

# Thornhill Baptist Church



## Community & Pastoral Minister Information Pack



Ordinary people, making an extraordinary God known.

**THORNHILL**  
Baptist Church

Come as you are. Join in. Be transformed.



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# Introduction

There are so many words we use to describe the kind of church we are and the kind of church we aspire to be, but “family” sits at the top of the list. We are Word and Spirit, we are community focused, we are mission minded, evangelical, charismatic, affirming, vision led, team centred, progressive. We are Baptist but actively partner with churches of all stripes to work together for the Kingdom. We are proud of our history but prefer to focus on God’s present and future than to dwell in our past. We are diverse but learning to disagree well. We are changing (too fast for some but too slowly for others). We take Jesus very seriously but try hard not to take ourselves too seriously.

As our current Community and Pastoral Minister approaches retirement, we are encouraged by what we see God doing here at TBC and excited to discover what He has in store for the future. We are prayerfully seeking a new Community and Pastoral Minister to join our Ministry Team and help lead us into whatever God has planned for this next season.





## TBC as it is now

### Who we are

We describe ourselves as a community of ordinary people where everyone is welcome; the old and the young; the got-it-together and the battered-and-bruised by life; the convinced Christian and the unsure explorer. Together we are getting to know God better and learning to love Him and our neighbours better too.



### Our church community

TBC has met on this site since 1950 and our current church community has around 125 members plus a number of regular attendees with a reasonable representation across the ages but with a higher proportion of retired people and a lower proportion of young adults - an imbalance we are actively seeking to address! Attendance on a Sunday morning is around 100. Over recent years we have rejoiced in becoming increasingly diverse both socially and ethnically, as well as in actively welcoming members of the LGBTQ community.

We are located on a main road which separates the two large estates of Thornhill and Harefield and we see both of these as the patch which we are called to serve. Our congregation is drawn from both estates as well as other local suburbs of Southampton and Hedge End.

### Our leadership

For the last eight years we have had two ministers: Astrid Vaswani our Community and Pastoral Minister, whose retirement is bringing us to the settlement process, and her husband Paul, our Ministry Team Leader. We also have a full time Youth, Children and Families Worker, Ella Morley. Together, these three staff form our Ministry Team, supported by a part time Administrator. The Ministry Team work alongside a Leadership Team elected from the body of the church, currently comprising six members who act as Elders, Deacons and charity Trustees. Recognising how big this task is, the Leadership Team is supported by a number of other Teams with specific areas of responsibility.

### Our church building

We are fortunate to have a large, modern building with a good range of rooms of different sizes offering space and facilities for all kinds of church activities and outside groups who hire space here.

# Our vision



Our vision statement says:

*Ordinary people, making an extraordinary God known.  
Come as you are. Join in. Be transformed.*

ordinary  
people

Because we are. We want to be free of the baggage of pretension. We are not special, elite or holier than thou; this is a family where anyone can feel at home.

We want to tell the stories of our extraordinary God in everyday language so they can impact every person's life.

making  
known

We want TBC to be a safe place where anyone can ask any question and explore faith at their own pace. We want TBC to be a dangerous place where Jesus is proclaimed as the one and only way to reconnect with God. We want everyone in our church family to have a contagious, uncontainable faith and the confidence to share it. We want to be creative and dynamic in making Jesus known.

an extra-  
ordinary  
God

We want to be the kind of church where you can't escape the fact that God is extraordinary! We want to know the presence and power of his Holy Spirit as a normal part of church life.

We want to be naturally supernatural.

come as  
you are

We want to be a place where everyone that walks through the door knows that they are welcome, valued and accepted as they are. No exceptions. We want to communicate, structure our activities and conduct our worship in ways that reinforce this welcome at every turn.

We want people to have the opportunity to belong, really belong, before they are sure whether they believe.

join in

We believe that church is not a spectator sport. Everyone has a contribution to make, gifts to use, areas where we are called to serve each other and our community, and creativity to contribute. We value them all. We believe that the Christian life is a shared journey and we want every member of our church family to belong to a small group where we can share life, encourage faith and support one another.

be  
transformed

When we meet with God we expect to come away changed. We want our preaching, our worship, our small groups and our pastoral care to be pregnant with that anticipation. We will not settle for going through the motions of faith, we will not be satisfied with being the same people today that we were yesterday.



## Sunday services

### Sunday mornings

We meet at 10.30 every Sunday morning in person and online. We value Spirit-led worship, teaching from the Bible and prayer ministry as we respond to God. We don't want services to be going through the motions – we believe in a powerful God who meets with us, speaks to us, answers prayers and changes us... and that's what we expect to happen when we gather together!

