



**GLENROTHES**  
BAPTIST CHURCH

**CHURCH PLANTING  
PROSPECTUS**

## JOIN US ON THIS MISSION



"Beloved, it is a faithful thing you do in all your efforts for these brothers, strangers as they are, who testified to your love before the church. You will do well to send them on their journey in a manner worthy of God. For they have gone out for the sake of the name, accepting nothing from the Gentiles. Therefore we ought to support people like these, that we may be fellow workers for the truth."

3 John 5-8 (ESV)

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Dear friends in Christ,

At Glenrothes Baptist Church, we've been praying and preparing for several years toward a new Gospel work in our area. By God's grace, we've seen the church grow and many come to faith, and we now sense the Lord's leading to begin this new work.

This is about multiplying healthy, Gospel-centred churches that hold out the Word of life faithfully at the heart of their community. We believe that the local church is God's primary means for making Christ known.

To that end, we are seeking to appoint a Church Planting Resident. A man of conviction and character who will be trained, mentored, and sent with a core team from GBC to lead this new congregation.

We aim to see the work launched publicly by 2028. We are committed to funding as much as we can from within GBC, but we can't do it alone. We're praying for like-minded partner churches who will stand with us over the coming years. Praying, visiting, and giving financially to make this vision a reality.

Would you consider joining us in this work?

With love in Christ,

Matthew Marshall  
Pastor, Glenrothes Baptist Church

"We ought therefore to show hospitality to such people so that we may work together for the truth." 3 John 8

## Job Description & Person Specification:

### Church Planting Resident

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**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

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#### 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.

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#### 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

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## 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](mailto:recruitment@glenrothesbaptistchurch.org.uk)

**Closing date:** 5<sup>th</sup> of January 2026

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



# GBC | Church Planting Budget

## GBC Commitment & Partnership Overview

We have allocated part of our annual budget and secured initial external funding, but we require further gospel partnerships to make this possible.

We intend to raise the necessary funds for this church plant and enough to start training the future church planter who will progress to the next role as a Pastor-in-training.

## Partnerships

We're inviting you to commit to us as we commit to this work here in Glenrothes. We have the following commitments in place and are praying for the final needs.

### Internal GBC Budget

- Part of our annual budget is committed to Church Planting and Training.

### Baptist Union of Scotland

- A three year commitment of  $\frac{1}{3}$  of the Church Plant Resident post for 3 years has been secured.

### Regional Pillar Scotland Churches

- We are partnering with our local Pillar Network region in collaborative support for this church plant.

### Wider Church Partnerships

- We are praying for 5 or 6 churches to partner with us in regular financial giving.

## Overview

EXPENSES	2026	2027	2028	2029
Church Plant Resident (Pastor)	£35k	£36k	£37k	£39k
Church Facilities	£5k	£10k	£10k	£10k
Church Budget	£10k	£10k	£10k	£10k
Pastor-in-training (for future planting)	£30k	£30k	£30k	£30k
<b>TOTAL</b>	<b>£80k</b>	<b>£86k</b>	<b>£87k</b>	<b>£89k</b>
<b>INCOME</b>				
GBC	£10k	£11k	£12k	£13k
Baptist Union of Scotland (3 year commitment)	£14k	£14k	£14k	
New Church Plant Giving (Internal growth)		£20k	£25k	£35k
External Church Partners (secured to date)	£20k			
<b>TOTAL</b>	<b>£44k</b>	<b>£45k</b>	<b>£51k</b>	<b>£48k</b>
<b>FUNDS NEEDED</b>				
<b>TOTAL</b>	<b>£36k</b>	<b>£41k</b>	<b>£36k</b>	<b>£41k</b>

## WHAT NEXT?

Let us know you're committing so we can rejoice in God's provision. You can give through any of the following Bank Accounts;



### GBP from a bank account in the UK

**Account holder:** Glenrothes Baptist Church Limited

**Sort code:** 60-84-64

**Account number:** 29857838

**IBAN:** GB91 TRWI 6084 6429 8578 38

**Bank name and address:** Wise, Worship Square, 65 Clifton Street, London, EC2A 4JE, United Kingdom



## USD from a bank account in the USA

**Account holder:** Glenrothes Baptist Church Limited

**Account number:** 336362514322547

**Account type:** Checking

**Routing number:** 084009519 (For ACH and wire transfers)

**Bank name and address:** Column National Association, 108 W 13th St, Wilmington, DE 19801, United States



## EUR from a bank account in the EU and SEPA

**Account holder:** Glenrothes Baptist Church Limited

**BIC:** TRWIBEB1XXX

**IBAN:** BE86 9057 6195 8750

**Account number:** 7619587

**Bank name and address:** Wise, Rue du Trône 100, 3rd floor, Brussels, 1050, Belgium