunities for positive and inspiring interaction. Our aim is for each church or minister to have at least one personal interaction with the RM team each year.

Well-being – We recognise well-being affects those inside and outside of church. We want churches to be a place where people can go to be restored and refreshed. We want ministers and churches to experience the Association as a place of listening, encouraging, and guiding when calling out for help or support.

Missional Focus – We seek to encourage and inspire churches and ministers to engage in relevant, creative mission in their communities. Our aim is that many of our churches will be involved in pioneering as an expression of God's Kingdom resulting in making healthy disciples.

Children's, Youth and Families – Develop a network of paid and volunteer CYF workers who can encourage one another and feel valued in all they do. We aim to resource and equip CYF workers in effective, creative, and innovative ways.

Continued Ministry Development – To promote and provide opportunities for an increasing number of accredited and non-accredited ministers to engage with practices that support the development of their ministry.

Our Team...



Revd Mark Fairweather-Tall

(Team Leader)

Mark joined the Association as team leader at the beginning of 2020. Prior to that he served in two churches: Norwich Central Baptist Church (2006-2020) and Pershore Baptist Church (2000-2006). He studied at Regents Park College, Oxford. Prior to that he taught Economics and Business Studies for three years.



Karen Kaneen

(Association Administrator and Company Secretary)

Karen started work for the association in January 2019. She is the friendly voice on the end of the phone in the association office. Karen also deals with many enquiries throughout the week and helps to ensure that everything run as smoothly as possible.



Revd Naomi Dickerson

(Renew Wellbeing Co-ordinator/Advocate)

Naomi works for SWBA three days a week, helping churches develop Renew Wellbeing spaces. She has a real heart for people and helping them explore faith and discipleship. She considers it a privilege to be allowed to walk alongside others at times of great highs, lows and everything in between.



Kath Needham

(Safeguarding Lead)

Kath is the Partnership Safeguarding Lead for Webnet, the South Wales Baptist Association and the South West Baptist Association. She gives churches advice and assistance on any safeguarding matter, which might include safeguarding concerns, safe recruitment advice, help with safeguarding policies and procedures and advice on DBS checks.

Ministry in South Wales...

SWBA churches stretch along the M4 corridor and into West Wales. From Chepstow in the east, through to Broad Haven in the west, the Association encompasses the cities of Newport, Cardiff and Swansea. Many other churches are located in valley communities and rural Monmouthshire. Brecon is the location of our most northerly church, with Barry being the most southerly.



South Wales has many beautiful locations; from hills and mountains to stunning coastal areas with beautiful beaches; from majestic castles to the Big Pit National Coal Museum, there is much of interest to explore.

Wales is a devolved nation with its own parliament, the Senedd, located in Cardiff Bay. Education and healthcare are two examples of areas where the Welsh Assembly has power to make its own decisions.



Map showing the location of SWBA churches

Continued...

Baptists Together are not the only Baptists in Wales. The Baptist Union of Wales is made up of two wings – a Welsh-speaking wing and an English-speaking wing.



We work in close collaboration in a number of different ways, including: holding a joint Minister's Conference; an annual event for churches' called 'Momentum'; combining our Newly Accredited Ministers programme. We value our partnership highly.

There are also several other Baptist churches in the region who are not affiliated with either BUGB or BUW.

Wales is a bi-lingual nation, and you will meet Welsh language speakers in the role. SWBA churches are English speaking and so being able to speak Welsh is not an essential requirement of the role.



We also value our strong links and friendship with Cardiff Baptist College. It is a privilege to work closely in a variety of ways.

We have an Association Office located within the college and this is a great base for us to work from and fosters our close working relationship with CBC.

(A picture of our Association Office)



The Role...

Title: Regional Minister

Accountable to: Team Leader and Trustees

Hours: Both full-time and part-time applications will be considered (please indicate in your covering letter whether you are applying for a full-time or part-time position)

The Purpose of the Appointment:

To serve the Association churches and their leaders with the aim of enhancing their work for advancing the Kingdom of God across the area covered by the Association and beyond.

Person Specification

We believe the successful applicant will have a growing sense of God's call to Regional Ministry. Character is key and considered to be of first importance in making this appointment.

We expect the person to:

- Be a Christian involved in the life of Baptist Churches and an Accredited Baptist Minister.
- Be spiritually mature, prayerful, and open to the leading of the Holy Spirit, with a lively and inspirational personal Christian faith, modelling a spirituality arising from a deep relationship with God and church.
- Display the Marks of Ministry as identified by Baptists Together.

- Be a person with a heart for sharing faith, a passion for social action and a commitment to issues of peace and justice, within the mission of God.
- Be self-motivated with a robust and resilient personality and temperament, with proven ability to cope with stress and withstand pressure.
- Be able to encourage churches and bring a prophetic voice to enable effective development in mission and ministry.
- Have a proven track record in ministry, with significant emphasis on mission.
- Be able to work collaboratively and build trust with ministers, staff colleagues (both regionally and nationally in BUGB and BUW), staff in Baptist colleges, representatives of other denominations, and the churches.
- Have a flexible approach to working patterns.
- Bring a non-anxious presence when engaging with conflict within and between churches. Be able to bring a constructive and biblically sound way of working towards resolution and reconciliation wherever possible.
- Be able to work in a well organised way, capable of discerning priorities, managing workloads and projects effectively.
- Be an excellent communicator, both in writing and speech; be competent with current technology and social media.
- Be fully committed to, and have an understanding of, safeguarding, equal opportunities and anti-discriminatory practices.

