

BROMSGROVE Baptist Church

Offering the transforming love
of Jesus Christ in the realities of life



Bromsgrove Baptist Church
New Road
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www.bromsgrove-baptists.org.uk

CHURCH PROFILE

Role description – Associate Minister with responsibility for Children & Youth

We are excited to be able to offer this new full-time role as we strive to see God's big vision fulfilled in our Worcestershire market town.

Over the past three years of shared ministry with our former Associate Minister, opportunities have continued to grow for our Senior Minister, Rev Paul Lewis, to engage in mission & ministry across our wider community. At the same time, we are continuing to see more families join us who have children and young people. We therefore need to strengthen our response to the many and varied opportunities we have for mission & ministry, by building on previous experiences of team ministry, and going further.

Through this full-time position you will have the primary responsibility for oversight of all aspects of our children's & youth ministries. You will also have involvement with all other aspects of church life, as determined by your gifting. We anticipate there being scope within your role to take a strong lead in certain areas, with a preference for prayer and pastoral care, preaching and leading worship.

In summary, key responsibilities will include:

- Working alongside our Senior Minister and Leadership Team, you will be part of a "Core Ministry Team" through which all responsibilities for church leadership and vision development will be shared.
- Your specific responsibilities will be to focus on up to three of our core leadership teams, with our Children & Youth Team being your main responsibility. Pastoral Care and Prayer are likely to form the bulk of your additional responsibilities.
- Our Senior Minister will concentrate on giving the main leadership oversight to the church in all aspects of vision & strategy. This will include primary oversight for three of our core leadership teams: Teaching & Discipleship, Community & Outreach and Missions.
- Beyond the church, we will look for you to build relationships with local schools, and in particular the two High Schools in Bromsgrove.

In this profile we have sought to provide you with sufficient information to help us discern together whether the Lord is calling you to join with us in mission and ministry in Bromsgrove. Please also refer to our church website where some of this information will be expanded.

We are hoping that the right person will start in September 2018 and invite applications from those who are Accredited Ministers of the Baptist Union of Great Britain, as well as those ministering within other church traditions. For those presently ministering outside of the BU, we will expect there to be a clear understanding and acceptance of Baptist Faith and Principles, as set out in "Appendix A" of this profile.

Applications from Baptist Ministers can be made by sending us a Nomination Profile set out according to BU guidelines. Please ask your Regional Minister to send a commendation in support of your application.

Other applicants will be asked to complete an application form and provide names of two referees which may be used in our consideration of your application.

Nominations Profiles, or requests for an application form, should be sent by email or post to Rev Paul Lewis: pl@bromsgrove-baptists.org.uk 16 Leadbetter Drive, Bromsgrove, Worcestershire, B61 7JG. Tel: 01527 759049.

Introduction:

Bromsgrove is within easy reach of major road and rail networks, including the M5, M42, and Birmingham New Street Station.

The church building is within 100 metres of the town centre and closely surrounded by mature housing and retirement apartments. Car parking at the church is limited, but there are a number of roads within 50 metres of the church where you can park.

See “Appendix B” for more information about the history of the church and the town of Bromsgrove.

