



Basingstoke Church

JOB PACK — SEPTEMBER 2025

ASSOCIATE MINISTER

'If your Presence does not go with us... what
else will distinguish me and your people from
all the other people on the face of the earth?'
Exodus 33:15, 16

BASINGSTOKE CHURCH IS ONE CHURCH ACROSS FIVE LOCATIONS IN BASINGSTOKE, HAVING RELAUNCHED AS A RESOURCE CHURCH IN THE AUTUMN OF 2022.

OUR VISION

We want to see this generation come fully alive in Jesus by the power of the Holy Spirit.

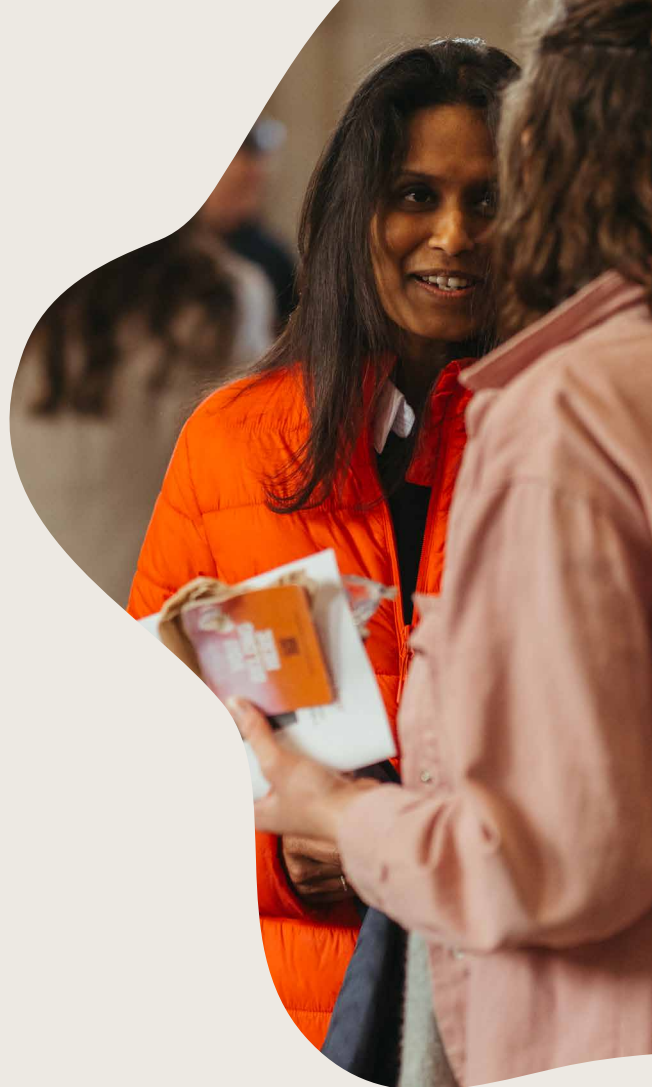
We long to see all find life to the full, discovering the fullness of joy in all circumstances by encountering the presence of God.

People coming fully alive is the work of God himself, so the part we can play is to make space and spaces for God to do what only he can do.

OUR MISSION

To make space and spaces for people to encounter the presence of God.

There are still many people for whom the church feels like an inaccessible place where they do not belong. For us, making spaces is about removing barriers and clearing out anything that keeps people from coming into the presence of God.





RESOURCE CHURCH

Under a new leadership team — working with the HTB Network, the Church of England, and the Diocese of Winchester to see this vision realised — we have seen a significant increase in the numbers of people joining the church with many coming to know Jesus after finding faith for the first time in their lives.

We believe that one of the many markers of a healthy, alive church is that it is growing in number, and we have been excited to see significant growth over the past three years.

We see the Lord on the move in our town, drawing people to himself. We are confident that God has more planned for the town of Basingstoke in the years ahead.

All that we plan and do is driven by our desire to play our part in what he is doing.

WORKING ENVIRONMENT

We expect everyone to be generous, gracious and flexible with each other, while encouraging each other to strive for excellence in everything we do. We aim for a 'can do' environment where innovation and creativity is encouraged alongside serving others. We care for the wellbeing of each member of the team and encourage a well-balanced approach to work and life to enable us all to thrive.

Our staff team is characterised by these values:

PEOPLE MEETING JESUS

People are at the heart of all we do, but we know that the greatest way to show people we care is by introducing them to Jesus. People meeting Jesus is why we do everything we do.

