

Children, Young People and Families Ministry Appointment

Application Pack



newton mearns
BAPTIST CHURCH

The Role

In Feb 2020 the church permissioned NMBC leadership to explore a further ministry appointment with particular responsibility for children, young people and families. Development of this role was put on hold due to Covid-19. Since the start of 2022 we have revisited the 2020 proposal and are now in a position following the NMBC AGM in May 2022 to progress this work.

We believe this is a ministry that could be filled by suitably experienced candidates from variety of disciplines and vocational backgrounds. We would encourage those considering applying to arrange an informal discussion with some of the NMBC Team. This can be done by contacting the NMBC office.

Vision for the role

This role takes a long-term, generational view of how the Gospel of Jesus Christ shapes and transforms individuals, families, communities, and cultures.

This is a relational role: providing Christian support, teaching, and pastoral encouragement from early years to adulthood.

This is a partnering role, walking with children, young people, and families through challenges and the formative experiences of life and living.

This is a role whose long-term aim is to see children, young people and families become fruitful and flourish as disciples of the Lord Jesus.

To equip young people to understand and desire healthy patterns of living and relationships and to encourage discernment between good and evil through a relationship with God.

To partner with parents/grandparents/carers helping them to live consistent Christian lives that are exemplars to their children.

This is a role that exemplifies in one part our vision for NMBC as indicated overleaf.

Rise up and Reach Out

- To reach children, young people and families in our wider local community through schools and outreach activities. Working closely with NMBC Community Worker.
- To equip children, young people and families to share their own faith, encouraging them in their own evangelism.

Build Up One Another

- To awaken, cultivate and mature a living and saving faith in Jesus Christ in children and young people.
- To share in building them into the community of faith, through the running and development of appropriate groups.
- To partner with parents/grandparents/siblings/carers enabling and equipping them to share their faith with their children.

Grow Up into Christ

- Through age-appropriate discipleship activities help children and young people to establish patterns of personal and corporate worship, prayer and bible engagement that will enrich, inform, and direct a Christian way of life.
- To encourage and enable children and young people to fully engage in and contribute to the corporate life of the church, in worship, mission and service.
- To equip children and young people to negotiate the demands and challenges of society, culture, and community so they can speak with an authentic Christian voice and live Christ-like lives.

Person Specification

This is a full-time role in NMBC working alongside the current ministry team.

Essential Characteristics	Desirable Characteristics
<p>A person of sound Christian faith: godly and spiritually mature, reliant on the Holy Spirit. A committed Christian who is a baptised believer, with a growing love for Jesus Christ, a deep and growing biblical knowledge and evidence of a prayerful and godly life.</p>	<p>A clear understanding and appreciation of the link between good pastoral ministry and 'the work of the evangelist'.</p>
<p>In agreement with the NMBC Constitution. Willingly submissive to the collegiate role of Christian leadership and accountable to the NMBC leadership and the Church Meeting.</p>	<p>Experience and appreciation of an accountability group and openness to accountable relationships.</p>
<p>Significant current experience and credibility in team building, working with children, young people and their families in an inclusive way.</p>	<p>Experience gained, largely, though not exclusively, in the context of a local church and networks of good relationships.</p>
<p>An effective communicator, comfortable working in both large and small group settings. Able to communicate equally effectively with children, young people and their parents/carers. Will continue to undertake developmental activity relating to personal and professional growth Able bible teacher (preacher).</p>	<p>Experience of delivering Seminars and Workshops within school and other settings Good presentation and IT skills.</p>
<p>A passion to communicate and teach the Gospel, make disciples and see children and young people grow and flourish in their faith. Digitally able and open to developing digital skills in producing content for on-line mission and ministry.</p>	<p>Experience of using digital media and a variety of platforms to communicate Christian truth.</p>