Regional Minister Role Description

The Regional Minister will work as part of the association team to share in and implement the association vision, values and strategy. Team working is vital as many responsibilities will be shared.

Core responsibilities

The team works on a collaborative basis and so there will be an overlap of responsibilities between Regional Ministers.

- Actively and strategically encourage mission and pioneering in the churches. Ensure SWBA resources are released to advance this
- Provide encouragement and pastoral care for ministers and churches
- Provide support and guidance for ministers and churches in areas potentially including ministerial formation, ordination, induction, accreditation, continuing ministerial development, settlement, and end of pastorate.
- Support ministers and churches in crisis or facing challenge
- Provide regular advice and information to the Board of Trustees as to the progress of programmes, policies, and processes.

Other key responsibilities

- Proactively support networking between ministers, churches, colleges and wider community/faith networks.
- Promote the Home Mission scheme.
- Manage the Association's grant making process in collaboration with The South and West Baptist Enabling Partnership (PEG).
- Preach, teach, lead worship, and visit churches
- Ensure representation in local ecumenical networks and on ecumenical bodies.
- Ensure support of local ecumenical partnerships (LEPs)
- Have an annual appraisal and take part in any training identified through this.
- Play a supportive and meaningful role in the wider life of Baptists Together.
- Liaise with other Association team members and BUGB Specialist Teams on all relevant matters.
- Carry out other duties that are appropriate for the post as required.

Areas of responsibility, dependent on gifting

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 but we hope at least a couple of these areas will be covered by an applicant.

- Small Churches & Rural Churches
- Children, Youth and Families
- Discipleship making movements
- Sharing faith
- Pioneering
- Millennial/ Gen X / Gen Y age groups
- Digital /social media
- Justice
- Environment and Creation Care
- Legal/Governance

Flexible Working – Hours and Travel

A key component of Regional Ministry is the willingness to be flexible in working patterns. This includes availability on Saturday and Sunday, as well as several overnight stays throughout the year.

Because of the nature of the role, it is vital that you can travel both within the region and nationally. You will need to have use of a car.

What if I don't tick all the boxes?

We understand that any new role can bring a steep learning curve. You may not tick all the boxes or be sure whether you can fulfil the role as outlined here. Don't let that put you off. Where God calls, He also equips – this is why character and calling are the two most important criteria we are seeking.

There will be an induction process and you will be joining a supportive and encouraging team to help you thrive in the new role

Terms and Conditions...

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

(full-time appointment)

https://www.baptist.org.uk/Articles/368867/Terms_of_Appointment.aspx

(part-time appointment)

https://www.baptist.org.uk/Articles/368868/Terms_of_Appointment.aspx

Remuneration will be based on 1.3 times the Baptist standard stipend.

Housing

A housing allowance is available. Whilst the Association does not currently own a suitable manse, we are open to purchasing or renting a property should it be required.

Next Steps...

If you believe God is leading you to apply for this role, please fill in a standard BTSP Ministerial Profile. If you do not have this form, please either contact the Regional Minister of your Association, or contact Mark Fairweather-Tall: mark@swba.org.uk

In addition, please send a covering letter expressing your interest in the role and outlining the steps you have taken so far to reflect on whether God may be calling you to Regional Ministry in South Wales.

You will also need to provide us with the names and contact details for three references. Ideally, one should be from a Regional Minister, a second from someone who has experienced your ministry and a third, a character reference provided by someone who knows you well. Please also indicate whether we can take up any, or all, of these references prior to interview.

Please send your application, covering letter and referee details to:

office@swba.org.uk by Monday 19th September

The Process...



Closing Date for Application: **Monday 19th September, 2022**

Shortlisting will take place by the end of September and all applicants will be notified of the outcome as soon as possible after this.

Interviews are scheduled for **Wednesday 19th October**, to take place at Cardiff Baptist College, 54 Richmond Road, Cardiff, CF24 3UR.

The Search Team will take time to prayerfully consider all those who come for interview and will reach a decision as soon as possible. Please note that there are a number of stages that must be completed before the Appointment can be confirmed.

- The decision will need to be confirmed by the Board of Trustees and affirmed by the Council of Churches.
- All references must be taken up, as well as all relevant pre-employment checks carried out, such as a DBS. This will all be done as quickly as we can in order that the individual has confirmation of the appointment as soon as possible.

We understand that the process of applying for a new role can bring a wide mix of emotions in seeking to understand what God is saying. Please be assured that we are praying for God to raise up the right person and we will be upholding in prayer all who have conversations and/or apply for this role.

Thank you for the time you have given to exploring the South Wales Baptist Association Regional Ministry role. May God bless you richly as you continue to serve Him in the days ahead.