Church family and Covenant Partnership

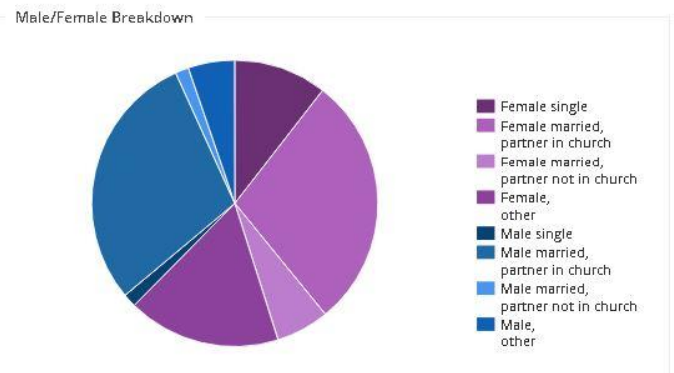
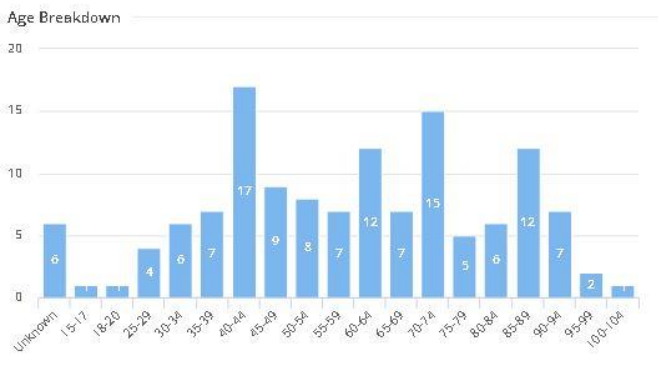
If we take into consideration the full breadth of our church activities and connections, we probably touch the lives of over 400 people per week, many of whom are families, children and young people.

Our church directory records the details of those who we would describe as our “church family”. At present our directory includes the names of 133 adults and 65 children and youth. These numbers have been growing since calling Paul in 2011.

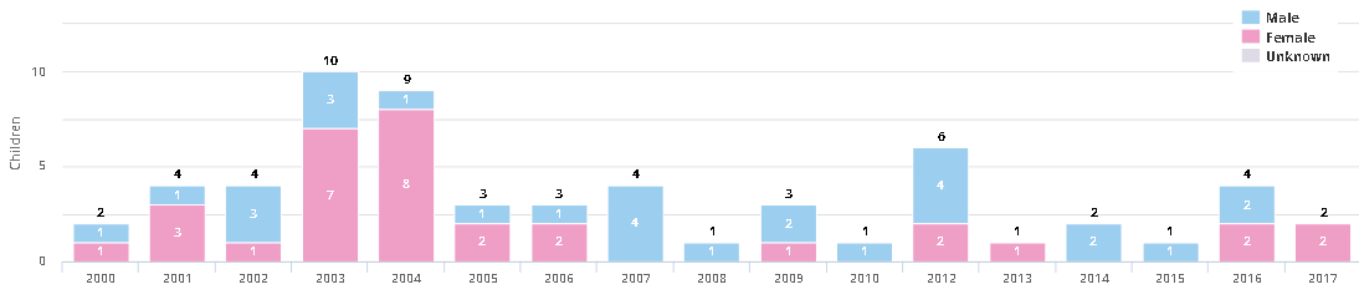
Our regular Sunday morning congregation numbers are approximately 100 adults and 40 children. We have a number of people who are unable to attend regularly due to age or health circumstances, but we still consider them as part of our church family and their pastoral care needs are important to us. Our care also extends to those with whom we have contact through regular attendees, such as their children and spouses.

We seek to demonstrate our welcome and belonging through Covenant Partnership (formerly known as “Membership”). We currently have 69 people in Covenant Partnership, and several conversations are taking place with others who we hope will add to this number. The tables below show the age profile of our whole church family.

50 men 83 women 61 avg. age 1.49 miles avg. distance



Calendar Year Breakdown



Belief and Practice

Core beliefs:

We believe that there is only One God, Father, Son and Holy Spirit. God is the creator and sustainer of all life, and is not limited by time or space, which means He is always with us wherever we are. God is eternal, without beginning or end. He alone is all powerful, all loving and abounding in creativity, joy, mercy, wisdom, kindness and holiness. He is infinite and yet desires to have a deeply personal relationship with each one of us through Jesus Christ.

We believe that Jesus Christ is Lord and Saviour, and through His death on the cross and His resurrection, sin and death were defeated. It is through our response to Jesus that we know forgiveness, freedom and hope.

We believe in the power of the Holy Spirit and that He is dwelling within, and available to each of us through our relationship with God.

We believe that with the Bible to help everyone understand who God is, we are guided by God's Holy Spirit to be an expression of the community that God longs to see throughout the world.

