

# Growing Healthy Churches in Yorkshire



relating • renewing • resourcing

## **REGIONAL MINISTER**

with specialist skills in transitional/transformational mission

The Yorkshire Baptist Association invites applications for the post of Regional Minister

Closing date: 18<sup>th</sup> April 2018

yorkshire**baptist**  
●●● association

# REGIONAL MINISTER APPLICATION

The Yorkshire Baptist Association (YBA) is seeking to appoint a third Regional Minister (RM) to work with the churches of the Association and be an integral part of the regional team.

The successful candidate will preferably be based in South Yorkshire and will work closely with an area group of around 40 churches, supporting and inspiring them and their ministers and leaders in mission focussed ministry and service. They will also bring specialist skills in the area of transitional/transformational mission, to serve all the churches of the Association as we seek to encourage and embrace new ways of making connections with the communities we are called to serve.

The role requires an individual who can work independently but also be part of a larger team; so, we are looking for a mature leader who is a self-starter, with the capacity to think and act strategically, with missional experience and expertise, alongside excellent interpersonal skills and who is committed to working collaboratively within a larger team as they develop open and trusting relationships.

Applicants will have experience in transitioning a church/s from decline to growth and have a clear understanding and ability to communicate the challenges and opportunities that exist in our rapidly changing culture.

Currently the YBA team consists of two full time Regional Ministers and a number of part-time posts, as follows: Graham Ensor (RTL), Mary Taylor (RM), Ann Chesworth (Trust Officer), Kez Robinson (Mission Enabler), Debbie Gamble (Association Administrator), Joolz Walker (Admin Support) and Adrian Howe (Finance Officer).

This is a full-time post, preferably based in South Yorkshire but will see the successful candidate travel across the breadth of the Association and occasionally beyond.

**Closing date**                    **18<sup>th</sup> April 2018**

**Interview date**                **2<sup>nd</sup> May 2018**

The YBA operates an equal opportunities policy and encourages applicants from all sectors of the community.

For an application form with an overview of terms and conditions, please contact: Debbie Gamble, Yorkshire Baptist Association, 1 South Parade, Headingley, Leeds, LS6 3LF.

P: 0113 278 4954 Email: [debbie.gamble@yba.org.uk](mailto:debbie.gamble@yba.org.uk)

## YBA

## REGIONAL TEAM

The successful candidate will work in a defined geographical area with responsibility for approximately 40 churches in and around South Yorkshire and be part of the core team who are responsible for developing strategic direction in the Association and supporting churches in their mission focussed ministry and service. The team operates collegiately with each member being committed to advancing and supporting the ministries of others.

# INTRODUCTION

The Association currently serves around 100 churches, with a vision to:

‘Grow Healthy Churches in Yorkshire’  
by  
relating • renewing • resourcing

In summary:

- We work at building positive, effective networks of [relationships](#)
- We seek ongoing [renewal](#) of the church in its many and varied forms
- We’re committed to release [resources](#), human and financial, for building, strengthening and sustaining Baptist communities in Yorkshire

## A BIT OF HISTORY

In 2013 the YBA Executive agreed to a new model for regional ministry. There were 5 key principles that underpinned the model, namely:

- Making mission our key priority
- Shifting the balance from reactive to proactive work
- Facilitating churches to share their resources and work together, developing self-sustaining networks of ministers and churches
- Investing energy into strengthening local churches for growth rather than managing decline
- Helping churches in difficult and/or crisis situations by enabling earlier action

Utilising the guidance of the 5 key principles there have been significant developments within a number of areas of YBA life over the last 5 years. In brief, these include:

- Significant changes to the YBA Executive membership and ways of working,
- Initiatives to encourage mission, church planting, pioneers, small church growth,
- Review and development of our ministerial and leadership support practices,
- The development of St Hild College as a centre for Baptist Independent and Ministerial Training,
- Initial work on a YBA justice hub to foster just practices within the YBA and its churches
- Refocus and repopulation of the YBA Trust Group,
- Development of the Blackley Centre, as a place for peace and inter faith relationships,
- Review of YBA communications.

This is just a brief overview but perhaps sufficient to indicate that there has been a significant shift in emphasis within the YBA, with movement towards the 5 key principles, alongside a number of new initiatives.

## A THIRD REGIONAL MINISTER

The decision to appoint a third regional minister was taken by the YBA Executive to provide increased support for member churches; to support and inspire their ministers and leaders in mission-focused ministry and service. Any new appointment will have responsibility for the churches and ministers in a defined geographical area, this alongside specialist skills the individual will bring to serve all the churches within the Association. The person concerned would need to complement and add to the current team; in personality, skills and contribution to the YBA vision. Also, of equal importance to skills, is character and the behaviours identified in the person profile.

