



SUTTON COLDFIELD BAPTIST CHURCH

*Making Sense of Life Together,
Sharing the Love of Jesus*

Associate Minister
Pastoral Care & Teaching

In partnership with



FALCON LODGE
CHAPEL

Thank you for your interest in the post of Associate Minister. We're really pleased you're considering this role.

In 2022 Sutton Coldfield Baptist Church was approached by members of a local fellowship, Falcon Lodge Chapel, to provide leadership support and vision for the future. The two organisations entered into a Covenant Partnership in 2023 which has now led us to jointly seek an Associate Minister to serve both organisations.

In order for this role to work well the person appointed will be contractually employed by and under the leadership, support, and supervision of Sutton Coldfield Baptist Church and seconded for part of their working hours to Falcon Lodge Chapel to give a lead in their ministry through teaching, pastoral work, and ministry to families.

In addition to participating in the leadership of Falcon Lodge Chapel, this role involves participation in the pastoral care and teaching of Sutton Coldfield Baptist Church.

Sutton Coldfield Baptist Church is a largish church by UK standards, with around 500 active adults attending. Located approximately 6 miles north of Birmingham, Sutton Coldfield is a busy suburb with a variety of housing and a number of very good schools. The town features a significant concentration of retail and local business, one of the largest urban parks in the United Kingdom, and easy transport links into Birmingham City Centre.

Falcon Lodge Chapel is located approximately 2 miles from Sutton Coldfield Baptist Church. The chapel is from an open brethren background with about 30 regular attendees. Since 2023 I with another member of staff, Georgina, have been a part of the chapels leadership preparing the ground for this next appointment. Sutton Coldfield Baptist Church have resourced the chapel with preachers, practical help, and advice. We have seen a gradual increase in Sunday attendance and aspire to reach out to younger generations, especially families. The chapel is situated on the edge of a council estate which it has traditionally served and is entering an exciting season with planning for a significant private housing development of over 5000 properties within close proximity. The person appointed will be expected to recognise and realise the potential this will bring.

As churches we value our breadth of Christian perspectives within the Evangelical and Charismatic labels. We are united around our individual missions and purposes, and united around our mutual relationship.

At Sutton Coldfield Baptist Church we employ a staff team (see our website for details); the person appointed will be expected meet the person specification and collaborate and work well with the team. We expect all staff to agree with the Ethos Statement which can be found in this pack.

Our experience is that it's important to find someone whose gifting and calling aligns to the role. When we are called to a role there is fulfilment and a love that carries us through the inevitable challenges of Christian work.

In this pack we've put together everything we think you'll want to know about the role. Should you have any questions please do not hesitate to contact us.

As you read through this information it is our prayer that God will inspire, guide and lead you. Should you wish to apply, we would be grateful if you could provide your ministerial profile and what interests you about this role via email to Mark Steel (mark@scbc.org.uk).

We look forward to hearing from you.

Yours in Christ

Donald Campbell
Team Leader



Job Title
Associate Minister

Responsible to
Team Leader, Sutton Coldfield Baptist Church

Salary Range
£34,718.32 per annum
Salary listed is based on 40 hours per week for a candidate meeting the full person specification.

Holidays
5 weeks per annum plus public holidays.

Pension
Sutton Coldfield Baptist Church will make a pension contribution of 10% of your annual salary to the group pension scheme.

Hours
Up to 40 hours per week including Sundays, evenings and occasional Saturdays.
The weekly hours for this role are negotiable between 20 and 40 to suit the applicant

Relocation
A relocation package is available for this role.

Manse
A manse is not provided for this role.

Contract
The contract will be permanent, and a probationary period of 6 months will be applicable.

Please let us know if you require any reasonable adjustments for any part of the recruitment process by contacting Mark Steel mark@scbc.org.uk or 0121 355 5088.

There is an Occupational Requirement in accordance with the Equality Acts 2010 for the post-holder to be a Christian who shares Sutton Coldfield Baptist Church's ethos (Ethos Statement is available in this pack) and The Baptist Union of Great Britain Declaration of Principle. These are outlined in this document.

This post is subject to an Enhanced Disclosure from the Disclosure and Barring Service prior to an offer of employment being made.

Please note that you will need to be eligible to work in the UK to apply for this position. You will be required to provide proof of Right to Work in the UK.

Any appointment is subject to satisfactory references.

Privacy Information

Sutton Coldfield Baptist Church is committed to protecting your privacy and processing your data lawfully.