JOY

We choose joy in serving at the pleasure of the Lord. We know there will be fun times and hard times but we are people who choose to rejoice in the Lord always.

HUMILITY

We are curious, open and always learning, humble enough to admit that we don't know everything and that we can't do this on our own, but only with each other and by the grace and power of God.

COMMITTED

We are accountable to ourselves and to each other, showing up to bring our all, to support our colleagues and our volunteers, committed to pursuing what God is doing through the mission of the church here.

ROOTED

We know that all we do is only done in the strength and power of God at work, so we look for everything to be done as part of a life rooted in prayer, worship and the power of the Holy Spirit.

SUNDAYS

We love Sundays. Here is a layout of what happens across our church.

TOWN CENTRE

Our largest Sunday gatherings at St Michael's (Town Centre) and All Saints (Top of Town).

09.00 – FAMILY COMMUNION
St Michael's (Town Centre)

10.00 – TRADITIONAL EUCHARIST
All Saints (Top of Town)

11.00 – THE ELEVEN (CONTEMPORARY WORSHIP)
St Michael's (Town Centre)

18.00 – THE SIX (WORSHIP FOR THE TOWN)
St Michael's (Town Centre)

NEIGHBOURHOODS

Sunday gatherings for the local neighbourhoods of Popley, Brighton Hill and South Ham.

10.00 – FAMILY COMMUNION
St Gabriel's (Popley)

10.30 – CAFÉ CHURCH
Christ the King (Brighton Hill)

16.00 – FAMILY COMMUNION
St Peter's (South Ham)



ASSOCIATE MINISTER

INTRODUCTION TO THE ROLE

It's three years since we launched the resource church here in Basingstoke, and we are growing all the time, so we are looking for an Associate Minister to help us train, disciple, develop and pastor the key leaders who will be able to support and release mission across our church.

We are looking for an experienced leader to work closely as part of our senior leadership team speaking into key decisions day-to-day as we lead this church and staff team across five locations. It is of course also a role for you as a pastor; you will lead one of our congregations and pastor the people while sharing in ministry across a very varied parish.

As we grow and develop as a church there will be opportunities to flex and step into other areas as the Lord leads, either to support emerging ministries or to be the person who starts something new.

This is a role for someone with a passion for seeing others flourish, who loves capitalizing on new opportunities and is looking to make an impact. It is however not a role for someone who wants to be the primary leader as you will be working to the vision and strategy set out by the Rector.

You will be joining us at an exciting time with so much ahead, we can't wait to hear what God has put on your heart for this next season in your ministry.



ASSOCIATE MINISTER

LEADERSHIP DEVELOPMENT

If we are to do all we believe God is calling us to do here we need an army of leaders of all types and from all backgrounds, equipped for mission, to lead everything from small groups to Sunday services.

As well as line managing those in training for ordained ministry or in curacy, you will help us to develop a training pathway and support for local lay-leaders in our church. We have many people who are ready to go and we want to train and release them into ministry amongst us.

DISCIPLESHIP

One of our key aims as a church is deepening our roots, so you will be overseeing and developing our discipleship pathways in the church.

You will support our small group leaders through training and oversight, while also helping us to continue in creating a churchwide structure that supports people in deepening their roots and playing their part in the life of the church and the Kingdom.

LEADERSHIP

You will be part of our senior leadership team led by the Rector, working alongside our other Associate Minister and our Chief Operating Officer. This group works together to lead the church day-to-day, manage the staff team, and supports the Rector in making key decisions in the life of the church.

Within that you will also have line management responsibilities for members of the team, both paid and voluntary.

OVERSIGHT OF OCCASIONAL OFFICES

We have well established processes to look after all of those who engage with us for occasional offices. Our full-time administrator takes the lead on this and the clergy and LLMs all share in the work of leading the services and meeting with the people.

You will take on the oversight of this area of church life as a key decision maker and leader of this important ministry.

PASTOR AND TEACHER

You will have plenty of opportunities to preach and teach and for the right person space to help deepen our theological offering as a church through teaching moments if that is your passion.

Each of our seven congregations has a lead pastor and you will take that role for one of those communities or, in time, help us launch a brand new worshipping community. You will lead the Sunday gathering there, preach, and pastor that congregation – growing them as disciples of Jesus and opening the door wide for many to come in.