We believe that as God's people we are called to demonstrate our faith commitment through our belonging to His church, in baptism, and in service.

Style of worship:

Our Sunday worship style is best described as “broadly charismatic”, although we readily acknowledge that our whole lives need to be seen as worship. We strive to be a praying people and are open to new ways of encouraging the wider use of spiritual gifts in the context of Sunday worship.

We seek to develop ways of involving the whole church family so that worship is relevant to all those who attend our church services. We are committed to developing and using spiritual gifts and people from the congregation frequently lead worship and preach. Others may be involved in reading scripture, prayer, or sharing testimony as well as occasionally drama, dance and puppets. We aim to include time for personal response and reflection within each service and have used a variety of ways of doing this.

We tend to have one person leading and a different person preaching on a Sunday morning, supported by a wide range of musicians. We draw on a broad mix of modern songs, together with a few traditional hymns. Our musicians meet twice a month to rehearse, learn new songs and share fellowship.

On the first Sunday of the month we have an All Age Worship service, and so all stay together for the whole service. On the other weeks, our children and young people are with us for the first part of the service, before going to their own groups, which we call J-Team. Communion is shared on the third Sunday morning of each month, and at “Sanctuary” on the second Sunday evening of the month.

Teaching:

We have a strong Bible-based teaching ministry both from the pulpit and within mid-week Life Groups. We believe the Bible to be relevant to all aspects of life and look for preaching that will challenge and inspire us both in our individual relationship with God, and in the situations and relationships we encounter every day.

Preaching themes seek to address particular needs and provide a consistent pattern of teaching. In addition we invite outside speakers and occasionally join with other churches in the Baptist cluster or in Churches Together in Bromsgrove.

Purpose, Values & Vision

With Jesus as our starting point in all things, we have sought to understand who we are in Christ, and what it is that we hold as being distinctive about Bromsgrove Baptist Church.

We are clear on our purpose as church in that we exist to be “Offering the transforming love of Jesus Christ in the realities of life”. Our guiding values then enable us to articulate the culture we want to develop as church, that being church as a place of “Belonging, Growing, Serving”.

Through these values we believe that the Lord has given as a vision to be:

- A community of God’s people living out compassionate care, offering generous hospitality, and embracing ways of gracious belonging
- A community of God’s people who are growing in understanding of our relationship with Him through inspiring teaching and nurturing discipleship
- A community of God’s people who are living our courageous faith as we engage in innovative and intentional mission

“Appendix C” gives some initial detail about our strategy for enabling our Christ-centred, values-driven way of being church as we strive to see the vision God has set before us become a reality. We are conscious that this is our starting point, and that there is more to come.

Leadership

There is a broad range of gifts within the church and over the years we have developed a team approach to leadership whereby each leader (Deacon) has oversight responsibility for different aspects of church life.

Through our commitment to team leadership we seek to encourage all who attend our church to discover their God-given gifts and abilities. We seek to nurture people into their gifting so that they are fully able to serve God through His church.

Our current leadership model is detailed in “Appendix D”. We are presently reviewing how this works in practice, and how we address the gaps we have in certain leadership oversight roles.

We have strong links with the Heart of England Baptist Association (HEBA), and other local Baptist churches in the area

Over the last three years, our links through Churches Together in Bromsgrove (CTiB) have been strengthened whilst Paul has served as Chair. We believe that God has given us the vision to take a significant lead within CTiB, as evidenced through the establishment of Bromsgrove Street Pastors in July 2012, and the current plans for Bromsgrove Youth & Community Hub.

Summary of activities

All of our church activities are overseen by one or more of our leadership teams, with a designated Deacon appointed to encourage “every member ministry” as we nurture and support others who facilitate the mission and ministry of the church.

Whilst we have focused here on activities that fall under the broad heading of “Spiritual Growth and Nurture”, these are only possible with the right “Operational Support” structures in place through our Admin, Finance and Fabric Teams.

