# NOTES TO MINISTER'S NOMINATION PROFILE

**General Comments:**

It is strongly recommended that before completing and submitting nomination profiles to the National Settlement Team, a meeting is arranged with one of the Regional Ministers to discuss on a personal and informal basis your sense of calling to seek a new pastorate. These notes are prepared as a guide to the preparation of the necessary documentation and are part of the overall support that we seek to give ministers who are considering settlement.

As you seek God's will for a settlement, you are invited to complete the Nomination Profile to which these notes are attached. Each Regional Minister will receive a copy of your profile. Whenever your name is sent to a vacant church, a copy of the profile, exactly as you have compiled it, will be sent with the nomination.

Your Nomination Profile should be prepared in line with the guidelines below. Remember to leave an adequate margin. An electronic copy is required, which you can e-mail to your Regional Minister.

In considering your answers and their presentation please remember that this Profile is the means by which you are able to introduce yourself to the elders/deacons of a church.

There are two documents that will be submitted to the National Settlement Team – a Nomination Form and a Nomination Profile. In addition, you are required to complete an ‘Overseas Declaration on entering settlement’ form, which for convenience you will find at the end of the Nomination Profile. This should be completed and sent to the Ministries Team, as indicated on the form.

**NOMINATION FORM**

This will be prepared by the Regional Minister after a conversation with you.

The Nomination Form is distributed to all members of NST and will be used as the basis for the various Regional Ministers to write their commendations to churches. The form will not be distributed beyond NST, and comprises:

**Financial Information:** Details of the stipend you currently receive/will be seeking, housing arrangements (manse, shared ownership etc.). Please indicate if your family arrangements require any special housing (e.g. more than 3 bedrooms, disability access etc.) If you own a house that you envisage selling in order to buy one in which to live in your next pastorate, it is a useful idea to arrange an informal valuation so that this can be considered.

**Geographical Restrictions/Geographical Preferences:** Ministers are encouraged to be fully open to God’s leading whenever possible. However it is possible to make some allowance for geographic restrictions or preferences. Please be very clear in identifying what are restrictions (e.g. we need to be within 2 hours of an elderly parent) and what are preferences (e.g. I would like to work in the inner city).

**Settlement Preferences:** Include here the style of ministry you are seeking (e.g. "solo"; team; assistant; etc.), and any other preferences

**Introduction to be shared with the churches:** This will be written by the Regional Minister on the basis of an initial interview. This is key in guiding other Regional Ministers of your suitability for various pastorates, and will normally provide the form of words that is used in their letters to potential churches. The introduction may include:

Perceived emphases in ministry, incl comments about pastoral and preaching strengths.

Theological stance.

Perceptions of leadership style, with reference to worship especially

Comment about suitability for solo/team and size of church.

General current church situation.

**Key Priorities for Future Ministry**: You are asked to write a submission of not more than 120 words that seek to express your key priorities for ministry in your next pastorate/sphere of ministry. Please write this anonymously, without direct reference to any present or previous pastorate so that it HAS THE POTENTIAL to be read by a diaconate or search team without breach of confidentiality. A possible form of words would be:

*In recent years I have developed significant engagement in the local community and would see this as a key element in a future pastorate. I believe I have a good ability to manage change, and would be interested in a church where there is potential for greater community engagement, with a need for experienced leadership to make this a reality. I have strong interest in music and would value the opportunity to develop more creative approaches to worship, which has not always been possible in my present pastorate. I have felt restricted in my present pastorate by expectations that I would attend to routine matters of administration and building management, and would value a context where this was seen as the primary responsibility of others.*

**Confidential Information:** It is important that NST members are aware of any previous difficulties or concerns arising from ministry. These will be included here along with any other personal information that may affect a future settlement. The content and wording of this section will be mutually agreed by you and your Regional Minister and will not be passed on to churches unless you give permission. Included here will be:

 Any difficulties in previous or other church.

Any specific health concerns that may affect your ministry or settlement needs

 Any comments about the spouse’s involvement in church life

 Any relevant family concerns

The Introduction and Confidential Information will be shown to you prior to release to the NST.

**NOMINATION PROFILE**

**First Section**

The first section (Pages 1 & 2) provides you with an opportunity to present yourself to a prospective church within a series of sub-headings. You may use up to two sides of A4 paper for this section, please do not feel you have to fill it, but please do not extend beyond that limit.

For each section a series of questions are offered. You are not expected to answer these literally or comprehensively. They are offered as a guide to your own reflection and presentation, and you should feel free to compile each section as you feel most appropriate.

**Personal Gifts and Ministry Style**

How would you describe your general approach to ministry – where would you see your key strengths (e.g. preaching? Pastoral? Evangelism? etc.)

What particular gifts, skills and experience have benefitted you in ministry?

