

## St Andrews Baptist Church Profile

### 1. Our context: St Andrews, Scotland

St Andrews is a seaside town situated 13 miles southeast of Dundee. The area is a haven for families in the summer months because of the peaceful coastal walks and beaches. There are many picturesque fishing villages within a short drive, and a few villages with stunning views towards St Andrews. For many visitors, it's a game that draws them here. St Andrews is the home of golf, where the sport has been played for some 600 years.



The town has approximately 17,000 inhabitants and is named after St Andrew, the patron saint of Scotland. The West Sands beach became famous when it featured in the film "Chariots of Fire".

St Andrews holds a special place in Scotland's history. It takes its name from the Apostle whose relics, legend tells us, were brought to this place in antiquity by St Rule. Scotland later adopted St Andrew as her patron saint and took his saltire cross for her flag. Before the Reformation, the town was the centre of religious life in medieval Scotland, with the bishops wielding great influence over both church and state.

St Andrews is also famous as a place of learning. The university, founded in 1413, is the third oldest in Britain. St Mary's College, part of the University, is one of the oldest Protestant theological colleges in existence. There are three primary schools and one split-site secondary school in the state sector, and one private primary and secondary (part boarding) school. A new single-site secondary school is planned.

Many denominations worship in St Andrews today. As well as our own Baptist Church there are Church of Scotland (3), Free Church of Scotland, Roman Catholic, Scottish Episcopal (2), Society of Friends, Cornerstone (independent evangelical), University Chapel and Vineyard Christian Fellowship.

### 2. St Andrews Baptist Church: a brief overview

We are an evangelical Baptist Church, a member of the Baptist Union of Scotland and the Evangelical Alliance. We seek to live under the Lordship of Christ, expressed in our commitment to the authority of Scripture and openness to the Spirit. We enjoy a balanced style of worship, with lively singing, led by various musicians playing both contemporary and traditional worship music.



The fellowship was founded in 1841 by four men and four women who had been worshipping in the local Congregational church. St Andrews Baptist Church was a "closed" membership church until 1987, when the constitution was changed to allow "open" membership to all professing faith in Jesus Christ as Saviour and Lord. However, all who request membership are asked to give due

consideration to believers' baptism, and most of our members have been so baptised. Pastors, elders and deacons must have been baptised as believers. Our congregation also includes many faithful and loyal adherents who, for various reasons, have never taken up membership. In term time we are joined by many university students, with an increasing number from overseas; in the summer months we welcome many holidaymakers. At present, membership is approximately 130; however, we usually have around 220-250 attendees for regular worship on Sunday mornings during term time. The summer months see us welcoming many visitors and tourists to the area. At evening services we are seeing about 40 in attendance. Sometimes we have evening seminar-style services where more will come.

The church building is situated in the town centre and consists of an upper floor sanctuary with a balcony seating about 230, and a small ground floor hall referred to as the 'Fellowship Room'. In 1975 we bought a terraced cottage in the adjacent Rose Lane, to provide additional rooms for children's work. In 1987, faced with poor access for people with disabilities and increasing attendances, we decided to install a video link to the ground floor hall and to start a second morning service during term time. With continued growth being limited by the capacity of the building, and with a desire to reach out into the local community, a venture was begun in 2000, using the assembly hall of the local secondary school, Madras College, Kilrymont Road, for our Sunday morning services. Sunday evening services continue to be held in the church building. The St Andrews Free Church uses our church building on Sunday mornings.



**Sunday Worship** consists of:

- Morning Service: 10:30am- 11:45am (Kilrymont Road, Madras College)
- Evening Service: 6:30pm-7:45pm South Street (Church building, South Street)
- Two youth groups: Rooted (P6-S1) and Impact (S2-S6), which run concurrently with the evening service. Recently we have had some excellent occasional evening youth services.

**Church Prayer meetings** consist of:

- First Wednesday of the month: 7.30pm-9pm
- Third Wednesday of the month: 12.30pm-1pm
- Every Saturday: 9am-10am
- On a Sunday morning we have a prayer area and there are usually a few people on call for prayer ministry after the service.

**The Lord's Supper** is celebrated on:

- Second Sunday of the month: Evening Service
- Fourth Sunday of the month: Morning Service

**Church Meetings** are held quarterly. While members and regular attendees may speak at these meetings, only members have a vote.