Teaching & Discipleship:

We are keen to see people grow in faith and life experience through relevant teaching and discipleship courses that will take us beyond our current focus of Sunday morning worship. We are open to exploring new ways of providing additional opportunities for corporate worship, whether that is during the week or on a Sunday.

“Sanctuary” began three years ago. This is an opportunity for contemplative prayer and worship around communion and meets on the second Sunday of the month.

On alternate Tuesday afternoons Steps of Joy meet in the church for prayer and worship through dance.

We have a number of Life Groups that meet on a regular basis. All groups are different in style and format, sharing the same purpose of “doing life together” whether that be through a strong focus on fellowship, study of the Bible, prayer, or practical support. We try to link all of our church family to a Life Group, but are aware that further growth and development is needed in this regard.

Other small groups look to satisfy particular needs within the church. Our Men’s Group meets regularly around a meal and a talk from an inspirational speaker. LINKS, our ladies group, meets socially on a regular basis. Thursday Fellowship meets twice monthly, catering for our older generation who prefer a more traditional time of study and fellowship.

Pastoral Care & Fellowship:

Our pastoral care team aims to keep in touch with people at times of need, as well as when all is well. We would like to see this vital part of our church life expanded to enable relationships to be strengthened.

We have a thriving coffee morning that meets monthly, called Coffee Pot. It started about 10 years ago to give local people somewhere to meet and spend time together socially. It runs once a month on a Thursday morning and attendance can be up to 20 people of mixed ages, but predominately the more elderly. Drinks and light refreshments are available and there is also opportunity to buy wrapping paper, cards, homemade jams, cakes and Fair-Trade goods. All proceeds go towards mission activities.

We will be looking to our Associate Minister to take a lead with pastoral care, as their gifting allows.

Prayer:

We need to be challenged and stretched through the development of prayer activities! That can happen from our current focus on prayer during worship, Life Groups, and in our friendships with each other.

One of our Covenant Partners faithfully writes a monthly Prayer Diary, which includes a daily prayer focus, either as a paper diary, or sent out to our church family by email each day. This has worked well over the last few years and although popular, we would like to encourage more use of the Prayer Diary.

The church operates a Prayer Tree where requests for prayer are passed to the whole congregation at any time of the day or night, via email, phone and text.

We have opportunities to be involved with “Prayers for Bromsgrove”, through CTiB, as well through prayer initiatives such as “Thy Kingdom Come” and “24/7 Prayer”.

We are open to being led to pray creatively. We have a strong desire to pray, but currently lack the encouragement and drive to maintain a visibly active and vibrant prayer focus as a church – we are hopeful that you will be able to help and encourage us with this!

Missions:

We are committed as a church to supporting missions work through our regular giving. Our Missions Team enable the church to be better informed about mission, as well as encouraging people to consider serving with mission organisations, either short or long term. In 2016 a team from our church spent some time working with a mission organisation we support in Kenya.

At present our main mission giving goes to BMS World Mission, Home Mission, Compassion (through child sponsorship run by J-Team), and organisations working in Nepal, India, Kenya, Brazil and Bosnia & Herzegovina.

Children & Youth:

On Sundays our children's and young people's groups run concurrently with the second half of the morning service. Crèche is provided for pre-schoolers, giving an opportunity to learn about God and the Bible through play and fun activities. J-Team Groups are for 4 to 17 year olds and include collective activities, as well as small groups where the children learn through memory verses, craft, stories and discussions. We aim to assign a leader and a helper to each of these groups.

Sparks is a Life Group for school years 7 and above and takes place on a Sunday evening at church. Numbers have grown to around 15 on a regular basis, and, with a wide age range, the group really needs to be split into two groups. Many of the group are musical and so take part in the "Youth Worship Project", our youth worship band. We also encourage those who are not musical to be involved in services at the same time as the Youth Worship Project. We have made a great start with this, but there is more to do!