What aspects of ministry do you particularly enjoy and excel at?

What aspects of ministry do you find a particular challenge?

What observations have fellow leaders and congregation members made about your ministry?

What would you like to feel will define your ministry in the next five years or so?

How do you sustain yourself spiritually as a disciple of Jesus and a servant of the Church?

**Theological Principles, Values and Priorities**

*Search teams might reasonably expect an Accredited Baptist Minister to have a basic grasp of Christian faith and discipleship, so this is more an opportunity for you to explain how your particular approach to ministry is shaped by your understanding of our shared faith.*

What particular aspects of Christian faith have defined and shaped your identity as a minister?

What is your most natural style of worship and church life?

What has been the relative importance of evangelism, social justice, Biblical teaching, pastoral work, specific age groups etc. in your ministry thus far?

How do you understand and operate leadership – what is the place of the local church in this?

What streams, movements and styles of church life have particularly influenced you?

Are there any particular theological positions or approaches to church life that you would find it difficult to minister in?

**Conversion and Christian Experience Prior to Ministry Formation**

*This is an opportunity for you to share something of your spiritual journey, including how it has shaped and influenced your approach to ministry now.*

 What were the early influences on your life?

 How did you become introduced to the church?

 What led you to commit your life to Christ?

In what ways apart from being a Minister, have you been involved in church life and the mission of God?

 How did you sense a call to ministry?

**Interests Outside of Local Church and Other Information**

*This is an opportunity to share something of the person you are outside of your role as a minister, this might include:*

Particular interests and hobbies

 Your family and social life

 More about your experience prior to becoming a minister

 General information about your life journey

 Anything else you feel it would help a church to know about you

**Most Recent Experience in Ministry**

*This is an opportunity to root the general information above in the reality of your ministry in recent years. If you are a leaving student, this may include your experience in student pastorate, your time at college and/or your role within the local church/workplace prior to ministerial formation.* *It is likely to include responses to the following questions:*

How would you summarise your last 5 years of ministry?

What would you see as your key achievements in that time?

What difficulties and issues have you encountered and how have these contributed to your development as a minister?

How have you engaged in Continuing Ministry Development (e.g. training, conferences, retreats, reading etc.) and how has your ministry been impacted by this?

How would you describe your relationships with the leaders of your current church; members of the church and congregation; other churches and ministers?

How do you relate and participate in the life our Union and your local Association?

Why do you feel it is right to explore re-settlement at this time?

**Second Section**

Please begin the second section of your profile on a separate page. Your Name should be included at the top of the page.

**Employment/Education History**

Please outline your **Employment/education history** since leaving secondary education. This should include a clear, chronological account of your main occupation including periods of further education, unemployment, travel etc.

An example layout would be:

 Sept 1986 – July 1989 University of Sheffield - degree course in English

 July 1989 – Sept 1989 Casual bar tender at the Hollies Hotel Weymouth

Sept 1989 – March 1996 Jones and Smith ltd. Various roles from graduate trainee to becoming regional sales rep for Yorkshire before being made redundant.

Mar 1996 – Sep 1996 Unemployed

Sep 1996 – Jun 2000 Promotions Manager – Green and White publishing

Jun 2000 – Sep 2000 Travelling in Australia and the Pacific

Sep 2000 – Jul 2003 Minister in Training – Bristol Baptist College and Bristol Street Baptist Church.

Jul 2003 – Mar 2010 Minister – London Road Baptist Church, Coventry

Mar 2010 – present Minister – York Street Baptist Church, Leeds

To avoid confusion, additional training or secondary occupations should not be included in the Employment History Section, but may be included afterwards as Relevant Qualifications and Experience. Where this is absolutely necessary, concurrent roles should be included as a single section – for example

Aug 1983 – Nov 1994 Part Time sales rep for Freemans catalogue and bookkeeper for Holman and Hunt enterprises

Nov 1994 – Sep 1996 Full Time bookkeeper for Holman and Hunt

**Relevant Qualifications and Experience**

This should be presented as a clear list of gained awards or specific roles. For example

 1983 Baptist Training Partnership Youth Leaders Certificate

 2001 – 2005 Chair of Governors – Amberly High School

 2002 – 2007 Chair – Amberly Community Partnership

Feel free to lay this out as you feel most appropriate, there is no need for a precise chronological account.

**Personal Details**

Please then include your contact details as currently provided on a Nomination Profile

i.e. Address

Phone Number

Mobile Number

email

Marital Status/Name of Spouse (if married)

Dependents

Try to include this information as no more than two sides of A4 paper. You may not require two full sides of A4, in this event please DO NOT use the remaining space to add any further information or comment.

Please remember to complete and return the Overseas Declaration to the Ministries Team.

Revised November 2016