Essential Characteristics	Desirable Characteristics
<p>Educated to degree standard. Preferably with a degree in one of the following areas. Education, Theology, Youth Studies, Health and Social Care, Child and Youth studies, Social Work or similar and with significant post-degree experience.</p>	<p>An ability to reflect biblically and theologically on God’s design and purposes in the Gospel for relationships and human flourishing.</p> <p>An additional biblical qualification</p>
<p>Able to provide appropriate pastoral care to children, young people, and families in the seasons of life and in the joys and challenges of life in a family.</p>	<p>Recent and proven experience of working with people, in leading and moving them towards maturity and wholeness in Jesus Christ.</p>
<p>A person who is self-motivated, disciplined, enthusiastic and innovative.</p> <p>Able to demonstrate good interpersonal and organisational skills.</p> <p>Able to shape and communicate vision.</p>	<p>Recent evidence of project/programme management in a church or similar setting from initiation to completion.</p>
<p>A person with proven team-building skills and committed to building positive long-term relationships with people of all ages.</p> <p>Proven fruitfulness in delegation, building and participating in teams. Experience of an evangelical church setting.</p>	<p>Able to responsibly handle and seek and offer resolutions to conflict situations</p>
<p>A person who can demonstrate effective and productive leadership skills. Holds/has recently held leadership positions within a church community or a para-church organisation.</p>	<p>Currently engaged in similar kind of church ministry</p>
<p>A team builder, able to work effectively with experienced leaders and helpers who currently serve in NMBC’s Children and Youth ministries</p> <p>Able to recruit, inspire and train new people to serve in these ministries.</p>	<p>Evidence of designing and successfully delivering volunteer training programmes.</p>

Essential Characteristics	Desirable Characteristics
<p>Aware of and compliant with the current requirements of Child Protection Policy and Practice in Scotland.</p>	<p>Practical experience of operating Child Protection procedures in a Scottish setting.</p>
<p>A keen awareness of the societal and cultural challenges facing children, young people, and their families. A knowledge and understanding of local, national, and global issues and how these might impact the health and well-being of children and young people.</p>	<p>Aware of current cultural trends/influences facing children and young people within the church.</p>
<p>Evidence of success in developing good relationships with schools, para-church and voluntary organisations.</p>	<p>A good understanding of the Scottish Education System.</p>
<p>Experience of working within a budget and good financial accountability</p>	<p>Able to create and oversee a budget.</p>
<p>Holds current Enhanced Disclosure certification. Will be required to complete Enhanced Disclosure paperwork for this post.</p>	

Responsibilities

Specific Responsibilities

To work with the whole family from infancy to 18+

To facilitate, shape and make effective the covenant relationships between God, the church and NMBC families.

To be a living pastoral resource for parents/grandparents/carers, enabling and encouraging them as they negotiate the joys and challenges of parenthood.

To be a front-line ministry role with particular focus on children, young people and their parents/grandparents/carers.

To envision, encourage, develop and oversee the teams of those who serve and work among our children and young people.

To participate in NMBC's vision to reach out into the wider community with the gospel and supporting them to participate in world mission.

Team Relationships

In consultation and partnership with the Pastor's and ministry team, to develop a strategy to deliver on each element of the specific responsibilities listed above.

To work within the setting of NMBC as part of the leadership and staff team, with accountability to the elders and church meeting.

To take part in regular Team meetings.

Reporting regularly to Elders and leadership meetings as well as Church Meetings and Contact Groups.



Personal Development and Support

To undertake relevant training courses or attend conferences, appropriate to Continuing Professional Development.

To commit to regular developmental reviews and to engage with a support group independent of the leadership.

Additional Responsibilities

The appointee will be involved in the variety of opportunities as they arise within the life and seasons of the church. Any additional duties would only be undertaken after consultation with Ministry Team and NMBC Elders.

Contract

Outline of Terms and Conditions (Contract)

Indicative Salary Range: £30,000 - 36,000 subject to experience and qualifications

Tenure: Initially for a period of 5 years.

Hours: 40 hours a week over 5 days, flexible working will be required.

Annual Leave: You will be entitled to 25 days paid annual leave plus 9 days statutory local and national holidays per annum.

Pension: A contribution to a recognised pension scheme will be provided in consultation with the post holder.

Probationary Period: 6 months.

Notice Period: 3 months

Expenses: Reasonable working expenses will be covered.