There is an opportunity to explore with some of the other churches in Bromsgrove how we can work better together in youth work that caters for the needs of school year 11 and upwards. There are small numbers of this age range in various churches, and each individual church finds it hard to maintain an effective youth ministry with low numbers. We would like to see this explored fully, with a view to meeting the needs of these young people through an effective, nurturing and sustainable ministry.

Sprout is for those in year 5 upwards. The group runs on a Friday evening during term time and currently attracts up to 40 young people, most of whom are unchurched. We mostly cover 'youth group' style activities but we do have some opportunities to share our faith, especially at our weekend away and summer holiday club activities.

Each week, during term time, there are three sessions of Little Wonders, which cater specifically for parents and carers with babies and pre-school children. The Wednesday and Friday groups are run by the church. The sessions are very busy with around 150 children and 100 carers in attendance across the two sessions. As numbers have to be limited for safety reasons, there is currently a waiting list of up to nine months. Most who attend do not come to Sunday worship on a regular basis. The Monday "Twins & Multiples" group attracts a further 30 children and was started by mums who used to attend our Friday group, but who have no other contact with church. All the Little Wonders groups operate as "stay and play" sessions with a variety of activities and craft for the children each week, but through our welcome and friendship we seek to serve the parents/carers as much as the youngsters. At present this is very much a relationship building ministry, though low-key opportunities are sought through which we can share the transforming love of Jesus. We would like to do more in this area.

As an off-shoot to Little Wonders, "Dads and Kids" events are organised through our Men's Ministry Group, with activities outdoors and at the church. We have also run a number of Messy Church sessions and would like to see this developed into something offered on a regular basis.

Community & Outreach:

Our active involvement with Churches Together in Bromsgrove (CTiB) takes us into schools and out to the market place. We have been strategically involved with setting up Bromsgrove Street Pastors, which has now been running since July 2012.

Through Street Pastors our links with our local Council and Policing teams have become very strong. This has enabled us to identify many more opportunities for new projects to emerge. In particular, we are involved with "Bromsgrove Youth & Community Hub" which launched in July 2018. This is a multi-agency partnership that runs out of our church basement. The Hub is mainly a youth drop-in offering help, support and advice in all areas of life and relationships. It aims to offer young people in Bromsgrove a more hope-filled outlook on life, that will lead to a reduction in youth anti-social behaviour and crime.

During 2018 we ran an Alpha course for the first time in a number of years. This was shared with another church, and gives us a basis to move forward from with offering more regular Alpha courses in the future.

Our Holiday Bible Clubs during the summer are very popular, as is the Pantomime performed by Saltmine Theatre Company each December. In these ways we are slowly beginning to build relationships with people and would like to see this kind of work being expanded to reach its full potential.

The person we are looking for

As we seek the Lord to lead and guide us, we are clear in our purpose and vision of reaching more people with the gospel. In particular, we have a heart to enable children and young people to discover their value in Christ, and to provide for them within a nurturing environment where they can discover and own faith for themselves.

We are keen to ensure that all of our children and youth programmes are thoroughly immersed into the whole of church life, where relationships can be established across generations.

We are looking to appoint someone who is:

- A person of vision and passion for seeing lives changed by the transforming love of Jesus, especially through care, nurture and discipleship of young people.
- An accredited minister of the Baptist Union, or a Minister of another church tradition who is willing to embrace Baptist Faith & Principles.
- Flexible in their approach to all aspects of church life and the varied needs and demands of ministry.
- A strong team player, willing to take a lead in specific aspects of ministry, and at the same time working cohesively alongside our existing Minister and leadership team.
- Gifted in ways that will strengthen spiritual growth and nurture across our whole church family.
- Passionate about prayer and spirituality, taking an holistic approach to the care of the individual.
- Keen to see people grow in faith and life experience through relevant teaching and discipleship courses that will take us beyond our current focus of a Sunday morning.
- Committed to serving within the church, as well as in the wider community of Bromsgrove.
- Able to identify and encourage the gifts of others, enabling them to serve God in the church and the world. This will include nurturing new leaders to add additional strength to our current team.