As part of your application and potential employment, we will hold information about you:

- In connection with your application; to assess your suitability for the role.
- In connection with any future employment; as part of entering into a contract of employment with you.

Your information will be stored securely and shared with those involved in the recruitment process and members of the leadership team. Your information may be shared in order to obtain references and undertake DBS checks.

If your application for employment is unsuccessful we will hold your data on file for 6 months. At the end of that period, your data is deleted or destroyed (unless we need to retain it for longer to exercise or defend any legal claims).

You are under no obligation to provide data to Sutton Coldfield Baptist Church during the recruitment process. However, if you do not provide the information, we may not be able to process your application.

Our full privacy policy is available on request.



Role Summary

To develop the ministry of Falcon Lodge Chapel, and support the teaching and pastoral ministry of Sutton Coldfield Baptist Church.

Falcon Lodge Chapel

The person appointed will be seconded from Sutton Coldfield Baptist Church to Falcon Lodge Chapel, initially for 15 hours per week. It is expected these hours may change as the ministry of Falcon Lodge Chapel continues to develop (the corresponding Sutton Coldfield Baptist Church hours will proportionately decrease).

Sunday's: to provide half of the teaching and preaching (currently a morning service) and attendance at all Sunday services.

Teaching: to provide half of the teaching and preaching (currently a Sunday morning service).

Activities: attendance at mid-week activities for the community hosted by the chapel.

Pastoral visiting: to provide support and care for the church community as required.

Administration: support the smooth administrative running of the church.

Young Families: to lead on the development of a renewed outreach to young families.

Sutton Coldfield Baptist Church

The number of hours at Sutton Coldfield Baptist Church will be the difference between the 15 hours per week at Falcon Lodge Chapel and the appointed persons desired number of weekly hours (up to 40 per week).

Pastoral Care: to support the Team Leader in the provision of pastoral care to the church, as an expression of the love and compassion of Christ. To support the general care of the church through small groups and provide crisis care.

Teaching: to be part of the teaching team who deliver the 8:30am Call to Prayer livestream and midweek courses such as Alpha.

531

Average Sunday attendance across four services at Sutton Coldfield Baptist Church

1,500

Estimated weekly footfall across activities at Sutton Coldfield Baptist Church

35

Average Sunday attendance at Falcon Lodge Chapel, up 30% in the past 12 months

100

Estimated weekly footfall across activities at Falcon Lodge Chapel



- **Understanding and sharing in the vision and principles of Sutton Coldfield Baptist Church & Falcon Lodge Chapel**
- **Competence in Church leadership**
- **Experience and competence in pastoral care**
- **The ability to teach and train**
- **Self-motivated and able to take initiative**
- **The ability to serve others and work well in a team**
- **The ability to lead teams**

Please see Appendix 1 for the full person specification.



Ethos Statement



Making Sense of Life Together. Sharing the Love of Jesus

In this section we have sought to outline the vision, values and ethos of Sutton Coldfield Baptist Church which all employees are required to share.

We are a community of Christians who live to worship God, to grow in our understanding and experience of God, to share the good news about Jesus Christ and to work for the common good. It is this Christian identity, our covenant with the Baptist community and Sutton Coldfield Baptist Church's agreed beliefs and values that are the foundation of all we are and do.

Our Commitment to the Wider Baptist Community

Sutton Coldfield Baptist Church has chosen to covenant with the Baptist Union of Great Britain and its member churches and organisations. Therefore, the Baptist Union of Great Britain's Declaration of Principle, Vision and Culture all inform our ethos as a Baptist church.



Ethos Statement

In recognition of the Baptist principle that each church has liberty, under the guidance of the Holy Spirit, to interpret and administer the laws of Jesus Christ, based on our theological convictions, Sutton Coldfield Baptist Church leadership has defined the following vision, values and convictions for our mission and ministry, complemented by the Vision and Culture of The Baptist Union of Great Britain.

Authority of Scripture

The practice and belief of the church is based on the principle that the Bible is the inspired and authoritative Word of God. This means that we seek to submit always to the truth it holds.

We search for the intended meaning of scripture and recognise that each generation has had blind spots in the way it interpreted or applied scripture, and therefore so may we. Consequently we constantly strive to continue the process of re-formation, in study and openness to the Holy Spirit, being willing to grow and change our understanding of what the Scripture writers meant. We recognise that followers of Jesus can legitimately understand scripture in different ways, and so humility and grace are vital in application of beliefs. Scripture teaches us how to live and inspires us.

