



WE'RE HIRING



CHURCH PLANTING RESIDENT

Open Position :

- Full-time Permanent
- £33k (+ Housing)
- 6 Weeks Paid Leave
- Build and lead a core team to plant
- Generous Pension

Send your CV and a cover letter to:

recruitment@glenrothesbaptistchurch.org.uk

Closing date: 5th of January 2026

www.glenrothesbaptistchurch.org.uk/planting

Job Description & Person Specification:

Church Planting Resident

Role Title: Church Planting Resident (Full-Time)

Location: Based at Glenrothes Baptist Church, Fife (with the view to planting nearby)

Accountable to: Eldership of Glenrothes Baptist Church

Start Date: Early 2026

Overview

Glenrothes Baptist Church is seeking to appoint a Church Planting Resident to lead the establishment of a new autonomous Baptist church in the Glenrothes area. This is a full-time post that combines pastoral leadership, missional pioneering, and team development. The successful applicant will serve from day one as an elder/staff pastor within GBC and will be mentored, trained, and sent with a core team of people to plant a new local church.

The Role

Phase 1: Building Momentum (2026)

- Serve as an elder and staff pastor at Glenrothes Baptist Church
- Engage fully in church life; preaching, pastoral care, and team leadership
- Learn and embody the theological and cultural DNA of GBC and the Pillar Network
- Identify and disciple a planting core team from among GBC members
- Help develop shared convictions, team culture, and philosophy of ministry within the core team
- Assist in drafting governance documents and preparing church trellis structures
- Begin building partnerships and visiting supporting churches
- Core team meets before public launch

Phase 2: Launching the Plant (2027)

- Lead the core team in launching regular public worship gatherings
- Begin contextually appropriate evangelism and community outreach
- Covenant founding members and publicly install elders and deacons
- Begin functioning as an autonomous congregation, with long term support from GBC
- Budget tracking to maintain financial stability

Phase 3: Establishing the Future (2028+)

- Oversee the church's registration as a legal entity
- Lead the church in establishing a sustainable long-term vision of their own
- Begin developing plans for future multiplication (planting or revitalisation)

- Maintain close relational and missional partnership with GBC and network churches
 - Budget tracking to maintain financial stability
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Person Specification

Qualification:

- Seminary-level theological training (or equivalent) desired
- Pastoral leadership or eldership experience in a like-minded church
- Ability to raise financial support for the church plant and maintain partnerships
- Right to work in the UK

Conviction:

- Biblically qualified elder (in line with our Article of Association)
- Strong personal commitment to reformed, complementarian theology and a healthy biblical ecclesiology (in line with GBC and the Pillar Network)
- Clear and articulate theological convictions grounded in Scripture

Character:

- Evidence of a deep and passionate spiritual life walking with Jesus
- Entrepreneurial, resilient, and able to lead in pioneering contexts
- Demonstrate ability to disciple others and lead by example
- Integrity, humility, and dependability in personal and pastoral life
- Evidence of delivering ministry initiatives or projects through to completion
- Track record of handling conflict biblically

Chemistry:

- Warm, relational, and able to build trust across a range of people
- Willingness to work closely with the GBC elders and maintain good fellowship post-plant
- Ability to work within team structures and under pastoral oversight

Calling:

- Clear and tested call to pastoral ministry and church planting
- Passion for gospel proclamation and church formation
- Vision for gathering and shepherding a new church community

Desirable:

- Previous experience in church planting or pioneering work
- Familiarity with or roots in Scottish church culture and context
- Experience with training or mentoring others in ministry

Details: Finance, Training and Support

- Day-to-day supervision from the Pastor of GBC and regular review opportunities
- Spiritual accountability and final HR decisions from GBC elders
- 40hrs per week with two days off (required to work Sundays and some evenings)

- Practical ministry training via the 'Practically Trained Pastors' curriculum (Brian Croft)
 - If required, enrolment in the MA in Christian Ministry (Crosslands Seminary, underwritten by SEBTS)
 - Stipend in line with Baptist Union of Scotland reference rates (currently set at £32,604 for 2025)
 - Housing provided (GBC-owned Munro Mission House) or housing allowance in addition to stipend as per BUS guidelines (currently set at £7,741 for 2025)
 - Generous employer pension contributions
 - 6 weeks annual paid leave (Excl. Public Holidays)
 - Professional development budget and time allocation
 - 6 monthly review against mutually agreed goals
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Application Process

To apply, please send:

- A CV outlining relevant ministry experience
- A one-page statement of calling, including:
 - How and why you sense a call to church planting
 - Your theological convictions and philosophy of ministry and how these shape your ministry
 - Any relevant leadership or pioneering experience
- Contact details for two references (at least one pastoral)
- Appointment subject to PVG (Disclosure Scotland) check and safeguarding training

Send applications or enquiries to:

recruitment@glenrothesbaptistchurch.org.uk

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This is a significant gospel opportunity to pioneer a new work in Fife with the full backing, training, and support of a healthy local church. We are praying for a man of character and conviction, with the initiative and vision to lead a team and plant a church for the glory of Christ.

GBC | Church Planting Roadmap

Phase 0: Laying the Groundwork (2025)

This is the foundational pre-phase before any public momentum starts.

- Pray and engage GBC in church planting convictions
 - Everyone can participate in prayer
 - Prepare for the loss of people leaving
 - Prepare for people in how they might give
- Confirm and agree the full roadmap
 - What we want to do and how
 - Agree job description and person specification
- Establish appointment and discernment process
 - How do we advertise?
 - Who will interview and propose the candidate?
 - Invite church to recommend onto a 'vacancy committee'
 - How will the church discern and affirm the candidate?
- Apply for funding (BUS, Pillar, partner churches, GBC)
- Begin recruitment process for church planting resident

Phase 1: Building Momentum (2026)

Focus on people, training, structures, and preparation.

Structure & Planning

- Chair monthly core team meetings
- Define roles needed and internal structure
- Develop the 'trellis' (support systems, accountability and governance)
- Agree key timelines and milestones
- Choose a name for the new church
- Confirm location for worship
- Draft and agree a constitution based on GBC's

Communication

- Ongoing communication with GBC and within the planting team

Team Formation

- Identify which members of GBC are committed to being sent
- Confirm which elders and deacons will be part of the plant

Training & Equipping

- Establish clear and shared convictions
- Clarify church DNA and identity from GBC
- Develop a philosophy of ministry similar to GBC

- Ensuring GBC are training up and multiplying leaders who remain

Networking & Partnerships

- Build relationships with partner churches and gospel partners
- Organise visits to preach, raise support, and sharing opportunities

Phase 2: Launching the Plant (2027)

This is the phase where the church is birthed and walks on its own.

Leadership and Autonomy

- Install elders and deacons
- Transition to independence under the leadership of the new elders

Gathering and Covenanting

- Covenant founding members
- Begin meeting regularly in rhythms of worship and community

Mission and Evangelism

- Develop contextually suitable outreach and evangelism
- Launch missional efforts focused on their own people, plans, and places

Phase 3: Establishing the Future (2028)

Securing longterm sustainability and reproducing the vision.

Consolidation

- Register as a SCIO or appropriate legal entity within 12 months of regular worship
- Apply for membership with The Pillar Network

Vision and Reproduction

- Establish a clear long-term vision for the new church
- Begin planning for future church planting or revitalisation efforts