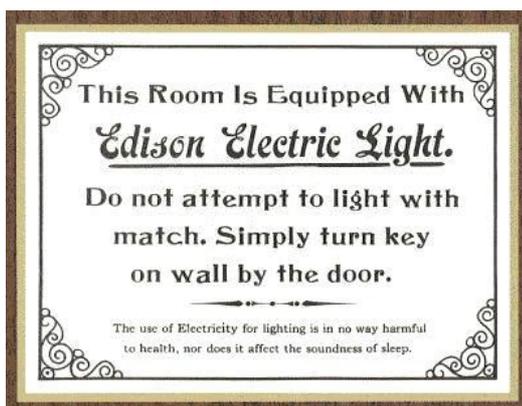
We strongly want to highlight the summary statement that outlines the intrinsic qualities in the person we are seeking to appoint. Alongside strong pastoral skills we are seeking to appoint someone with specialist transitional/transformational mission skills.

We believe what will help us move forward is someone who:

- has experience in transitioning a church/s from decline to growth,
- has an ability to share reflective practice, particularly new ways of being church,
- has a clear understanding and ability to communicate the challenges and opportunities of our rapidly changing culture,
- is able to speak to medium/larger churches and offer resources and insights for transition,
- is able to set this in the context of overall decline amongst our churches and foster a culture of 'trusting God and daring to do things differently',
- is able to contribute to envisioning Yorkshire Baptists, both individuals and churches, to meet the future.

The illustration that we think captures something of the radical shift in outlook required in the Association is the 'power change' from gas to electricity!

## FROM GAS TO ELECTRICITY!



This is because the most significant fact which looms over the YBA at the current time is the continuing decline and closure of many of our churches. This includes not only those which are very vulnerable right now but also those which are currently not growing and are also likely to be ageing. The rate of change in our culture and the widening gap between most people's lifestyles and the pattern of weekly Sunday attendance at church mean that we are not just looking at arresting decline by doing what we currently do better, but we need to foster the ability to undergo, indeed embrace, major transition. It is this alteration in mindset and

culture which is our major imperative. A regional minister who can contribute to fostering this alteration and offer practical support in transition would greatly strengthen the YBA team.

# ROLE DESCRIPTION

The RM is appointed to serve, support and inspire YBA churches along with their ministers and leaders, in mission focused ministry and service. As part of the Regional Team s/he will:

- Have oversight and responsibility for a designated geographical area/s of the Association,
- Contribute specific skills in the area of transitional/transformational mission to serve all churches within the YBA.

The YBA is committed to:

- Making mission its key priority,
- Shifting the balance from reactive to proactive work,
- Facilitating churches to share their resources and work together, developing self-sustaining networks of churches and ministers,
- Investing energy into strengthening local churches for growth rather than managing decline,
- Helping churches in difficult and/or crisis situations by enabling earlier action.

## 1. Core responsibilities common to each geographical Regional Ministry post

- 1.1 To be available and provide pastoral care for ministers, their families and churches, including those in other qualifying offices, encouraging retired ministers to seek appropriate pastoral care from the churches
- 1.2 Preaching, teaching and leading worship on a regular basis
- 1.3 Support and guidance for ministers and churches who enter the settlement process, including ordination, induction and end of pastorate, all with reference to the RTL
- 1.4 Guidance and support through the recognition and accreditation processes of the BUGB
- 1.5 Actively encourage mission in the churches, this including raising awareness of and engagement in issues of social justice
- 1.6 Promotion of the Home Mission scheme
- 1.7 Availability to ministers and churches in crisis or facing challenge, utilizing mediation and conciliation processes as and when appropriate
- 1.8 Ensure representation in local ecumenical networks
- 1.9 Proactively support networking between ministers and churches
  - a. Encouraging increased interdependence between churches
  - b. Facilitating joint initiatives between churches
  - c. Releasing YBA resources to advance and develop the missional purposes of the Association
- 1.10 Promote good practice in relation to children, young people and adults at risk, with specific reference to Government legislation and the Baptist Unions safeguarding practices
- 1.11 Play a part in the development of a flexible team, by undertaking ministry opportunities, alongside, or in place of other team members which are outside the normal ongoing responsibilities of this job description.

## 2. Additional responsibilities

- 2.1 Be responsible for promoting and resourcing the development of mission across the Association, this to include
  - a) Encouraging reaching out to those who do not yet believe
  - b) Encouraging engagement with marginalized people
  - c) Encouraging exploration of new forms of church

- 2.2 Act as the Association link person on all matters of mission
- 2.3 Create, support, serve in committees or groups that are strategically relevant to the role.
- 2.4 Line manage the YBA Mission Enabler
- 2.5 Alongside the YBA team, develop and provide training in mission, in order to:
  - a) Facilitate the building of healthy churches
  - b) Promote and support church-planting initiatives
  - c) Assist churches in engaging in effective evangelism and mission
  - d) Develop new initiatives in Mission
- 2.6 Support and encourage those working in sector ministry
- 2.7 Support opportunities to work and share resources with other denominational bodies

### **3. National responsibilities**

- 3.1 Ensure the Association is represented at regional and national mission executive's committees and network meetings, as agreed with the RTL
- 3.2 Attend national meetings, as agreed with the RTL

# PERSON SPECIFICATION

## Summary statement

The YBA is looking for a Regional Minister who is able to inspire and enthuse others, has excellent interpersonal skills, is proficient at facilitating and enabling others and is committed to working collaboratively as they develop open and trusting relationships. They will be a self-starter, innovative, creative and full of initiative as they seek to network together a wide range of churches and people with a missional focus.

