

Person Specification

Assistant Minister

Introduction:

Here at ABC we use a simple plan to describe the characteristics we are looking for, when it comes to someone joining our team. We start with *Spirituality* and then use five 'C's, *Calling, Character, Capacity, Chemistry* and *Competence*. *Competence* is deliberately the last on the list as we are primarily focused on finding the right *kind* of person. We are open to applications from both formally accredited Baptist Ministers and others who feel called to this role.

Spirituality

A mature Christian who is...

- evangelical, (trusting in the authority of the Bible, the necessity of the new birth by the Holy Spirit, restoration with God through the work of Jesus Christ, and the responsibility to share the Good News with all people)
- Holy Spirit dependent, expressing His gifts and encouraging them in others
- Biblically literate
- a transparent witness
- discerning of that which is of God
- teachable
- has a reasoned faith
- a Jesus follower and someone who makes time to be with Jesus

Character:

- a mature Christian, at home in prayer, worship and God's presence
- someone whose life's goal is Christlikeness
- attentive and obedient to the Holy Spirit
- kind, loving, fair and generous
- a learner, able to listen and take direction
- accountable and able to hold others to account
- who enjoys the trust and confidence of the staff team, the wider church community and the local community and partners
- who is emotionally intelligent, able to rest, and with a loving commitment to people
- self-motivated and resilient, especially when those tough times come
- who shows integrity and approachability
- energetic, proactive and positive

Calling

- with a recognised call into Christian ministry
- a record of leading Christian church ministry
- motivated and excited about the mission of the church to bring the Good News of Jesus to others and about their own sharing of faith
- in agreement with the principles of the Baptist denomination
- commitment to the church's visions, objectives and values

Chemistry

- an excellent communicator with great interpersonal skills, who can appropriately deal with a diverse range of church members, staff, partners and local communities, with tact diplomacy and the ability to support people
- able to work well within an ever-adapting church culture and organisation
- able to develop effective partnerships and to be accountable for what they do
- able to show teamworking skills and the ability to collaborate well with others
- willing to have difficult conversations and challenge bad behaviour or practice
- able to encourage and bring out the best in people, creating a positive and engaging culture

Capacity

- clear about the boundaries in which they work
- clear about expectations they have of others and that others have of them
- a strong commitment to continuous improvement
- comfortable in both church and community contexts

Competence

- gifted in vision and imagination
- able to preach, teach and lead
- reflective about their practice which produces learning and growth
- demonstration spiritual wisdom, (that wisdom that comes through us from God)

Accountability:

You would be accountable to Ashley, the Lead Minister, who is himself accountable to the Elders and the Church Meeting.

Safeguarding:

The role requires applicants to demonstrate a commitment to safeguarding children and vulnerable adults of all backgrounds and have a good awareness of relevant policies, procedures, legislation and guidance. Candidates will be required to submit a self-disclosure check at interview and the role will be subject to an enhanced DBS check.

Occupational Requirement:

This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010. This will be demonstrated by a commitment to supporting and demonstrating our Vision & Values statements.