Location: You will be based at Newton Mearns Baptist Church where you will be provided with the use of office space. There is some flexibility for you to work from home when appropriate.

Contract: The contract of employment will be with Newton Mearns Baptist Church, Newton Mearns.

Pre-Employment Checks: This appointment is subject to satisfactory references and a satisfactory Enhanced Disclosure check.

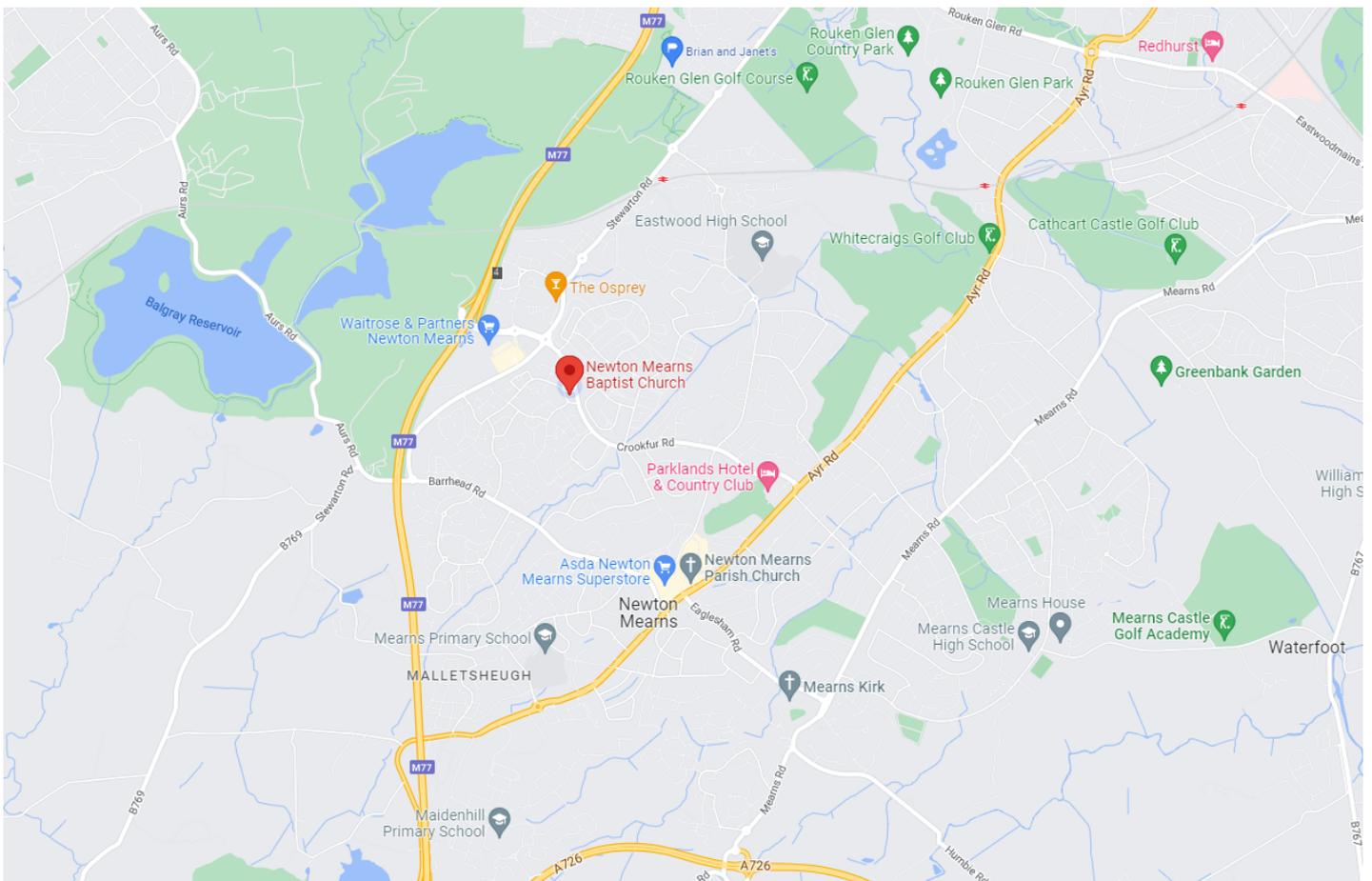
Right to Work: The post holder must have the right to work and reside in the UK.