## Essential attributes

### The person

1. An accredited Minister of the Baptist Union of Great Britain with a clear understanding of, and commitment to Baptist identity, story and principles
2. A spiritually mature person, prayerful and open to the leading of the Holy Spirit, with a lively and inspirational personal Christian faith, modelling a spirituality arising from a deepening relationship with God and the church
3. A supportive and inclusive minister with a proven ability to work collaboratively and harmoniously within a staff team, across broad church and within a wider ecumenical setting
4. A flexible, proactive approach to work whilst able to maintain a healthy life-work balance
5. An ability to reflect upon criticism and resolve conflict as and when it arises
6. A person of honesty, openness and personal integrity combined with personal warmth, energy and cheerful enthusiasm, with a good sense of humour
7. A person with a vision and enthusiasm for trans-local ministry
8. A self-motivated person with a robust and resilient personality and temperament, with proven ability to cope with stress and withstand pressure
9. A person with a commitment to growth and personal development in the exercise of ministry
10. A person with a passion for holistic mission including faith-sharing, practical care and community engagement
11. A good communicator in both oral and written forms, able to present concepts and programmes using appropriate information and communication technology
12. A full commitment to and understanding of Safeguarding, Equal Opportunities and anti-discriminatory practices
13. A full driving licence

### In relation to BUGB

1. A vision and enthusiasm for the wider life of the Baptist Union and the trans-local ministry involved in the work of a Regional Association
2. A commitment to relational ministry and an ability to build trust with ministers, staff colleagues (both regionally and nationally), college staff, representatives of other denominations, secular agencies and the churches

### **In relation to role**

1. A competent organiser and self-initiator who is able to delegate and who also has planning and implementation skills
2. Experience of setting-up, developing, inspiring, and equipping strategic teams, including working with and motivating volunteers
3. Experience of developing and facilitating training courses and community learning
4. Experience in transitioning a church from decline to growth
5. An ability to share reflective practice, particularly new ways of being church
6. A clear understanding and ability to communicate the challenges and opportunities of our rapidly changing culture
7. Able to foster a culture of 'trusting God and daring to do things differently'
8. Demonstrable experience in local church pastorate/s with significant emphasis on missional ministry
9. A team player, enabler and builder
10. Be willing to travel within the geographical area to be served
11. Be willing and available to travel nationally as necessary
12. Be willing and able to work flexible hours, including frequent evenings, some Saturdays and most Sundays

### **Desirable attributes**

1. Previous experience of arranging and enabling effective and inspirational training and other events for groups of ministers, leaders and churches
2. Experience in communications; on web, written, social media, networking
3. Evidence of initiating thereafter implementing mission strategies on wider setting
4. Study and reflection on new strategic thinking in mission and contemporary society
5. Involved in the work of a Regional Association and for the wider life of the Baptist Union
6. Experience of cross cultural ministry

# APPLICATION PROCESS

If you believe you can strengthen the YBA team and make a significant contribution to YBA churches in the coming years, then we invite you to request an application form.

Application forms and an overview of the terms and conditions are available by e-mail from Debbie Gamble, YBA Administrator, at [debbie.gamble@yba.org.uk](mailto:debbie.gamble@yba.org.uk)

If you would like more information or would like to speak further about the role, please contact Graham Ensor on [graham.ensor@yba.org.uk](mailto:graham.ensor@yba.org.uk) or telephone 07515 704023

Central to our Baptist understanding of church life is communal discernment. Before completing an application form, we would encourage you to share your interest in the role with a few close friends, your spiritual director and/or mentor, and seek their wisdom and guidance as together you follow the prompting of the Spirit in exploring your suitability for this role.

All applications will be considered by our selection panel when they meet to create a short list for interviews on 23<sup>rd</sup> April. They will hold your application in complete confidence as they prayerfully consider who to invite for further discussion and a formal interview on 2<sup>nd</sup> May. The successful person's name will be presented to the YBA Board of Trustees at their Executive Meeting on 16<sup>th</sup> May, and if they are in agreement with the recommendation of the selection panel, the role will be offered at this time. A starting date for the role will be mutually agreed thereafter.

It is an Occupational Requirement (Equality Act – part 1, schedule 9), that the post holder is a committed Christian.



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