



Application Pack

Building Together for God's Kingdom



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Introduction

Since September 2021, the Northern Baptist Association (NBA) has been on a journey of discerning where God is leading us in transitioning to an association that is relevant for the 21st Century.

We are now at the exciting stage in calling a new Regional Team to serve our churches, missional communities, ministers and pioneers.

The NBA Trustees (council) have identified four priorities that we aim to focus on in the next season:

- Developing and Investing in Leadership (including CMD, lay leadership)
- Children, Youth and Families
- Mission: Pioneering and Planting
- Communication: with an emphasis on this being a new season

We are seeking people to serve within the association to enable us to bring innovation, confidence, and a Christ-centred spirituality to all the priorities of the NBA; enabling all of us to be able to flourish in ministry and mission.

It is our desire to create a diverse team across the association that will support and encourage all aspects of our ministry and mission together. Our hope is that this new Regional Team will start on the 5th January 2023.

We are seeking people to serve in the following roles:

- Children, Youth and Families Facilitator (8 hours a week)
- Justice Facilitator (8 hours a week)
- Local Pastoral Facilitator (8 hours a month) — two positions
- Local Pioneering Facilitator (8 hours a month)
- Renew Wellbeing Facilitator (16 hours a month)

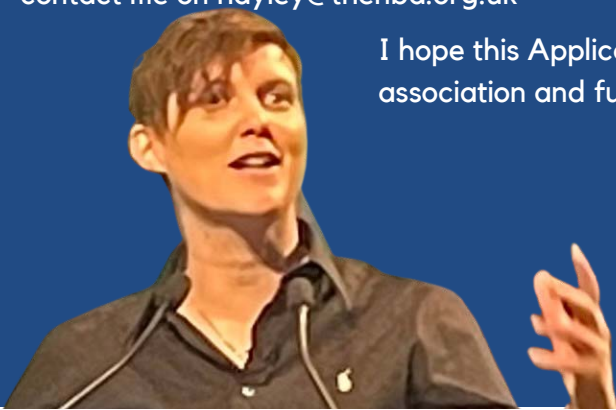
These roles will work alongside the Regional Minister: Strategy and Transition and our Hub Tutor. Our hope is that these new roles will enable us to fulfil our values across the NBA.

I hope that the information contained within this pack will aid you in prayerfully considering whether God might be calling you to one of these roles. If you would like to discuss any aspect of the positions, please feel free to contact me on hayley@thenba.org.uk

I hope this Application Pack will give you a flavour of who we are as an association and further information about the roles.



Reverend Hayley Young
Regional Minister: Strategy and Transition



Vision and Values

Our Vision is to: Building Together for God's Kingdom

We embrace and engage in this vision by being:

Centred on Mission: recognising God is at work in the world and we have the privilege in partnering with God to see lives and communities transformed by the presence of Jesus Christ.

Creative in Approach: we believe in a creative God and therefore everything we do as an association should reflect God's creativity in doing new things, stepping out of familiar ways and embracing the adventure that He has for us.

Relational at the Core: we seek to be an association that sees God in all people and all places; we are committed to building relationships that offer support, encouragement and challenge.

Spirit-Led in Practice: we seek to rely on God's Spirit and Scripture to inspire and enthuse the structure, governance and prayer life of the association.

Committed to Justice: as God's people we experience a 'holy discontent' that calls us to work for God's justice in our communities, churches, region and world.

Seeking Well-being: we seek for our association and churches to be a place where people can experience a place of listening, encouraging and guiding in all stages of their mission and ministry.



About Us

The Northern Baptist Association is the Baptist family in the North of England. We are 50 Baptist churches serving about 3,000 members from Redcar to Great Asby near Kirkby Stephen and from Northallerton to Berwick. Three of our churches are also members of the Independent Methodist Connexion.

There has been Baptist churches in this area for over 350 years, but far from being static and complacent we continue to engage in mission and church planting. Thirteen of our churches have been started since 1950, and two of our churches have established three separate churches in recent years. We support pioneer work across the association and are looking to engage in other pioneer situations.

We fellowship together in order to encourage and resource one another for the work of mission, both for each church in its local context, and in mutual collaboration. We are able to do this as people give freely of their time and also work alongside our Association staff.

The Future Team

It is our desire to create a team which puts spiritual wellbeing at the heart of all that we do together. Therefore, our team's full-time working week is 5 days (this is to encourage sabbath rest). We also provide 5 days (FTE) work free for retreat in addition to annual leave.

All of the Regional Team are paid at the same stipend level (1.3); if you are currently serving in a church there is the option to either be seconded to these roles for the time or to be paid directly within a service agreement. All the new roles will have an induction, a probation period of 6 months and are subject to review after three years.

New Roles in the NBA

Children, Youth and Families Facilitator

To be a focal point for all Children, Youth and Families (CYF) workers within the NBA.
To develop a network of support and encouragement for those serving CYF in the NBA churches and missional communities.
To develop opportunities for those 16-21 years to explore their calling through internships.