Morning services usually last an hour and a quarter to an hour and a half and finish with coffee, tea and time to chat. Most weeks the children and young people are in the service for the first 15 minutes before going to their own groups. About once every six weeks we have an all age service with the children and young people in for the whole service – these services are generally about an hour long.

### Regular activities

TBC has an active membership with a large percentage of the congregation engaging in the life of the church. Our bi-monthly Church Meetings are attended by around a third of the membership.

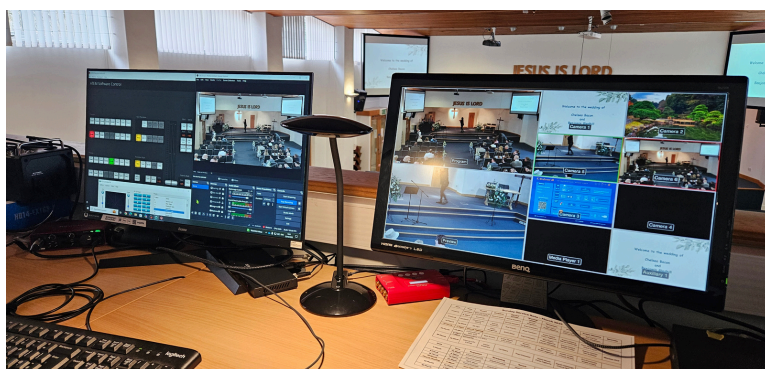
The church has a strong small group programme with around 100 people belonging to small groups. These meet in both the daytime and the evening, for discipleship, friendship, prayer and study.

### Sunday evenings

We currently have two very different styles of evening service. Once a term we have "Immerse". This includes an extended period of worship, some brief teaching - usually geared towards moving in the gifts of the Holy Spirit and hearing God's voice - and then time to receive prayer ministry. It's a relaxed and informal service with plenty of time and space for everyone to share what they believe God might be saying.

On the fourth Sunday of each month we have an evening communion service. This is rather more traditional and reflective in nature.

We also host a monthly evening youth service called Encounter, which is run by a group of churches for young people in the area. This also usually happens on the fourth Sunday of the month.





# Activities



## Community activities

Our community activities are central to our desire to serve our local community, meeting needs as we can in the name of Jesus, and also to our mission to make Jesus known. Our Well Being Café opens its doors three or four times a week. Every Monday morning it takes over much of the building and then during the week it runs in parallel with our Food Hub, our primary school age outreach group and a wider community event run in partnership with the Saints Foundation. The Food Hub is open every Friday, providing food packages to families and individuals in need for £1. Once a month it extends to providing a Community Lunch.

Coffee and Bowls, Crochet and Knitting, and Craft and Chatter groups also provide points of contact and outreach to our local community. In addition to this, to further our links with the wider community, our premises are also used by a range of local organisations offering additional activities for local people e.g. Singing for the Brain and a Stroke Support Group.

Over the last few years, we have been involved in a local networking group called SESSH (South East Southampton Support Hub) where we engage with agencies working in our locality. We meet regularly to share news and offer Community Networking Breakfasts to help introduce our community to local agencies. We also partner with local agencies offering addiction support, employment guidance, mental and emotional health signposting during our Well Being Café sessions. We have partnered with a national benefits and debt advice service, Frontline, and run a local branch of that service within our building. We also have a relationship with Thornhill Community Library.

TBC has many other active links with external groups both in the UK and internationally including;

- supporting and volunteering in clothing and food banks with Southampton City Mission
- some of our members are Street Pastors in Southampton;
- Love Thornhill and Love Harefield – community outreach partnerships with other local churches
- Stroke Group, supporting those recovering from this serious condition
- support of BU Home Mission and three overseas mission partners around the world





# Children and youth

Our children and youth work includes a number of strands. On a Sunday morning we have three groups catering for pre-school, years R to 5 and years 6 to 10 youngsters. We host and help run a monthly youth service called Encounter in partnership with a number of other local churches. We also hold a mid-week "house group" type youth group in conjunction with two other churches for older young people. We run a popular toddler group on a Thursday morning which brings in a good number of parents from our local community.



On Friday evenings we have open children's and youth clubs which regularly see 60+ children and around 30 teenagers. Both of these groups draw in children and young people whose families are part of the church and others for whom Friday night is their only point of contact with us. Our weekly activities are supplemented by a number of annual events; our summer Family Fun Day, a Bright Lights Party at the end of October, an Easter Holiday Club for the children and a number of camps and residential for the young people. Quite a few of our young people serve in different ways in church life, including helping with some of the children's activities.





## Our locality and community

### Southampton in general

Southampton is a major city on the south coast of the UK, with a population of around 260,000 people. We have a rich heritage, particularly in relation to seafaring. Like most cities Southampton has a number of distinct areas, each with their own community characteristics and issues. Southampton has all the advantages of a modern UK city, including two universities and good transport links. However, it also has many of the problems associated with large urban areas, including high levels of urban deprivation and poverty in some areas – not least Thornhill and Harefield.