ASSOCIATE MINISTER

WORKING ALONGSIDE THE OTHER CLERGY

A key question for any Associate role is how it will function alongside the Rector's role, and in our context the existing Associate Minister. In the early stages of a resource church project the division of work between the Rector and the Associate Minister is likely to develop, so we are looking for someone who is agile and flexible in their approach to work, with an attitude of openness to change.

THE RECTOR'S ROLE

- Overall leadership responsibility as incumbent
- Vision casting and establishing and protecting culture and values
- Strategic development in the parish and in supporting the resourcing strategy of the Diocese of Winchester
- Shaping our preaching series and worshipping life of the church
- Leading on development of new ministry areas
- Leading our prayer room

NEW ASSOCIATE MINISTER'S ROLE

- Oversight of leadership development and training, including:
 - Identifying and growing lay-leaders and ministry teams
 - Supervision and oversight of curates, ordinands and LLMs
- Leading our occasional offices (overseeing and supporting our Ministry Team of retired ministers, clergy and LLMs in their occasional office and pastoral care ministry)
- Oversight of discipleship at Basingstoke Church
- Preaching and service leading across our sites
- Sharing in occasional offices and pastoral care ministry
- Cultivating and protecting vision, culture and values across the parish

EXISTING ASSOCIATE MINISTER'S ROLE

- Oversight of our ministries including Sunday services, courses, mission and outreach activities
- Working with the Rector to lead on developing new ministries and services across the church
- Oversight of our Rising Generations ministry and team
- Line management of ministry staff including ministry administrators
- Preaching and service leading across our sites
- Cultivating and protecting vision, culture and values across the parish
- Sharing in occasional offices and pastoral care ministry

ASSOCIATE MINISTER

WHO ARE WE LOOKING FOR...

- A leader who is a great team-player and can shoulder a substantial workload.
- Someone who understands the nuances of second-chair leadership and is 'at ease' in leading from this perspective
- A teacher / pastor at heart who can lead growth in the church
- Someone passionate about releasing ministry and equipping others to (both new and long-term Christians) to grow deeper in their faith and calling.
- An inspiring and proactive line manager among our talented and hard-working staff team.
- We are open to all but would particularly welcome applications from female candidates and from those whose ethnicities are underrepresented in the Church of England.

Therefore, we are looking for someone who can work within our whole-church vision; who can lead collaboratively and in harmony with the rest of the team; and someone who is able to take on some incumbent-level responsibility.

WHO ARE WE NOT LOOKING FOR...

This post is probably not for you if you are:

- Wanting to reshape a whole-church vision.
- A leader who is looking to have the final say in all decisions – this is a leadership role with substantial autonomy within its specified areas, but the role will only work if that leadership is exercised in harmony with the rest of the team.
- Looking for a training post (perhaps akin to a second curacy) – this is a substantial role with significantly higher levels of responsibility than a curacy.

THE TEAM YOU WILL BE JOINING

LEADERSHIP TEAM

- Rector – John Hudson
- Chief Operations Officer – Jess Thompson
- Associate Minister – Libby Etherington
- Associate Minister – (Vacant)

MINISTRY TEAM

- Curate – Nicola Ford
- Curate – Dan Gardner
- Curate – Barbara Irving
- Worship Pastor – Joe Pavey
- Rising Generations Lead – Karen Valdar
- Rising Generations Pastor – Callum Smith
- Ordinand – Rachael Higson
- PTO Priest – Jane Leese
- LLM – Mike Browning
- LLM – Andrew Stead
- LLM – Shelagh Kavanagh

STAFF TEAM

- Samantha Wake – Team Support Assistant
- Samantha Fletcher – Ministry Administrator
- Amanda Lewington – Administrator
- Joe Hammond – Facilities Manager
- Tom Ward – Finance Manager
- Stephen Leach – Bookkeeper / LLM
- Andy Wright – Ministry Assistant

ASSOCIATE MINISTER

PERSON SPECIFICATION

SPIRITUALITY, GIFTING AND CHARACTER:

- A pastor / teacher who will nurture and establish the church in the vision God has called us to pursue
- Deeply rooted in the scriptures and a gifted preacher
- Godly in character, mature in the faith; proclaims Jesus as Lord
- Makes disciples and cultivates a loving and spiritually mature network of relationships and community
- Born from their own prayer and devotional life, leads others in waiting upon the Lord in worship and prayer
- Responsible, loyal and trustworthy
- Actively raises others up in developing their gifting
- Thrives in leading and delivering training for individuals and teams to create and release new missional capacity
- Excited by the development of a dynamic and expansive planting / revitalisation agenda
- At home ministering in the power of the Spirit with ability to lead across traditions
- Spiritually discerning and pastorally sensitive; an active and skilled listener
- Sees God at work over time, in diverse settings and among people of different backgrounds and circumstances
- Enjoys being with others and exercises the ministry of hospitality
- Maintains a healthy balance between ministry, rest, family and friends