We pray that our vision and aspirations for the various aspects of church life, together with the person specification above, will enable you to gain a sense of an exciting, vibrant and growing church.

Join us in our mission to share the transforming love of Jesus Christ in the realities of life!

APPENDIX A- Baptist Faith & Principles

The following notes are an extract from a longer document produced by one of our Regional Ministers.

What makes a Baptist?

There is no one distinctive Baptist belief. Although probably most people think of believer's baptism as the distinguishing feature of Baptists, they are not the only Christians to practice it. Nor are they the only Christians to believe in congregational government, the priesthood of all believers, or the separation of church and state. It is the combination of these beliefs which make Baptists distinctive.

- **Lordship of Christ**

"Jesus is Lord" is the distinctive confession of faith. As individuals and as churches, Baptists seek to make Jesus Lord of every aspect of their lives.

- **The authority of the Bible**

Baptists believe the Bible is the Word of God and that the Holy Spirit through the Bible shows us God's way for living. As radical believers, Baptists seek to root their lives in the revelation of God's truth.

- **Baptism for Believers**

On the basis of the New Testament, Baptists claim that baptism is for believers only - those who are able to declare Jesus is Lord. As a symbol of Jesus' claim on their lives, Baptists practise baptism by immersion, in which candidates symbolise their desire to die to self and to live for Christ.

- **A Believers' Church**

Baptists understand the church as a community of believers gathered by the Holy Spirit in the Name of Jesus Christ for worship, witness and service. Central to Baptist worship is prayer and praise, listening to God's word in preaching and gathering around the Lord's Table.

- **The Priesthood of all Believers**

In the Baptist model of a believer's church every member has a role to play, whether in teaching, faith sharing, evangelism, social action, pastoring, guiding, serving, prophetic insight, praying, healing, administration or hospitality.

- **The Church Meeting**

In a Baptist church, an illustration of the priesthood of all believers is the church meeting. This is where members come together to prayerfully discern God's will for their life together. In Baptist churches the final authority rests not with ministers or deacons but with the members gathered together in church meetings. It is the church meeting which, for instance, appoints ministers, elders, deacons, and others who exercise various forms of leadership within a local congregation, agrees financial policy and determines mission strategy. Local churches will usually call a minister to serve among them, who functions as a church member with special responsibilities in caring for the members and leading in the church's mission. Their authority is in the affirmation of the congregation acting under God's guidance.

- **Interdependence**

Baptist churches have always come together in regional, national and international associations for support and fellowship. On the basis of the New Testament, Baptists believe that churches should not live in isolation from one another but rather be inter-dependent.

- **Sharing the Faith**

Baptists believe that each Christian has a duty to share their faith with others. William Carey was a Baptist who is known as the father of the modern missionary movement. Along with this emphasis on evangelism, however, Baptists recognise that mission includes social action and involves promoting justice, social welfare, healing, education and peace in the world.

- **Religious Freedom**

Religious freedom for all has always been a keystone of the Baptist way. Within Baptist churches, tolerance for differences of outlook and diversity of practice is encouraged.

APPENDIX B- Brief history of Bromsgrove Baptist Church and the town of Bromsgrove

Brief history of Bromsgrove Baptist Church

The church is one of the oldest Baptist Churches in the Midlands, established in 1666 by John Eckles, a young clothier from Bewdley. Since the seventeenth century the congregation has met in at least seven different buildings around the town, and our present building is the third on the current site.

In the 18th century Birmingham's first Baptist church began as Baptists from Bromsgrove evangelised the surrounding area. Over the years other churches have been planted in surrounding villages and in the past people from Bromsgrove have taken up full-time ministry roles.

Our current building was built in 1990 to provide a multipurpose space that can seat up to 350 and integrates a beautiful open baptistery. Other features include a large foyer which links the "new" building with the nineteenth century hall and provides modern amenities.

The church also has a manse, a 4 bedroom detached house, approximately 1 mile from the town centre. The manse is occupied by Paul and his family. Suitable manse provision, or housing allowance, will be made available as part of this new appointment, as required. This will form part of the overall remuneration package for the role, including a stipend based on Baptist Union recommendations which start at £22,750 per annum for 2018, plus pension contributions.