### Surrounding the church

TBC is situated in the east of the city, on one of the busy main roads into the city centre. The church building is within a stretch of private middle income housing close to two parades of local shops. Either side of the main road are the estates of Thornhill and Harefield, which are a mixture of council and former council houses. Both estates have issues relating to anti-social behaviour and urban poverty.

The Thornhill area had, up until 2010, a New Deal for the Community regeneration project in place which established a number of community groups and carried out improvements to the community infrastructure. There is a settled core to the population of Thornhill, but with many people also moving in and out. Thornhill has two other churches, St. Christopher's, an Anglican church, and an independent ex-Vineyard fellowship.

TBC has good relationships with both of these churches and together we have formed Love Thornhill as a vehicle for joint prayer and outreach. There are four primary schools: Kaneshill, Hightown, Thornhill and Springwell Special School.

The Harefield area has not had the level of regeneration that Thornhill has in the last few years, but areas within it are being redeveloped. There are problems with community cohesion in an area that does not have, apart from the schools, a natural community gathering point. There is one primary school, Harefield, that TBC has had a good long term relationship with, and the area's secondary school is Woodlands Community College, whose intake comes from both Thornhill and Harefield. There is one church within Harefield itself – a congregation plant from one of the larger city centre churches. The parish church, St James's, sits just outside Harefield itself but we partner with them and other local Christians in an initiative called "Love Harefield". We also work together with Oasis, who run a number of community projects out of a re-purposed shop in the area.



# TBC as we hope to become

Our vision statement says:

*Ordinary people, making an extraordinary God known.  
Come as you are. Join in. Be transformed.*

In pursuit of this vision we are a church that seeks to be the following:

## Spiritual vision & growth

- We expect the presence of the Holy Spirit and long to experience more of God. We want to grow in our use and experience of gifts of the Spirit. To be a church where expecting the supernatural becomes natural.
- We want to be a church that disciples; where everyone applies teaching to their own daily walk with God. We are passionate about being disciple-making disciples, applying God's Word to our own lives and encouraging others to do the same. We want to always be Jesus centred whilst connecting to the culture and community we are in.
- We want to be a church where people find praying together exciting and accessible.

## Engagement & outreach

- We recognise a gap in our current age demographic and so we specifically want to reach, actively support and encourage those in the 18-30s age group and involve them across all our ministries.
- We want to continue to be a community that is a positive influence at the heart of our community, bearing fruit and partnering with other key organisations. We want to expand and grow our community focus.
- We want everyone to be invitational, sharing our faith naturally with others.
- We want to expand our use of social media and our online presence and to find new ways to do this.

## Community & relationships

- We want to be a church that everyone's children and grandchildren want to attend, where all ages see TBC as their spiritual home.
- We want to be a church where everyone feels known, valued and supported. Where, however much we grow in numbers, we still look out for one another.
- We want to be a servant hearted church where everyone joins in and has a part to play. Where people feel excited about leading and fulfilling God's vision for TBC.

## Visionary leadership & development

- We seek to be forward looking and strategic in the way we do church.
- We want to recognise potential new leaders, aiming for excellence, building skills and equipping and training them.
- We want to release the next generation into leadership, investing in them and giving them more opportunities to be involved and take responsibility.



# The Minister we are seeking

We are seeking to appoint a Community and Pastoral Minister. Reporting to the Ministry Team Leader and working alongside a Youth, Children's and Families Worker, the Community and Pastoral Minister will oversee and encourage strategic developments, with particular emphasis on the 18-30s age group, within our outreach work in the local community and our pastoral care as well as taking a share of general ministerial responsibilities. We expect the role to develop in new directions as a new person settles into the position.



The right candidate will be a strong team player, working closely with our Ministry Team Leader and Youth, Children and Families Worker to bring day to day leadership and pastoral oversight to the church. They will also oversee and lead a number of other ministry related teams: our Pastoral Team, Mission Support Team and the leadership teams of various community activities, to name just a few. They will also be a strong preacher, able to communicate God's Word in a compelling way to established believers and the spiritually curious alike. They will be a people person, equally comfortable in one to one conversations with whoever walks through the door of the church and in professional networking meetings with service providers from across the city.



