

Pastor: Blackburn Baptist Church

Job Specification

- Job Title:** Pastor
- Location:** Blackburn
- Responsible to:** The deacons of Blackburn Baptist Church, who are its managing trustees, on behalf of the Church Meeting
- Oversight:** Will be through a leadership group

Purpose of the Job:

To act as a paid, full-time member of the church leadership team, in the role of a pastor/elder, with an emphasis on pastoral care, strengthening the church and leading its evangelistic outreach to the outside community, in line with the church's vision and mission.

Main Responsibilities:

The role will involve:

- acting within the context of the church leadership team, providing pastoral support to church members and welcoming those from outside
- helping to set ongoing coherent vision and direction for the church under Christ, subject to the teaching of the scriptures and the direction of the Church Meeting
- continuing to build on the church's evangelism strategy and its outreach work
- encouraging and motivating the wide use of gifts of service and team ministries within the church
- nurturing of new Christians and ongoing discipleship of Christians at all stages of their walk with God
- teaching and preaching as part of a team
- developing wider partnerships with other churches and support networks where possible

Because these responsibilities involve proclaiming the Christian gospel and encouraging others in the Christian faith, it is an Occupational Requirement of the role for the applicant to be a Christian. This Occupational Requirement and the job role are in line with the ethos of Blackburn Baptist Church.

We would also expect the applicant to recognise and accept the distinctive features within Baptist church life and be in agreement with Blackburn Baptist Church's statement of beliefs.

Terms and Conditions:

- Duration of post: a minimum of three years, preferably five years, with the option to extend beyond this, depending on circumstances and mutual agreement with the church
- Basic stipend £23–25,000 depending on experience, plus an accommodation package and expenses
- Workplace pension scheme provided
- Basic 37 hour working week, with flexibility required as to how this would spread across the days of the week and times of day depending on activities, but with the expectation of at least one full day off per working week
- 20 days' holiday, plus statutory days
- In-service training and development encouraged
- Shared use, as required, of the church office

Profiles:

- Blackburn Baptist Church: see pages 3 and 4. The church's statement of beliefs is to be found at: www.blackburnbaptistchurch.co.uk/our-beliefs.html
- The town of Blackburn: see page 5

Person Specification / Attributes

Area	Essential Attributes	Desirable Attributes
Spiritual	<p>Personal faith in Christ, rooted in the Bible and empowered by the Holy Spirit</p> <p>Belief in the truth and reliability of God's Word</p> <p>An evangelistic heart and a passion for the lost as an enduring aim and motivation</p> <p>Having the desire and ability to communicate the good news of Jesus Christ to others</p> <p>Strongly prayer-focused</p> <p>Ability to present a strong Christian example</p>	Theological literacy
Personal Qualities	<p>Of good character, in line with the requirements for elders in the New Testament</p> <p>Reflecting the joy and compassion of being a follower of Jesus</p> <p>Passionate and able to enthuse and motivate others</p> <p>People-focused, with love for others clearly in evidence</p> <p>Good at working in a team leadership context, but able to provide motivating ideas and vision to the church</p> <p>A good communicator to those inside and outside the church</p> <p>Capable of relating well to:</p> <ul style="list-style-type: none"> • the needs of young adults / young families • the needs of older church members 	<p>Good relational approach to all age groups</p> <p>Willingness to try activities outside the 'comfort zone'</p> <p>Resilience when working under pressure</p>
Experience	<p>Substantial Christian leadership experience</p> <p>Experience in pastoral work and caring ministry</p> <p>Experience in team leadership</p> <p>Experience in evangelistic work</p>	Experience of leading groups that help Christians to grow in discipleship
Formal Qualifications		Recognised theological training / qualification
Skills	<p>Good time management and organisational skills</p> <p>Willing to identify, liaise with and draw on wider resources and build partnerships within the wider local body of Christ</p>	<p>Basic computer / IT skills</p> <p>Familiarity with social media</p> <p>Skills in communications and publicity</p> <p>Holder of full driving licence</p>
References	Satisfactory references and enhanced DBS	

Profile: Blackburn Baptist Church (BBC)

Church Ethos: Beliefs, Vision and Mission

BBC's core beliefs are stated on the church website: www.blackburnbaptistchurch.co.uk/our-beliefs.html. These beliefs are fundamental to the ethos of the church as reflected in the statements of BBC's Vision and Mission:

Vision

We want BBC to be a God-centred, loving and growing church. We want it to be somewhere where all kinds of people can come to faith in Jesus Christ and be supported in maturing as his disciples. We want it to have a positive impact on Blackburn, its surrounding areas and the wider world.