Justice Facilitator

To be a focal point for all issues of justice that affect the NBA. To develop a network of justice hubs with local churches as well as supporting the current justice hubs. To develop the way the NBA responds to and provides resources in issues of justice.

Local Pioneering Facilitator

Providing inspiration and support for local pioneer ministers, as well as being a point of contact for those seeking to be more missional across the NBA

Local Pastoral Facilitator

Providing pastoral support for local clusters of ministers and facilitating their regular gathering, and implementation capability of the vision and values of the NBA.

Renew Wellbeing Facilitator

To establish a Renew Wellbeing presence across the NBA Churches and missional communities. To identify churches and key partners in Renew Wellbeing as a way of churches engaging with their communities.

Children, Youth and Families Facilitator

Title: Children, Youth and Families Facilitator

Line Manager: Regional Minister: Strategy and Transition

Pay: £6,890 per year (actual salary)

Hours: 8 hours a week

Role Purpose: to be a focal point for all Children, Youth and Families (CYF) workers within the NBA. To develop a network of support and encouragement for those serving CYF in the NBA churches and missional communities. To develop opportunities for those 16-21 years to explore their calling through internships.

Key Tasks and Responsibilities

- Initiating and developing support for CYF workers and leads across the NBA.
- Advising and supporting the NBA Team and Council on embedding CYF as a key part of association life.
- Collaborating with the Regional Minister: Strategy and Transition to implement the NBA's vision, meeting regularly to pray and review progress.
- Collaborating with the Baptist Together CYF Roundtable.
- Organising CYF events and gatherings in line with the NBA Gatherings.
- Monitor and evaluate CYF work across the NBA.
- Set up a network of CYF workers across the NBA.
- Develop and plan with the Regional Minister: Strategy and Transition the internship programme for the NBA.
- Undertaking DBS checks as an approved DBS Verifier.
- Support and develop the CMD and leadership pathways for CYF workers.
- This role is open to development as the individual assesses the needs of the association.

Person Specification:

- Is a Christian who loves people and is committed to growing in their own faith and wellbeing.
- Be involved in the life of Baptist Churches and where possible an Accredited Minister of the Baptist Union of Great Britain or qualified CYF Worker.
- Be committed to the Declaration of Principle of the BUGB.
- Have a proven track record in CYF ministry or other forms of Christian ministry.
- Has access to own transport and is willing to travel.
- Has church leadership experience.
- Is encouraging.
- A team player and able to work on their own
- Is able to communicate well.
- Confident in using relevant IT systems including word processing, email management, online engagement and video conferencing.

Justice Facilitator

Title: Justice Facilitator

Line Manager: Regional Minister: Strategy and Transition

Pay: £6,890 per year (actual salary)

Hours: 8 hours a week

Role Purpose: to be a focal point for all issues of justice that affect the NBA. To develop a network of justice hubs with local churches as well as supporting the current justice hubs. To develop the way the NBA responds to and provides resources in issues of justice.

Key Tasks and Responsibilities

- Initiating and developing support for Justice Hubs across the NBA.
- Advising and supporting the NBA Team and Council on embedding Justice as a key part of association life.
- Collaborating with the Regional Minister: Strategy and Transition to implement the NBA's vision, meeting regularly to pray and review progress.
- Collaborating with the Baptist Together Justice Hubs
- Monitor and evaluate the way Kingdom Justice principles are being work across the NBA.
- To accompany the Trustees and team at meetings including (council meetings, ministerial recognition and others) to aid the team in areas of conduct and language that will help us creating a diverse space for all people
- Support the churches and missional communities in areas of justice.
- This role is open to development as the individual assesses the needs of the association.

Person Specification:

- Is a Christian who loves people and is committed to growing in their own faith and wellbeing.
- Be involved in the life of Baptist Churches and where possible an Accredited Minister of the Baptist Union of Great Britain
- Be committed to the Declaration of Principle of the BUGB.
- Have a proven track record in working in and for justice within Christian ministry
- Has access to own transport and is willing to travel.
- Has church leadership experience.
- Is encouraging.
- A team player and able to work on their own
- Is able to communicate well.
- Confident in using relevant IT systems including word processing, email management, online engagement and video conferencing.

Local Pioneering Facilitator

Title: Local Pioneering Facilitator

Line Manager: Regional Minister: Strategy and Transition

Pay: £1,590 per year (actual salary)

Hours: 8 hours a month

Role Purpose: Providing inspiration and support for local pioneer ministers, as well as being a point of contact for those seeking to be more missional across the NBA

Key Tasks and Responsibilities:

- Initiate and developing clusters based either on geography or mission (RM: TSL to advise which).
- Support NBA ministers through prayer and small groups.
- Collaborate with the Regional Minister: Strategy and Transition to implement the NBA's vision for clusters and ministerial support.
- Organising onsite and online gatherings of ministers within the cluster.
- Monitor and evaluate the effectiveness of the cluster.
- Work closely with the Regional Minister: Strategy and Transition

Person Specification:

- Be a BUGB accredited minister or pioneer.
- A proven track-record of supporting pioneers and/or church leaders.
- Experience of gathering teams and equipping them to perform effectively.
- A pro-active, confident, completer-finisher.
- An excellent communicator, bringing clarity in verbal and written material.
- An ability to multi-task across a range of ministries.
- A gifted pastor with excellent interpersonal skills, able to gather people into community.
- A confident leader, comfortable in leading large meetings and small groups.
- Strong organisational and administrative skills.
- Confident in using relevant IT systems including word processing, email management, online engagement and video conferencing.