# Ministry role profile

## Ministerial elements

As a key member of the Ministry Team the Community and Pastoral Minister will:

- be actively involved in Sunday and other midweek services to include:
  - a share of preaching and service leading responsibilities
  - supporting the Ministry Team Leader in planning our teaching program
  - organising monthly evening communion services
  - leading and organising special and seasonal services e.g. All Souls Service
  - conducting weddings and funerals
- play an active and visionary role in both the Ministry Team and Leadership Team, taking a share in the spiritual leadership, practical organisation and charity Trusteeship responsibilities of these teams
- develop relationships with other church and community leaders
- oversee the Alpha and First Steps courses – identifying and supporting course leaders
- oversee and build team for our Mission Support ministry

## Community elements

The Community and Pastoral Minister will continue to expand our outreach into the local community by building on established outreach activities as well as developing new opportunities, with a particular emphasis on connecting with the 18-30 age group. This may include:

- overseeing and developing our Café ministry to include developing new expressions of Café; building relationships with Café community partners; recruiting, training and developing Café volunteers
- overseeing our Food Hub ministry
- overseeing Healthy Headspace
- supporting our other community-facing groups and the teams which lead them
- networking and developing relationships with other churches, community agencies and organisations and being TBC's link person within these networks (currently including Southampton Support Hub meetings, Integrated Neighbourhood Hub meetings, PACT meetings and Southampton Mental Health Network meetings)

## Pastoral elements

The Community and Pastoral Minister will lead and develop new initiatives within our pastoral care provision at TBC. This will include but not be limited to:

- overseeing our Small Groups ministry
- overseeing our Pastoral Care ministry
- implementing ways of enabling people to explore and grow in faith
- supporting, training and resourcing Small Group leaders and the Pastoral Care team to share the pastoral work
- offering one to one support and care where appropriate

We are looking for a candidate who is:

- committed to being a follower of Jesus, living out their faith in word and action and who is passionate about sharing this faith with members of the wider community
- an engaging communicator, able to preach and teach relevantly and compellingly in a range of contexts
- a Spirit-filled leader, confident to guide others into an ever-growing experience of the Holy Spirit's presence and gifts
- able to relate well to a diverse local community with special emphasis on the 18-30 age group, establishing positive relationships of trust and respect
- compassionate and empathetic towards those who do not yet know Jesus and able to interact in relevant and innovative ways
- a leader who is able to work within the Ministry and Leadership teams, encourage and develop volunteers and bring a strategic approach to our community, pastoral and ministry work
- committed to raising the profile and engagement of TBC within the within the local community through understanding its make-up and needs, assessing gaps and working with others to pioneer new outreach initiatives
- able to respond flexibly and practically to a diverse and challenging environment
- willing to take risks, enable others, implement, monitor and evaluate both ongoing and new outreach initiatives
- self-aware and able to manage their time and resources well, including rest and reflection
- self-motivated and organised
- committed to fulfilling the wider vision of the church



# Person profile

Experience	<p>We are looking for someone who:</p> <ul style="list-style-type: none"><li>• has experience of developing community outreach work and can demonstrate a wide understanding of issues in society today, particularly those facing individuals and local communities</li><li>• has a commitment to and experience in the pastoral care of people</li><li>• exhibits a passion for Jesus and how he transforms lives</li><li>• has been trained to an appropriate level at a theological college</li><li>• is either an Accredited Minister of the Baptist Union or an equivalent role in another denomination</li><li>• has a rounded life experience both in and out of the church as well as a being a mature Christian with a balanced view of life</li><li>• is willing to undertake ongoing professional development</li></ul>
References	<p>Two references will be taken up and the successful candidate will need to be fully compliant with the Safeguarding and other policies of the church. Employment will be subject to an enhanced DBS check and to the candidate fulfilling the legal requirements to be a charity Trustee.</p>
Practical matters	<ul style="list-style-type: none"><li>• We intend making this appointment in line with the BU Recommended Terms of Appointment and will be offering the BU Standard Stipend</li><li>• Although there is no manse provision for this role we will pay a housing allowance amount equating to £8,595pa (paid monthly)</li><li>• A fully equipped office on church premises is provided as the workplace location for this role</li><li>• The role is full time comprising 5.5 days per week including Sundays and some evenings</li><li>• We will enable and encourage participation in the BU's Continuing Ministerial Development programme</li><li>• Annual holiday entitlement is 27.5 days plus bank holidays</li><li>• We will provide a support group for the Community and Pastoral Minister whose responsibility will be to meet with them on a regular basis to provide ongoing support for their health and wellbeing</li></ul>
Ethos	<ul style="list-style-type: none"><li>• We fully affirm the ministry and leadership of women at every level in church life</li><li>• We do not believe that divorce or remarriage are necessarily barriers to church leadership or full participation in church life</li><li>• We hold to the understanding that a person's sexual orientation or gender identity are not a barrier to full participation in church life and we welcome same-sex couples on an equal basis with heterosexual couples. However, in line with current BU policy, we are not open to appointing an individual who is transgender or in a same sex relationship into ordained ministry.</li></ul>