Nevertheless, we hold firmly to foundational understandings of Christian Church best summarised in the Evangelical Alliance statement of faith of which we are members.

Primacy of Love

The foundational command is to love. We are to love God and this is expressed in loving others, we cannot love God without loving those he has created. 1 Corinthians 13 summarises and defines love for us.

The expectation of the church is that its leaders and staff will hold to the values in this document but also will be willing to listen, respect, and work with members and attenders who may hold differing theological views based on their understanding of the intended meaning of the Bible.



Ethos Statement

Making Disciples

Jesus called for people to be His disciples. That is, those who seek to love, know, copy and obey Jesus. Christianity is not simply about converts, people with places in heaven, but really about disciples – those who participate in bringing in the Kingdom of God.

The Good News of the Kingdom of God might be summarised in 5 aspects of the past, present and future.

- **A past forgiven** – cleansing and deliverance from the intentional and unintentional sins and failures of our life.
- **Present worth** – a recognition of the immeasurable love God has for us demonstrated on the cross.
- **Present purpose** – an embracing of the call of God to live as we were created for, using the gifts he has given us to partner in bringing in the Kingdom of love.
- **Present help and guidance** – the belief that God seeks to guide us both by his declared word in scripture and by internal prompts coming from the filling of His Spirit, so that we may lead loving, wise and fruitful lives. In addition to this the filling of His Spirit offers to transform us into more Christlike people of love.
- **Future hope** – the faith that the sufferings of this world will one day give way to the eternal resurrection of a new life with no more tears.

All of this brings a freedom and deliverance from destructive ways of living.

We are invited to participate in the mission of God to advance His Kingdom on earth as it is in heaven.

We believe that we are called to make disciples (Matthew 28). We seek to do this through the centrality of the love of Jesus in relationships, expressed in our mission statement 'Making Sense of Life Together, Sharing the Love of Jesus'.



Ethos Statement

Making Disciples centred on the Love of Jesus

We seek to be a community centred on Jesus and His Word, responding in prayer, worship and service, relating to each other with encouragement, grace and compassion.

Our understanding of Christianity is cross-centred, for the death and resurrection of Jesus is the pivotal revelation of the Father heart of God, demonstrating the primacy of grace and mercy. We believe Jesus to be our Saviour and Lord; Saviour because through His death we are saved from the eternal consequences of our failure to love, as God would have us love, and Lord because we seek now to obey and serve Him.

- **We believe we are dependent on the God revealed in Jesus Christ and proclaimed in the Bible.**
Consequently our faith is a relationship with God developed by prayer and the study of God's word.
- **We believe the experience of the grace and mercy of Jesus, in the context of his majesty, and our sin, is so profound that our lives become a continued relationship of thankful response.**
Consequently worship is core to the way we live. Our primary worship is our daily life offered to God to be used for His service. We come together to help each other to meet with God, hear from Him, and worship, striving to encourage each other to worship and grow in ways that include others and build each other up.
- **We believe we respond to the grace and mercy of God by prioritising forgiveness in the way we relate to each other.**
Consequently, we seek to resolve conflict with gentleness, recognising each others' fallibility, and avoiding judging or condemning others.
- **We believe as disciples of Jesus we are to engage in His mission to "seek and to save the lost" (Luke 19:10)**
Consequently, we should be known or criticised, as Jesus was known or criticised; as a 'Friend to Sinners'. (Matthew 11:19) Consequently we will struggle to be home for those who do not recognise themselves as sinners, nor home for those who do not want to be friends with sinners. But for all who humbly recognise within themselves imperfection and desire to be kind and compassionate to others who are equally imperfect, we believe we are the right place.
- **We believe God's forgiveness and cleansing delivered through Jesus opens the door to a new start in life, where there is recognition and repentance of past mistakes.**
- **We understand that there are also legitimate biblical grounds for divorce (e.g. sexual immorality, abuse and neglect). Consequently under these circumstances neither divorce nor remarriage are barriers to leadership or full participation in the life of the church.**
- **In some other areas there may be weaknesses exposed in past mistakes, that will always be temptations that should be avoided. Protecting people is a priority, we fully support and implement all safeguarding recommendations.**
- **We believe God has a heart of compassion.**
Consequently we seek to act compassionately; not measuring the value of our actions by the response they create but by the care they give.
- **We believe that we are to embrace our identity as God's beloved children instead of other identities rooted in difference. And that this leads to a second chosen identity modelled by the apostles, that of being servants of Jesus.**
Consequently we seek to help each other find our identity in Christ.