Equality Act: There is a genuine occupational requirement within the meaning of the Equality Act for the post-holder to be a practising Christian.

Introduction to NMBC

Newton Mearns, a burgeoning suburb built around an older community, lies on the south-side of Glasgow. The current population is approximately 28,000, but this is set to increase as the adjacent Maidenhill area is further developed. There are four Churches of Scotland and a Roman Catholic Church in the area.

Newton Mearns Baptist Church draws people from both the immediate area and from further afield. Our focus remains on the community of Newton Mearns.



Ministry Team

Since January 2006 Brian More has served in Newton Mearns Baptist Church as Pastor with Congregational Leadership. Brian continues to exercise this wide-ranging ministry, having oversight with others of public worship, teaching, Sunday ministry and pastoral congregational oversight.

Dave Lazonby is our second Pastor with responsibility for Discipleship. Dave oversees all small group leadership and has been in the NMBC team since July 2015.

Adrienne Cartwright, a long-standing member of NMBC, has served with the church as Youth and Children's Worker since 2013 and now serves in a Community Event role with great effect.

Lucy Hemmingsley is our Youth Intern and serves with NMBC's Youth teams.

NMBC is served by an elected group of Elders and Deacons who serve together with Pastors in the oversight of the worship, mission, and fellowship of the church.

NMBC is ably served by members who oversee and minister in all areas of the churches life and work to bring unique insights from experience.

Church Workers

The NMBC Office is staffed by Gillian Leitch and Lorna MacInnes who share in the admin roles and oversee the weekly running of the church and our digital platforms. Office Staff are part of the twice monthly ministry team meeting.

Lesley Ann Sheppard oversees all NMBC's hospitality and catering with teams to assist in events and weekly situation of hospitality.

Karen Bismark works in Facilities.

We are presently recruiting for a Facilities Officer..

Newton Mearns Baptist Church today

Currently Newton Mearns Baptist Church has just under 280 members with approximately 150 adherents. On an average Sunday morning, attendance between two morning services is around 380 of whom approximately one third is under 18 years of age. The NMBC Community is a growing community of over 650 people.

A Wednesday service runs for 11 months of the year on a Wednesday with hospitality available before and after the service.

Meeting on a Sunday morning are the Crèche, Bright Sparks, Live Wires, Live Wires +, and Fusion.

On a Sunday evening there is a varied programme of events for people of all ages.

Throughout the week House/Small Groups meet for Bible Study, prayer and fellowship. There are 16 small group fellowship settings.

We run two seasons of Alpha; in Autumn leading up to Advent and in Spring leading up to Easter.

A Pastoral and Practical Care Team ministers, alongside the Pastors in the daily and weekly care of the congregation.

Serving the Community

The Wednesday Service is an open time for anyone to attend and share a lunch in the Oasis Café.

The Wednesday bible study – meeting at 1:15pm for those who prefer not to meet in evenings.

Renew Wellbeing – a weekly Café for people to meet and talk about wellbeing.

Mainly Music (Tuesday) and Sonshine Kids (Friday) parent and under 5s groups.

ER Larder – we support our local food charities with weekly donations from the trolley in the NMBC vestibule.

Summer Holiday Club in August.

Involvement with local schools, in Chaplaincy, RME teaching and Scripture Union groups.

The Oasis Café

Connect – a monthly Thursday ministry for people over 50.

Tea@2 a ministry to more mature people and a venue for a number of Residential Homes in Newton Mearns.

NMBC has both presence and partnerships in ministries which are not listed here.

Church Ethos

Newton Mearns Baptist Church is evangelical in ethos, attitude, and action. We believe in the fruitfulness and good of Bible-based, Christ-centered preaching and exposition. We aim to develop disciples who, by the work of the Holy Spirit, serve the Lord Jesus Christ in every sphere of life, to the glory of God and the winning of others to faith.