Local Pastoral Facilitator

Title: Local Pastoral Facilitator (two roles available)

Line Manager: Regional Minister: Strategy and Transition

Pay: £1,590 per year (actual salary)

Hours: 8 hours a month

Role Purpose: Providing pastoral support for local clusters of ministers and facilitating their regular gathering, and implementation capability of the vision and values of the NBA.

Key Tasks and Responsibilities:

- Initiate and developing clusters based either on geography or mission (Regional Minister: Strategy and Transition to advise which).
- Support NBA ministers through prayer and small groups.
- Collaborate with the Regional Minister: Strategy and Transition to implement the NBA's vision for clusters and ministerial support.
- Organising onsite and online gatherings of ministers within the cluster.
- Monitor and evaluate the effectiveness of the cluster.
- Work closely with the Regional Minister: Strategy and Transition

Person Specification:

- Be a BUGB accredited minister or pioneer.
- A proven track-record of supporting church leaders.
- Experience of gathering teams and equipping them to perform effectively.
- A pro-active, confident, completer-finisher.
- An excellent communicator, bringing clarity in verbal and written material.
- An ability to multi-task across a range of ministries.
- A gifted pastor with excellent interpersonal skills, able to gather people into community.
- A confident leader, comfortable in leading large meetings and small groups.
- Strong organisational and administrative skills.
- Confident in using relevant IT systems including word processing, email management, online engagement and video conferencing.

Renew Wellbeing Facilitator

Title: Renew Wellbeing Facilitator

Line Manager: Regional Minister: Strategy and Transition

Pay: £3,180 per year (actual salary)

Hours: 16 hours a month for three years only.

Role Purpose: To establish a Renew Wellbeing presence across the NBA Churches and missional communities. To identify churches and key partners in Renew Wellbeing as a way of churches engaging with their communities.

Key Tasks and Responsibilities:

- Contact interested churches to arrange a meeting.
- Visit interested churches and lead information sessions; arrange and deliver training.
- Hand on centres to a local link or development officer for reviews; help connect centres in their areas for prayer and support.
- Work with the core team.
- Reviews of centres across the area.
- Keep a record of all centres and potential centres on their patch and report back to Renew Wellbeing Director on all training.
- Coach Renew Wellbeing hub leaders.
- To attend Monthly zoom calls with the Director of Renew Wellbeing. They will attend twice yearly prayer/retreat/ planning in person. Weekly zoom team meetings to be joined at least monthly.

Person Specification:

- Is a Christian who loves people and is committed to growing in their own faith and wellbeing.
- Be involved in the life of Baptist Churches.
- Be committed to the Declaration of Principle of the BUGB.
- Have a proven track record in pastoral ministry or other forms of Christian ministry.
- Has access to own transport and is willing to travel.
- Has experience of Wellbeing spaces.
- Has church leadership experience.
- Is encouraging.
- A team player and able to work on their own.
- Is able to communicate well.
- Confident in using relevant IT systems including word processing, email management, online engagement and video conferencing.

Not sure you tick all the boxes?

No-one will be equally strong in all these areas, so our desire is to encourage you to have a conversation with us prior to application. As an association we are committed to providing training and development support the right person.

Next Steps

If you are interested one of the roles then please send a covering letter outlining your interest in the role and what you believe you would bring to the position, along with your full CV to Revd Hayley Young, Regional Minister: Strategy and Transition.

Your covering letter and CV should include:

- Your current role and previous relevant experience.
- Your involvement to date with association and national Baptist life.
- Why you feel that we should call you for interview.
- We ask for details of three referees (including email addresses), one of which must be your current employer, one of which should be in leadership of your local church. Please indicate if we can take up any or all of these references prior to interview, otherwise any offer will be subject to satisfactory references.

Contact details: hayley@thenba.org.uk Telephone: 07738203689

The closing date for applications is Friday 9th September 2022 at 9am.

Interviews:

After the closing date we will meet to consider all applications in the following week. After this meeting, we will be able to either invite you for interview or to give you feedback on why you were not successful.

We will hold interviews at Whitley Bay Baptist Church on the 27th September, where you may be asked to do a short presentation as part of the interview. Details of this will be sent out ahead of time.

Our hope is that these roles will then start on the 5th January 2023.

Contact Us



You can contact Rev Hayley on:



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