

# The London Baptist Association

## Regional Minister (Racial Justice)

### Job Description and Person Specification

#### Job Description

##### Preamble - The Regional Ministry Team

The Regional Ministers will be members of the Board of Directors of the Association and, in partnership with the Board of Directors, will help to develop and work out the vision and priorities of the Association. They will each have their own designated responsibilities, but are expected to work collaboratively with other members of the Association team, fostering an atmosphere of mutual support. In fulfilling their respective roles they will share in

- promoting mission-minded congregations
- offering pastoral support to ministers and churches
- developing an integrated programme of training
- encouraging and strengthening the sense of belonging within the Association and the Districts
- promoting Home Mission

Each Regional Minister will be encouraged to represent the Association as appropriate

- at inductions and ordinations
- in appropriate networks and committees of the Baptist Union
- in ecumenical networks and forums
- in developing the interface between the Association and London's governmental institutions

##### REGIONAL MINISTER (RACIAL JUSTICE)

We wish to affirm the ministry of Black and Asian members, and members from other minority ethnic communities, and enable their voice to be heard in our churches, the Association and the Union. We believe that the rich diversity of ethnic congregations in London presents us with a challenge to welcome, support and encourage these groups to find acceptance and significance within our Baptist family. We must demonstrate that we are serious about tackling issues to do with racial justice, immigration and political asylum and take appropriate action where necessary.

##### The Purpose

The purpose of the appointment is to work with the churches in order that the Baptist Churches in London will become more truly inclusive and prophetic communities, promoting

the reign of God in our always multi-cultural and often broken city by

- raising awareness of racial justice issues, particularly as they affect the life of the Association and the local church, and to facilitate racism awareness training and anti-racist practice.
- highlighting the strength inherent in the cultural and ethnic diversity in our churches and to enable all churches to be enriched by the diversity of the city
- enabling the Association to welcome baptistic ethnic congregations and individual refugees in London, enabling them to work in partnership with other Baptist churches, majority Black churches and other denominations
- encouraging and facilitating the empowerment of minority ethnic Christians living in London and develop programmes for this purpose for London Baptists.
- to help raise the profile of and provide appropriate support for leaders of minority ethnic and refugee congregations in London and enable their voice to be heard and assist them in confronting racism.

### **The task**

The task will include the following

- to establish and maintain a resource bank of information to assist churches and the Association to confront racism and to develop policy and strategies which give equal opportunities to all.
- to publicise and disseminate examples of good practice in the field of racial justice and harmony and contribute to the development of Baptist and ecumenical policy on racial justice issues.
- to provide assistance and information to those needing support on immigration, asylum, legal, benefit advice, and make referrals to appropriate agencies.
- to enable the Association Ministerial Recognition Committee to ensure that it is sensitive to and supportive of minority ethnic applicants and to be available to support those in training for accredited ministry
- to assist the Regional Minister (Mission) in resourcing churches in cross-cultural mission
- to report to the Board and Association as required.

### **Person Specification**

A Regional Minister will

- be a Baptist Christian involved in the life of our churches and normally (but not necessarily) an Accredited Minister of the Baptist Union of Great Britain
- have experience and competence in issues of theology and pastoral care as they relate to the work of ministers and churches
- be a person who models in himself/herself a spirituality that is committed to a growing relationship with God in the fellowship of the Church
- be an effective communicator of the Christian gospel and an encourager of commitment to mission

- be able to work in a team, build trust, and when so called, to lead and facilitate a team
- be able to take initiatives in within the scope of the designated role
- be able to work collaboratively and build trust with churches, ministers, staff colleagues (both regionally and nationally), College staff, representatives of other denominations
- be able to communicate in both oral and written forms and to present concepts and programmes using the appropriate information and communication technology
- be able to work with churches from different cultural, theological traditions etc
- be willing to continue personal and professional development

The Regional Minister (Racial Justice) will have

*Essential*

- experience of working in cross-cultural/multi-cultural settings
- commitment to racial justice and combatting racism within church and society
- the ability to reflect theologically on matters relating to racial justice and diversity

*Desirable*

- experience in promoting racial justice, equal opportunities etc.
- relevant educational background (e.g. cross-cultural studies, education, legal, theological etc.)
- skills and experience as a trainer or tutor
- mediation skills
- awareness of trans-local church structures
- experience of work with and/or understanding of asylum issues