As a Baptist Church, we are committed to believer's baptism. We also practice open membership for believers. The Pastors, Elders and Deacons are baptised believers. We encourage the ministry of all God's people, both of men and women based on discerning together believers' giftedness and suitability for ministry. Godly character remains the core of our conviction around building teams and delegating responsibilities.

Our membership covers all age ranges, with a variety of backgrounds, and employment and comes from a variety of denominational backgrounds and none.

Church Leadership Structures

A Diaconate has been in operation from the beginning of the church. Deacons serve for a four-year tenure after which they may be re-elected.

In 1991 an Eldership was formed to work alongside our Pastor. This group is currently 8 in number, including our Pastors and Treasurer, with the church presently in the four-yearly process of appointing and re-appointing Elders.

We practice a team ministry in preaching, worship leading and in church leadership. The Church is congregational in its governance, with all major decisions being ratified at the church meetings, which take place twice yearly, and additionally as required.

Associations

The church is affiliated to the Baptist Union of Scotland and is also a member of the Evangelical Alliance. The church supports both world mission and is in fellowship with a number of missionary families, including BMS, OM and Tearfund, as well as national and local mission, with links with Glasgow City Mission.

The Future

The Church is looking to the future in its mission and is seeking to strengthen and develop ministry and outreach through the appointment of a new appointment to serve in the Children, Young People and Families Ministry role. We are taking seriously the promises of God to entrust to a new and present generation the Gospel of Jesus Christ. Our desire to incorporate this role as a central role in our weekly and daily ministry reflects how we believe the Holy Spirit has been leading and guiding us. In our listening to God we share a renewed trust in God that the challenges of our cultural moment with its rejection of a Christian worldview invites our hopeful and focused engagement.

The successful applicant for this role will be supported by the Congregation and importantly a godly and focused team of co-workers who will strive to enable the vision of this role to be fulfilled in conjunction with other roles to the glory of God and the praise of Jesus Christ.

Brief History

Early Days

For several years members of Queen's Park Baptist Church had been praying about the commencement of a Baptist witness in the Newton Mearns area and in 1981 a Steering Committee was appointed to begin to plan for the future. On 7th March 1982 the first Morning Family Service was held in Capelrig House and in days to come, as God blessed, the work grew.

A constitution for the new fellowship was drawn up and approved by the Queen's Park Church and on 22nd March 1983, 24 of the Queen's Park members were commissioned to form the nucleus of the new fellowship at Newton Mearns. 52 people became founding members when the church was formally constituted on Sunday 22nd May 1983.

During 1984 discussions were held about the need to appoint a full-time pastor. A Vacancy Committee was established, and Deans Buchanan was inducted to that Post on 16th March 1985.

As larger premises were required, the church moved to Crookfur Primary School and by September 1987 was meeting in Eastwood High School.

In the Spring of 1991 the land at the junction of Greenfarm Road and Crookfur Road was purchased. Building work was commenced in the autumn of 1994 and completed in May 1997. The church building is dedicated to the Glory of God. It is a resource through which the church seeks to serve the surrounding community. The recent development of outside meeting spaces due to Covid-19 has greatly enhanced the presence of the church in the local community and multiplied opportunity for the sake of ministry and mission.

Vision

NMBC's vision is to be a church rooted and built up in the Gospel, equipped to live out and share our faith within Newton Mearns and wherever else God has placed us.

Making disciples as people learn from the Bible, pray together and put what they learn into practice to become more like Jesus in their everyday lives.

Creating deep relationships of support and encouragement, particularly through our small groups so that we are all built up in our faith together.

Serving our community, sharing the good news about Jesus with those we know and participating in world mission, inspired by God's love.

Values

Welcoming and hospitable - offering friendship and creating authentic relationships across generations

Christlike and Christ-centred – distinctive in our individual and corporate lives

Biblical - communicating clearly and meaningfully the transforming Gospel

Encouraging and accepting of people – building each other up in faith and loving each other

Expectant of the Holy Spirit to work – being bold and courageous partners with Jesus Christ in daily life as we witness



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Renew NMBC

*A quiet café-style space
where it's ok not to be ok*

Open 10am-12noon
Thursdays