More information can be found on our website [www.standrewsbaptist.org.uk](http://www.standrewsbaptist.org.uk).

### 3. Our vision

Six years ago we developed a *Five Year Focus Document*. This consisted of four core aims (integrated with our church logo) and many shorter- and longer-term goals under each. The overall aims remain but, following those five years, with much encouragement, we have recently produced a *transition prayer booklet* to keep the church focussed on key areas. The church seeks to grow in many areas and not stand still at this time of transition.



**Our core aims:****Our lives are lived under the cross.**

At the heart of our church is the gospel of Jesus Christ and we are committed to working with all who believe this gospel and love our Lord. All we are, and do, is shaped by God's love, grace and forgiveness that flow from the cross and is for his glory.

**We are growing together in worship.**

Biblical teaching and being open to the Holy Spirit are the foundations of our worship. We celebrate the rich diversity God has placed in our church and rejoice in the unity we have discovered in Christ.

**Mission is our passion from local to global.**

We are committed to being witnesses for Christ in our local context, through loving service and evangelism. Equally we are committed to supporting and participating in world mission.

**We live out the reign of Christ in the world.**

Together we are becoming a community that places the call of Christ at the heart of our life together. We support each other individually in our maturing in Christ and in our seeking to lead others into being committed followers.

**4. Church governance**

The Risen Christ has all authority. At our quarterly church meetings, we seek to discern the Lord's will. These are central to the governance of the church. Elders and deacons are elected by the church meeting for terms of three years and can serve for a maximum of nine years before being required to take a year off. Currently the church is served by 7 elders, comprising 5 men and 2 women. The elders meet monthly. Elders devote themselves to the pastoral and teaching leadership of the church. The church is also served by 6 deacons, currently comprising 2 men and 4 women. Deacons oversee the administration of the church. The Deacons are the legal Trustees and Office Bearers of the church. They are assisted by a part-time church administrator. The deacons meet monthly. The Secretary and Treasurer of the church are Deacons.

The new pastor will be both a deacon and an elder ex-officio.

The church is a registered Scottish charity. Its constitution, which is available on the website, specifies how its work and ministry are to be managed accountably to God's glory.

**5. Church staff**

We have been served by a staff team for a decade or so, but the composition of the team has varied. Twice in that time we have had two ordained pastors, in each case the second has been part-time. We have a pastoral apprentice scheme, which enables young people, often our own graduating students, to work with the church for up to two years and to receive training and mentoring. We presently have two pastoral apprentices on staff, who started in 2017 and so will finish in 2019 (late summer). We also currently employ a children and youth worker, which is held as a job-share by a married couple. Through the generosity of an anonymous donor, we have an international outreach worker who works particularly with seasonal agricultural workers from Eastern Europe.

The five people currently employed (2 pastoral apprentices; 2 sharing youth and children post; outreach worker) meet weekly, and are joined by a local Young Life leader who is a member of the church. With the retirement of our previous pastor, one partner in our youth worker role has agreed to work longer hours and to lead the staff team.

Presently, all members of the staff team are contracted till late summer 2019, a deliberate arrangement to give an incoming pastor some staff with knowledge of the church initially and flexibility in shaping a team to meet the needs of the church in the near future.

**6. Ministries in the Church**

We are committed to encouraging all the congregation to use the gifts God has given them. Recently we have tried to conceive of this in terms of 'ministry teams'. At present there are **thirteen ministry teams** that function, to some degree or another, in the following capacities:

- **Leadership Team**

This is comprised of the staff team, elders and deacons.

- **Pastoral Visiting Team**

This is a group of pastoral visitors. Each has a pastoral area for which they are responsible. They meet once every six weeks or so to pray, reflect on pastoral issues and offer mutual support.

- **Welcome Team**

A team who welcome folk to the services and engage with new folk after the service with welcome cards. There are occasional training and support meetings.

- **Beacon Kids Team**

This is our Sunday morning children's programme with different age groups (Creche, Spark (3yr old – P1), Ignite (P2 - P4), Flame (P5 - P6) and Blaze (P7-S2)).

- **Youth Team**

This team is responsible to run *Rooted* and *Impact* (shared with Cornerstone church).

