



# Minister of Ashford Baptist Church

## Role Summary

Hours	Full Time (Under the Baptist Union Terms of Appointment, this comprises six working days per week, but applicants are encouraged to discuss arrangements with the leadership team)
Stipend	In line with Baptist Union standard stipend – Currently £30,405 (plus manse accommodation, allowances and expenses)
Housing	A four bedroom manse near the town centre is available, but other options may be considered and applicants are encouraged to discuss with the leadership team
Location	Ashford, Kent, United Kingdom

## Background

Ashford Baptist Church (ABC) is a town centre church, part of the Baptist Union and South Eastern Baptist Association, comprising a regular Sunday morning congregation of about 150. The church is a diverse community with a wide range of nationalities and backgrounds represented. We are seeking a full-time minister to lead and develop the church – helping us to become more Christ-like and demonstrating His love to our town and wider community.

As a Baptist church, major decisions at ABC are made by the members, earnestly seeking to discern the mind of Christ. The church leadership comprises the Deacons and Officers (Secretary and Treasurer), elected from the membership, led by the minister(s). ABC also currently employs two staff workers – a Youth and Communities Worker, and a Children and Families Worker (who also works as the Church Administrator).

## Purpose of the Role

The Minister of Ashford Baptist Church is called to provide wise, Spirit-led pastoral leadership that nurtures discipleship, fosters a loving and diverse church community, and leads the church in mission within Ashford and beyond.

Ashford Baptist Church considers that the word of God, represented in the bible, is critical to effective discipleship and activities of the church. Consequently, the preaching and teaching of scripture, and developing whole-life discipleship, are key components of the role.

As the leader of the church, the Minister will provide pastoral oversight, shape vision, and equip the church for effective outreach and service.

The Minister will work collaboratively with the church's leadership team, ministry leads, staff workers, volunteers, and the wider Baptist family to pursue ABC's God-given vision.



## Key Responsibilities

### Prayer, Worship & Teaching

- Model a life of prayer, dependence on God, spiritual integrity and ongoing spiritual formation;
- Lead gathered worship, including preaching and teaching that is biblically grounded, mission-focused and culturally relevant;
- Encourage and develop others in preaching, worship leading, and prayer ministry.

### Discipleship & Pastoral Care

- Foster a culture where disciples of Jesus grow in maturity, character and mission;
- Provide pastoral oversight to a diverse church community, ensuring care is given sensitively and appropriately;
- Equip, guide and support pastoral volunteers, maintaining excellent safeguarding practice;
- Offer pastoral support through spiritual direction, listening, counsel, and prayer;
- Conduct and oversee weddings, baptisms, funerals and dedications.

### Mission & Community Engagement

- Initiate and lead community-focused mission shaped by the needs and opportunities of Ashford;
- Inspire and equip the fellowship to share Jesus in everyday life with confidence and compassion;
- Build positive relationships within the wider community, partnering with local organisations where appropriate;
- Encourage global mission awareness and engagement.

### Leadership & Vision

- Work with the Deacons / Leadership Team to discern, shape and communicate ABC's vision and direction;
- Support, empower and develop ministry leaders, teams, and volunteers;
- Identify and nurture gifts within the fellowship, enabling members to flourish in ministry;
- Handle difficult conversations and conflict with wisdom, grace, courage, and spiritual discernment.

### Management & Administration

- Oversee and manage ministry priorities, ensuring time is stewarded wisely across varied responsibilities;
- Chair leadership, members' and group meetings;
- Maintain effective communication using verbal, written and digital tools.



## Development and Organisational Relationships

- Ensure personal accountability to the church, and uphold Baptist Union guidelines and expectations;
- Maintain affiliation with the Baptist Union;
- Participate fully in Baptist Union Continual Ministerial Development.

## Accountability

The Minister is appointed by, and accountable to the church members, working in close collaboration with the Deacons / Trustees, Church Secretary, Treasurer, and other group / ministry leaders.

The postholder will engage with local, regional and national support structures within the Baptist Union and regional association (South Eastern Baptist Association – SEBA), including close relationships with other local ministers and networks, regional ministers and association staff.

## Remuneration and Practical Information

The role is remunerated through a stipend, in line with Baptist Union standards (currently £30,405 per annum) – the stipend, and adoption of any recommended increases is reviewed by the leadership team annually.

In addition the church owns a 4 bedroom manse, which is available for use by the minister as part of the benefits package. Where an alternative accommodation model is preferred, applicants are encouraged to discuss options with the leadership team. The church will also generally cover the costs of council tax, buildings (not contents) insurance, and some utilities.

Reasonable expenses for performing the role will be reimbursed.

## Occupational Requirement

This role has an occupational requirement for the post holder to be a committed Christian, able to proactively agree with and commit to the mission and vision of our church, and with the Evangelical Alliance statement of faith.

The post is subject to an enhanced DBS check with the barred list check. We operate a safe recruitment policy.

## Additional Notes

This job description outlines the principal responsibilities of the Minister of Ashford Baptist Church but is not exhaustive. As the church grows and ministries develop, duties may evolve in consultation with the church leadership team and members.