Mission

Our mission is focused on five areas which support achieving our vision:

1. Sharing Jesus	Fulfilling God's primary purpose for the local church by sharing the good news of salvation in Jesus with those we meet - through words and actions	Matthew 28 ^{19,20}
2. Studying God's Word	Becoming equipped and empowered for our task by focusing daily on the Bible, God's instructions to us, and thus growing as Jesus' disciples	2 Timothy 3 ^{16,17}
3. Seeking God	Praying continually and regularly thanking and praising God, remembering joyfully all that Jesus has done for us	1 Thessalonians 5 ¹⁶⁻¹⁸
4. Supporting Each Other	Loving and supporting the members of our church family both practically and spiritually	John 13 ^{34,35}
5. Serving God and Others	Using the gifts that God has given us through the Holy Spirit to serve within the church and also to help those in need outside our fellowship	Ephesians 2 ¹⁰

As its name implies, BBC is a Baptist church, affiliated with the Baptist Union of Great Britain, and, as such, seeks to apply Baptist principles of church life, in particular:

- the independence and autonomy of the local church – the church makes its own decisions, but voluntarily seeks to associate and co-operate with other Christian churches both within and outside the Baptist family
- significant decisions in church life being taken by the Church Members' Meeting, where those who are Church Members seek to listen to God and discern his will for the church; the Church Meeting also appoints church leaders
- encouragement of the practice of baptism by full immersion of those who have professed faith in Jesus Christ as their saviour

For further details on the life of the church, refer to the church's Members' handbook. <link>

The History of the Church

Blackburn Baptist Church, initially known as Leamington Road Baptist Church, was founded in 1895 in a purpose-built church building in the north-west part of Blackburn, the building being further extended in 1911. The church maintained a witness in that part of the town throughout the twentieth century and on into the current one, with a number of ministers being called to serve over that time, although the church has not had a full-time minister/pastor since 2010.

In more recent years, there was some decline in membership and, by the early part of the present decade, it had become evident that the costs of maintaining a large, mainly Victorian building were likely to be an increasing burden on the church. The decision was made to put the building on the market. It was sold in late 2013 and the church hired facilities at Pleckgate High School in Blackburn for its Sunday worship, and also used facilities at a number of other venues in different parts of the town for other regular activities. The name of the church was changed to 'Blackburn Baptist Church' to reflect this change.

In September 2016, BBC made a three-year, full-time appointment of an Evangelist / Church Community

Worker, who has been working to establish several gospel outreach activities and encourage wider involvement in evangelism within the church. This role is due to come to its conclusion in August 2019.

The other major change towards the end of 2016 was that, after many in the church had been praying about having a more permanent centre of activities, the unexpected and generous offer was made to BBC to take over the excellent premises of another fellowship – at Bethesda Chapel in Galligreaves, quite near the town centre. The church started to meet in this new location in early 2017 and has been developing its ministry in this community since.

The church also owns a house on a housing estate in another part of the town, referred to as ‘the manse’, which has been used recently as the home of the Evangelist / Church Community Worker.

The Present Church

BBC has approximately 70 members within its formal membership, with typically around 50 members and other friends regularly meeting on Sunday mornings, with many more involved in various activities through the week. The Sunday congregation has a bias towards an older age group, with relatively few younger adults in the 20 – 40 age group. There are a few teenagers and some younger children. Sunday services are led by a mixture of church members and visiting speakers / Bible teachers. The church has a good reputation as a welcoming place to visitors.