Ethos Statement



Making Disciples by Sharing

We are representing Jesus; outwardly looking to share and proclaim His message and be inspired to share not just in words but in the actions of generosity.

Because of God's love, the church's central mission is to represent Jesus and share His love. We are called to be the body of Christ – his hands, mouth, feet, heart etc. to the world. We are dependent on the Spirit of God to enable us to share Jesus in action and in word.

- **We believe the Church is to be an open and welcoming community for the world not a community for itself, but an outward community aiming to make disciples who disciple.**
Consequently our resources and activities are not exclusively for believers or attendees but for anyone.
- **We believe Jesus has something to say to everyone today.**
Consequently we seek humbly to proclaim God's Word by our lifestyles as well as by our words.
- **We believe in intentionally and sensitively sharing our faith as individuals and as a church community.**
Consequently, our outreach focuses on our relationship networks, children and young people, and those in need for any reason.
- **We believe God to be generous and that everything we have belongs to Him and has been entrusted to us by God for our care.**
Consequently we encourage and inspire each other to give more to the needs of our world, recognising that sharing and giving brings a greater fulfilment in life than holding on to what God has given us.



Ethos Statement

Making Disciples Together

We seek to be depending on each other to offer the gifts the Spirit of God has given us, living and caring for each other in small teams and groups and being globally and Kingdom minded seeking justice and salvation for all of creation.

The church is a community of people desiring to follow Jesus, rather than a building or a one-day activity. We need each other to help us live out the individual call of God upon our lives.

- We believe the Spirit of God gives different gifts to His followers. No one person has all the gifts, so we are dependent on each other to play our part in order to fully represent Jesus. Consequently we seek to work in teams sharing gifts and using each others' strengths and weaknesses. We value shared male and female leadership in church life, holding to the view that God created women and men equal in personhood and that He calls and equally affirms both men and women into all forms of church leadership.
- We believe the Good News of Jesus breaks down the divisions that can occur in society. Consequently we actively seek to integrate and include different ages, disabilities, ethnicities, and genders together.
- We will work hard to build bridges across theological divisions, and encourage those with different convictions to work, worship and pray together with love, humility, acceptance and grace.
- We hold to the understanding that while sexual orientation in and of itself is no barrier to participation in the life of the church, sexual relationships should only be expressed in faithful, committed relationships.
- We acknowledge that Christians hold different views on same sex relationships and marriage. We take seriously the principles of Romans 14 in helping those whose consciences are different to ours not to stumble, so we seek ways in which differing views co-exist without causing the other difficulty. We seek a third way of being inclusive whilst being neither an affirming nor a traditional church. We value those who, on their sincere understanding of scripture do not believe the Bible teaches same sex relationships, at the same time as valuing those whose conscience allows for this, asking that both viewpoints are not imposed on the other. We unite in the belief that the damaging idolisation of sexual experience leads to destructive promiscuity.
- We expect leaders and staff to have the confidence of a large majority of the church, and not to be divisive. Consequently, they will be appointed on the basis that their beliefs and lifestyle will not cause a significant stumbling block to others.
- We believe we are to be a community that cares and disciples itself through small groups of relationships and not by dependence on significant individuals. Consequently the church invests in small groups; actively encouraging participation.
- We believe God to be global; so we partner with people around the world recognising and sharing in God's passion for diversity of race and his concern for justice and salvation for the poor and lost. We recognise the privileges and responsibilities that come from living in our part of the world. Consequently, we do not shut our ears or eyes to the world, nor grow weary of involvement around the world in practical, prayerful or financial support or in sending workers.
- We believe the beauty and wonder of nature glorifies God the creator and that God's first command to mankind was to manage the earth for Him. Consequently we encourage each other in our responsibility to care for creation.
- We believe in seeking to build the kingdom of God not simply our church and in seeking to bless other expressions of the Spirit of God. Consequently, we value, support, enable and affirm service of God that is not in the church but is in work, the community or another church. There is no expectation that everyone must have a responsibility in the church.
- The church is an "Open Baptist Church" meaning baptism and communion are matters for the individual's personal conviction. Consequently, communion is open to all who feel it is right for them to participate irrespective of age or church status.
- Membership is open to all who acknowledge Jesus as Lord and Saviour publicly, whether in believer's baptism or not. However, as a Baptist Union Church all staff and senior leaders will have been baptised as believers.