LEADERSHIP SKILLSET

- An inspiring, capable and dynamic leader
- Leads by example; impactful; creates the conditions for the church to grow
- Settled and 'at ease' in leading from the second chair and in a team
- Strategic leadership within areas of responsibility and when contributing to wider conversations; ability to receive leadership and lead across boundaries / through others (as appropriate) in other settings
- Experienced in developing and growing leaders in the church
- Mobilises and empowers teams, delegates effectively, identifies training needs
- Intuitive and capable in self-direction; gains traction around a task quickly
- Flexible and resilient with the ability to manage boundaries, conflict and deal with challenging situations
- Inspiring and conscientious line manager / mentor / pastoral supervisor
- Brings emotional intelligence and cohesion in a team environment
- Experience of / understanding of the principles of organisational change
- Secure, effective and stable leader within a fast-paced youthful team
- Sustains leadership, resources themselves well with good supervision, self-care and rest
- Professional and reliable in administration with excellent organisational skills
- Clear and effective communicator

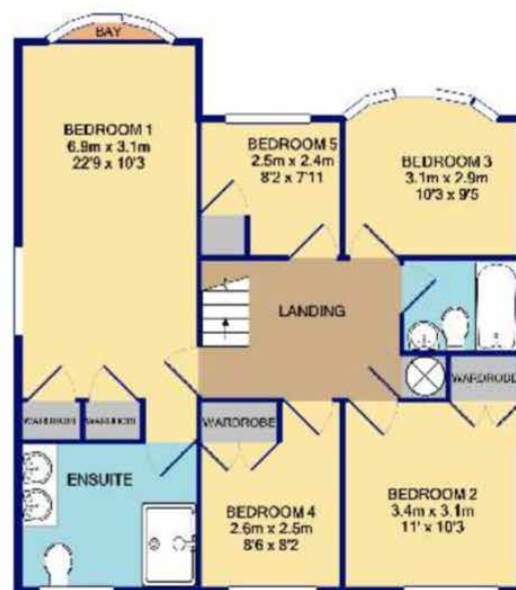
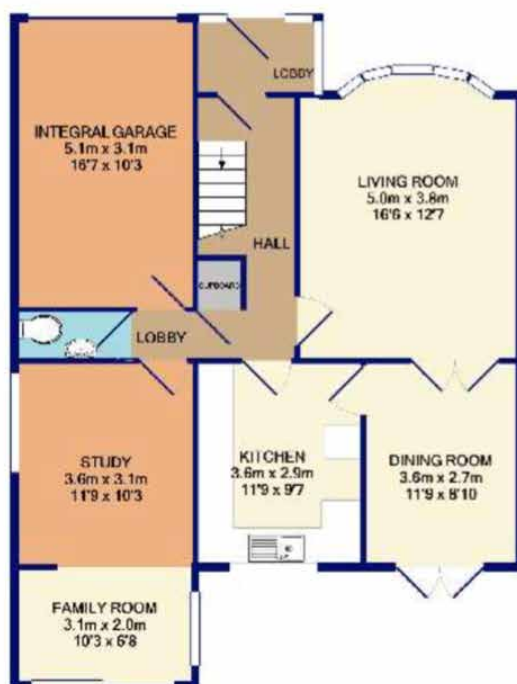
ASSOCIATE MINISTER

THE HOUSE

The role comes with a large five bedroom detached house built as part of a small scale housing development on the edge of Brighton Hill. It is well placed to access our estate churches and close to transport links in to the town centre.

Downstairs it has a modern kitchen, large lounge and very good sized study, along with an integrated garage and downstairs toilet. Upstairs there are five bedrooms, a family bathroom and large en-suite shower room.

The rear has a pleasant established garden with a patio and lawn.



TOTAL APPROX. FLOOR AREA 163.1 SQ. M (1735 SQ. FT.)

NEXT STEPS

If you would like to have an informal conversation and find out more about the role, get in touch with John Hudson:

john@basingstoke.church



Basingstoke Church