The range of other ministries at BBC has grown over recent times and the regular activities being undertaken now include:

- a monthly prayer meeting
- a Christians Against Poverty Job Club
- work in three local schools near the church building (two primary, one secondary), with follow-ups in kids’ holiday clubs and family fun days in the church building
- community litter picks
- regular film, games and quiz nights to which the local community are invited
- a mums and toddlers’ group
- a luncheon club
- singing in three local care homes
- an outreach in a local pub
- an art class
- a Saturday morning film club for children
- a few times a year market stall evangelistic outreach in Blackburn Market
- running ‘Christianity Explored’ and ‘Discipleship Explored’ courses
- fellowship groups of various kinds including ladies’ groups and a young-adults group

BBC has also worked over the last two years with outreach teams visiting from Capernwray Bible College, which has proved beneficial in supporting the church’s outreach work.

Galligreaves is a fairly deprived area with a number of needs. The church has undertaken door-to-door visiting in its immediate vicinity and delivery of ‘Good News’ newspapers. A community survey was undertaken during 2018 which highlighted a number of needs in the area. There is a significant population of Eastern European origin.

The church has been actively seeking to work with other churches in the town where possible, including ongoing support to a ministry to the town’s large South Asian heritage community. This is called South Asian Ministries (SAMs). BBC has a good relationship with St Luke’s, the local Anglican church. New housing is expected near the church building in Galligreaves after recent clearance of a number of old, dilapidated properties, and the church has been preparing a ‘welcome pack’ along with St Luke’s as we look forward to reaching out to new residents.

The present church leadership are a group of deacons, who together seek to carry out tasks of practical and spiritual oversight and bring recommendations on significant matters to the Church Meeting, which takes place once every two months. Over the last year, however, the church has had a desire to move towards a model of leadership involving both elders and deacons.

Profile: Blackburn

The town of Blackburn is located in Lancashire to the north of the West Pennine Moors and on the southern edge of the Ribble Valley, about 10 miles north of the edge of the Greater Manchester area. Blackburn forms the larger part of the unitary local authority of Blackburn with Darwen, with the population of Blackburn being about 106,000 in 2011 and the wider borough about 147,000. The population density is about three times the average for England and Wales.

Blackburn is a former mill town, with textiles having been produced in the town since the Middle Ages, but the most rapid period of growth and development in Blackburn's history coincided with the expansion of textile manufacturing during the Industrial Revolution. The textile sector, however, fell into terminal decline from the mid-20th century and Blackburn, along with other post-industrial northern towns, has subsequently faced challenges including de-industrialisation, economic deprivation, housing problems and health issues. Some areas of Blackburn are included in the top 10% in terms of deprivation in the country.

The town, however, is an area of strong contrasts, with beautiful surrounding countryside, and suburbs bordering the Ribble Valley to the north and other areas to the west and south of the town contain some of the wealthiest areas in Lancashire.

The town has sought city status a number of times and is a cathedral town. Blackburn Cathedral lies at the heart of the town and a re-development scheme has been carried out recently around it, with a hotel, new office space, a 'Clergy Court' with 11 apartments and houses and a new square which form the focal point of the scheme.

The character of the town continues to change rapidly. Since the 1950s the town has experienced significant levels of migration, particularly from the Indian subcontinent, and the borough consequently has the third highest proportion of Muslims (28% plus) in the UK, and the highest outside London. Some parts of the town also have quite large populations of people who have come to Britain from Eastern European countries such as Poland.

Whilst the town has many elderly people, it also has one of the highest proportions of children - in 2013, the borough had 32,100 young people aged from 0-14, approximately 22% of the population. The population growth in the town means there are many opportunities for Christian ministry.

As in many places in the UK, the manufacturing sector has declined over the years whilst the service sector has grown to become a far greater source of employment. However, the proportion of jobs in the manufacturing sector in Blackburn remains higher than the national average. Employment has been increasing in the borough, growing by 6.2% to 66,200 between 2009 and 2014. Growth in employment has been helped to some extent by the opening of the M65 extension to connect with the M6 and M61 motorways, with some new businesses, housing and other developments springing up near to the motorway junctions.

Blackburn has had significant investment and redevelopment since 1958 through government funding and the European Regional Development Fund. The traditional town centre has struggled to attract shoppers, but a major new extension to the 'Mall' shopping centre and the building of a new central bus station has been an important boost to the core central area.

The town has a variety of leisure attractions including its Ice Arena, Blackburn Rovers Football Club, several parks and a number of theatres, with King George's Hall in the centre of the town being the main local centre for a wide range of entertainment.