Ethos Statement

Making Disciples

Making Disciples by Making Sense of Life

We are convinced of the need to make sense to a broken world, we believe in God's wisdom for everyday life, having a faith that makes a difference to everyday living. We are seeking to listen to God and apply faith to real life for growth and change, valuing diversity, relevance and honesty.

We have experienced the faithfulness of God through the difficulties of life and so we trust in the unfailing love of God even when everything is not as we would want. Everything we do recognises the joys and struggles of real life and seeks to be understandable, accessible and relevant for all people, particularly those not yet in faith. We believe our faith to be life changing, as we seek to allow Jesus to be Lord of our lives.

- **We believe God wants to speak to us today, by His Spirit.**
Consequently we seek to hear God by being open to Him speaking, through His word and through each other, and apply his truth to our lives.
- **We seek to offer practical help in life without judgement.**
- **We believe the Christian faith must be communicated in a way that is relevant to the cultures in which it is being shared.**
Consequently we seek in all we do to be understandable and practical avoiding exclusive or archaic communication or activity.
- **We seek for all our services and activities to be informal, visual, using today's language and music.**
- **We believe in encouraging the honesty of weakness.**
Consequently we recognise the unanswered questions of difficult life issues. We endeavour to be patient with the imperfect seeking to see wholeness and healing whilst trusting God for what is still to come.
- **We believe the diversity of need, temperament and availability that exists in our community, means one solution or ministry does not fit all peoples. We embrace our size sensing it offers a unique opportunity to specialise and diversify as well as resource and seek quality activities.**
Consequently. we embrace diversity of approach, ministry and involvement.



Ethos Statement

We seek to build our vision on seven essential ministries. Each ministry is equally important to the growth of the church.

Prayer: Enabling and encouraging people to pray and receive prayer.

We see prayer as a fundamental building block of the church, we seek God's will in prayer before we act, and we seek God's power and strength as we act. We offer and encourage prayer in a number of ways.

Strategy: To birth, ground and sustain everything in prayer, encouraging as many opportunities as possible to pray and be prayed for.

Teaching the Bible: Teaching Biblical truth and wisdom, in ways that can be heard and applied by both people at all stages in life and faith.

We believe the Bible to be essential in our search for answers and in our relationship with God. We work hard to explain the Bible and apply it to life, teaching systematically through books of the Bible.

Strategy: To explain the Bible emphasising understanding, relevance and application.

Worship: Loving God for who he is and what he has done.

Whilst worship is a life of service to him; it is also a personal and meaningful encounter with God. We value the experience of renewal that this church has had and continue to seek to provide services that enable a real and meaningful encounter with God, by his Spirit. We believe in the power of gratitude and seek to encourage this as a foundation of our relationship with God.

Strategy: To encourage each other to worship with authenticity and reality, with reflection as well as exuberance, with tears as well as joy.

Youth & Children: Outreach and discipleship among young people and children. Seeking to guide each young person to be mature in Christ.

The church has long loved and prioritised children and young people. The church strives always to be a place for all ages, not least the young.

Strategy: To prioritise reaching the next generation by building relationships through; growing children into teenagers in faith, enabling children and teenagers to share faith with their friends, and reaching out to young people beyond the boundaries.

Small Groups: Enabling each member to be committed to a small group of people.

We seek to be a large church of small groups. Our small groups are trying to be communities that seek to "make sense of life, together and share the love of Jesus" - places of relevance and support for daily living.

Strategy: To primarily develop pastoral care, discipleship and evangelism through small groups.

Outreach: Sharing our faith at home and abroad, through example, action and explanation.

As a church we undertake to provide creative, understandable and relevant services and events that anyone can bring a friend to any week. We are committed to growth on the site we now occupy with multiple services. We also are committed to helping other local churches; currently expressed in our covenant relationship with Falcon Lodge Chapel. We are also involved in supporting Christian workers who have gone out from this church around the world.

Strategy: To provide accessible activities that facilitate relationship building and explanation, to encourage personal witness and invitation.

Practical Help & Advice: Offering help to those in need, within the church, without and abroad.

We seek to offer practical help without judgement or strings attached, and have a number of projects in the community. We have a strong concern for justice throughout the world.

Strategy: To care; offering support, wisdom and prayer believing compassion is an end not a means to an end.