The town of Bromsgrove

Bromsgrove is an ancient market town recorded in the Domesday Book and for centuries was the centre of trade and commerce for the surrounding villages. It is home to a particularly fine parish church, a fascinating outdoor museum of buildings, the famous Lickey Incline (and two equally famous railway gravestones) and a statue of its literary son, A E Housman. Within walking distance is one of the wonders of canal engineering, the Tardebigge flight of locks.

The Bromsgrove district, an extensive one, now has a population of over 95,000, with plans to grow to 102,000 by 2021 – due in part to its popularity with businesses because of the ease of access via the M5 and M42 corridor.

The last Census figures show broad age group breakdown and population projection for the Bromsgrove area as:

Age Group	2014	%	2016	2021
0-17	19,100	20%	19,300	20,300
18-64	55,000	58%	55,000	55,200
65+	21,100	22%	22,100	24,200
Total	95,200		96,400	99,700

This continued growth has stimulated a regeneration programme to improve the facilities in Bromsgrove, with £100 million recently being invested into a new train station, a multi-screen cinema facility and the possibility of attracting large name retailers such as Marks and Spencer's and Next.

Over the next 3 years there are at least 2000 homes being planned to be built in Bromsgrove, with supporting infrastructure being discussed to support the growth, such as the expansion of first and middle schools. As a church in the centre of Bromsgrove our aim is to extend a warm welcome to all of those who may join with us during this time of growth.

BELONGING

1 Corinthians 12:12-27, Acts 2:42-47, John, 13:31-38



Our vision is to be a community of God’s people living out compassionate care, offering generous hospitality, and embracing ways of gracious belonging.

We will do this by:

- Loving each other as family, caring for the whole person, and loving our neighbour as ourselves.
- Being open with our welcome to ensure that everyone feels at home and knows that they are valued in our community.
- Giving priority to those in need as we release time and resources to the meet the needs of those around us.
- Demonstrating our commitment to Jesus through baptism and our commitment to each other through Covenant Partnership.
- Respecting view-points and opinions different to our own as we willingly explore diversity together, responding to each other in Christ-like ways.

GROWING

Philippians 2:1-18, Galatians 5:16-26, Luke 4:14-21



Our vision is to be a community of God’s people who are growing in understanding of our relationship with Him through inspiring teaching and nurturing discipleship.

We will do this by:

- Showing our dependence on God through vibrant prayer and worship that embraces a variety of traditions and styles so as to be helpful to all.
- Seeking inspiration through Spirit-led biblical teaching on Sundays and looking out for other opportunities to learn together.
- Nurturing spiritual growth and friendship through Life Groups as our core place for walking with and watching over each other (“doing life together”).
- Providing opportunities for people of all ages to discover faith (e.g.: Alpha courses) and deepen faith (e.g.: Spirituality courses).
- Supporting people at different life stages through appropriate courses (e.g.: parenting and marriage courses).

SERVING

Joshua 1:6-9, Acts 1:1-11, Ephesians 4:1-16



Our vision is to be a community of God's people who are living out a courageous faith as we engage in innovative outreach and intentional mission.

We will do this by:

- Helping each other to discover the unique ways in which God has gifted and equipped us so that we can all serve him as he intends.
- Allowing God to challenge us through the Holy Spirit to embrace fresh ways of being church, even when that feels risky.
- Evangelistically meeting the needs of our local community as we seek to be church away from our buildings, sharing the love of Jesus in creative and imaginative ways.
- Supporting the mission and ministry of Churches Together in Bromsgrove and responding to opportunities for community engagement / development as they arise.
- Partnering with others beyond ourselves (locally and globally) who are seeking to achieve God's Kingdom purposes in ways and places that we can't do or go to on our own.

APPENDIX D – Leadership Structure Chart

Bromsgrove Baptist Church – Leadership Structure

September 2018