- **Student Ministry Team**

A weekly meal and Bible study for students on a Thursday night in term time. We get about 50 students attending. There are two student coordinators of this ministry, who are supported by the pastoral apprentices. There are, in total, eight groups that are led by a Student Bible Study leader and a local church member, who serves as a Pastoral Leader. For the last few years we have had an excellent student weekend away in January. We run a student hospitality scheme and have a student mini-bus service for the morning service.

- **28:19 Global Mission Team**

It advocates global mission in the church, supports a number of mission partners from BMS and other mission agencies and develops new initiatives.

- **Eastern European Ministry**

One exciting initiative over the last two years has been to reach out to a local fruit farm (Crail) where there are, at the height of the season, about 300 workers. We have been holding conversational English classes and getting to know them. This ministry has spawned a partnership with Alexandria Baptist Church Romania, and support for a new charity in Romania, *Hope for Tomorrow's Generation*. Thirteen of our members visited Alexandria in summer 2017 to support the church there, and we in return welcomed a group from Alexandria around Easter 2018. This team oversees all this.

- **Preaching Team**

A team of about six preachers meet monthly to discuss the themes for preaching and to reflect on preaching.

- **Music Ministry Team**

There are four main worship teams, each with a team leader and an overall rota coordinator. Occasionally they meet to discuss, plan and reflect.

- **Home Group Coordinators**

We currently have twelve home groups (including a film group and an International Bible study). Some groups use their own material, some use discussion questions provided with the Sunday morning sermon. The co-ordinators meet about three times a year to share and discuss issues.

- **Practical Ministry Team**

This is more of a conceptual team that encompasses: Sunday Morning Set Up Team, which is led by the floor manager setting up for the morning service; Stewarding team; Tech Team, which runs the sound and powerpoint operation; catering; Admin team; and Communications – we have a bi-monthly Newsletter/Magazine; an e-mail newsfeed system; and a website with online sermon recordings.

- **Evangelism and social action ministry team**

A group has begun to meet to consider new ways of reaching local people. The church runs a form of Messy church once a month (*MishMash*) and there have been occasional Alpha courses. We also have a one-to-one scheme linking students and others to older Christians.



### The church also runs:

- Children ABC Toddlers: A parent/carer and toddlers group, Wednesdays 9:30am-11.30am, in the South Street Building
- CAMEO (Come And Meet Each Other): A monthly Tuesday afternoon outreach event for older people
- Balnacarron services: A fortnightly outreach service on a Thursday to a local care home
- Dorcas Group: A group that meets once a month to make clothing and blankets to send on to Eastern European countries
- Wednesday Walking Group: A group that meets at various locations around east Fife for a 2 or 3 mile walk, followed by tea or coffee
- Friday Golfing Group: A group that meets at the Strathtyrum golf course for a mid-day round of golf followed by tea or coffee
- Reading Group: A group that meets occasionally to discuss a book, not necessarily a Christian book or author.
- BSF (Bible Study Fellowship): A women's Bible Study that is held on a Thursday morning, 10am-12pm



The church takes seriously its responsibilities to protect children and vulnerable adults in its care; appropriate child protection policies and PVG clearances are required for those ministering in these areas.

### **7. Wider links and ministries**

We are in good standing with the local churches and the pastor has been an active member of the local Fife Baptist Ministers' Meeting and the St Andrews ecumenical ministers gathering. There are significant local ministries supported by St Andrews Baptist Church but not run by the church:

- **Families First- St Andrews** - SABC initiative founded this charitable company to provide practical care in the local community through children's clubs, holiday clubs, family support, DIY help, befriending, provision and parenting skills. [www.familiesfirststandrews.org.uk](http://www.familiesfirststandrews.org.uk)
- **International Student Ministry:** SABC recognises the enormous opportunity and responsibility to reach out to the many students who come to St Andrews from all round the globe. We actively support the work of Friends International, and seek to engage with Christians from other churches, and with the Christian Union, through the formation of the International Student Ministry Support Group.'
- **Pilgrim Care - St Andrews** – Christian charity providing; Parish Nursing to the older people of St Andrews and district; and working towards provision of an integrated care facility in St Andrews of sheltered housing and associated care home. [www.pilgrimcare-standrews.org](http://www.pilgrimcare-standrews.org)
- Our building has also served as a key site for various Christian activities run in the town, primarily amongst students. During term time, our building is used on a Tuesday night for the **University Christian Union Main Meeting**. Also, during term time, on a Friday night from 10pm-3am, the Christian group called **Toastie Bar** uses our building to offer cheap toasties to students as a way to love people who are drunk or on a night out.

# Pastor Profile

## Job Description- Pastor, St Andrews Baptist Church

### Job Summary

The Pastor will:

- be accountable to God and His Local Church for the spiritual welfare and up-building of the Body of Christ at St Andrews Baptist Church.
  - be open to the ministry of the Holy Spirit, listening to God and praying for the fellowship and local community.
  - facilitate, together with the Elders, Deacons, Members and Fellowship, the spiritual direction of the Church in line with the leading of God.
  - participate in and coordinate the preaching, teaching and pastoral ministry of the Church.
  - seek to foster a loving, caring community in which all, including newcomers, are welcome.
  - work closely with the Elders and Deacons to pray, communicate and plan the distribution of work.
- Amongst their other duties, the Elders of the Church will provide credible and confidential pastoral care to the Pastor; the Deacons of the church, its trustees, will oversee the pastor's Terms of Appointment.

### Responsibilities

#### 1. Provide Spiritual Leadership

- Be a person of prayer, and a passionate communicator of the Gospel.
- Provide preaching and teaching, including systematic exposition of the Scriptures, which will lead to conversion, spiritual growth and Christian service.
- Participate in Church Services, conducting worship and preaching, involving others in the Fellowship with appropriate gifts. We would wish the Pastor to feel free to preach just once on Sundays so as to be released for other priorities, and as appropriate, to select and involve others with preaching and teaching gifts.
- Conduct, special services of believer's baptism, child dedication, marriage, funeral, ordination and valediction, when appropriate, for those within the Fellowship and Community associated with the Church.
- Create opportunities for people in the Fellowship and Community to know more about God and to become Christian Disciples.

#### 2. Provide Pastoral Leadership

- Ensure the provision of pastoral care for individuals, families and university students in the Church and Community through the direction and oversight of those involved in pastoral care. To personally undertake selective and emergency pastoral care visits as and when required.
- Serve as Chaplain to the St Andrews Boys Brigade Company (once every 5 years).
- Respect and maintain confidentiality as far as possible without compromising professional or legal position.

#### 3. Provide Outreach Leadership

- The Pastor(s) will oversee the Church's holistic ministry in the Fellowship, Community and International Mission at home and overseas.
- Initiate and oversee programmes of education and training which will enable the Fellowship to become effective in its ministry to the local and international community.
- Both publicly and privately the Pastor should be able to speak lovingly, clearly and directly to seekers and new believers about faith in Christ and Christian Discipleship

#### **4. Provide Administrative Leadership**

- Liaise with the Elders, Deacons, Church Staff, Organisation Leaders and others as appropriate, in utilising available resources in an effective manner within the constitution and policies of the Church.
- Together with the Elders and Deacons, be involved in the recruitment, induction, training and appraisal of staff, leaders and volunteers for fellowship and community programmes and activities, ensuring the provision of appropriate oversight and management, and pastoral support and development.
- Maintain effective communication channels with all the fellowship in St Andrews Baptist Church, and build and maintain relationships both within the fellowship and with other fellowships in the local area.
- Attend, represent and participate in conferences and seminars as appropriate on behalf of the Church and provide feedback to the fellowship.

#### **5. Personal qualities, skills and experience.**

- Have been baptised as a believer.
- Be a Graduate of a recognized theological college, and accredited minister of the Baptist Union of Scotland or committed to seeking accreditation.
- Have significant experience in Christian Ministry and be well qualified to lead the preaching and teaching ministry in the Church.
- Have a passion for mission and evangelism, locally and abroad.
- Have the ability to recognise potential breakdown of relationships and or ministries and be involved in the provision of support and advice to resolve situations.
- Have leadership skills including ability to chair meetings, excellent verbal and written communication, ability to manage own time, use initiative and discernment, and meet deadlines.
- Have the ability to relate well to people of all ages and backgrounds and to establish a good rapport with outside agencies and individuals contacted by the Church through its ministries.
- Shall comply with any mandatory training as required by the role.
- Will be required to obtain PVG clearance.