



Transitional Regional Minister

Background Information

Prepared on behalf of the appointing group by NWBA Regional Minister, Revd Phil Jump

The Baptist Union is in a process of transition. Partly instigated by financial considerations, it also represents a very clear commitment to be a Union that is fit for purpose in the 21st Century. This means being organised in a way that is realistic to our resources, but also responsive to emerging mission challenges and opportunities.

NWBA is committed to being part of that process, and is seeking to work within and alongside the Baptist Futures Process to be a sustainable Missional Association that meets the needs of the churches that comprise it, and responsibly stewards our shared resources.

The key task of the transitional Regional Minister, is to support and oversee the internal life of NWBA as we endeavour to make these changes. We are seeking an individual who can accept and fulfil a broad range of responsibilities, work as part of a team, and while personally engaging in the task, also work strategically to develop sustainable, long-term ways of maintaining this with less personal involvement. This will involve accepting a fair amount of initial responsibility, but then actively exploring ways of drawing others into these roles.

The central task will be to provide pastoral care to ministers and churches. It is vital that the individual is able to fulfil this effectively, but at the same time they would be encouraged and supported in developing an infrastructure that actively enables churches and ministers to “walk together and watch over one another”.

The individual will also be required to represent NWBA in a number of contexts, but with specific responsibility to be the main point of contact with Churches Together in Lancashire, and Greater Manchester Churches Together. Again, they will also be tasked with exploring how effective Ecumenical representation can be maintained across the Region, but not necessarily or exclusively through personal involvement of Regional Ministers.

The Transitional Regional Minister, will be a key member of the Administration Team at NWBA, which consists of an Administration Manager, Church Life Officer and potential but currently vacant part-time clerical assistant. All of these positions are less than full-time. The administration team takes lead responsibility for the day to day running of NWBA, arranging meetings and councils, organising key events and conferences and maintaining effective communication. We operate a team approach and would look to the Transitional Regional Minister to be an effective part of that.

We have already taken some steps towards the overall aims outlined above, and these are likely to be further developed during the appointment period, to help cover the staff vacancy. It is vital that the successful candidate is able to engage with this work in progress, offer critical evaluation but also build on these existing foundations.

The overall strategy of NWBA is the responsibility of the Regional Minister (Team Leader) who would work with the whole team to envision and develop this. The particular responsibility of the Transitional Regional Minister would be to engage with this from the perspective of the internal structures and operations of the Association.

NWBA has always operated with a strong sense of collaborative working, where precise roles can be adjusted to suit the particular gifts of individuals, the prevailing circumstances and capacity of individuals at various points. It is vital that any applicant feels comfortable operating in this environment and is able to

work with a degree of flexibility. Because of this, an important consideration in the recruitment process will be the dynamics of the staff team.

There are some key objectives that NWBA is already committed to as part of its ongoing strategy, and any new team member would be expected to engage in the development of these. The key elements are:

Developing a more effective and structured arrangement for pastoral care and development of ministers.

Developing a programme of support and recognition for Locally Recognised Ministers.

Developing an 18 month focus on issues of justice

Working with BUGB to develop a regional expression of “The pioneer collective”.

Developing the outcomes of our recent survey of Youth provision.

Developing our mentoring scheme for Newly Accredited Ministers. (accepting lead responsibility from BUGB staff as part of the Futures process)

Developing an effective partnership with YBA and NBA to enable strategic deployment of Home Mission resources, and a long-term financially sustainable approach to Association life.

Why a Transitional Regional Minister?

It is important for candidates to note that this is a **three year** appointment. While there may be scope for some extension, this is not a permanent position. This is partly necessitated by financial circumstances; our present funding structures do not provide scope for an indefinite permanent position. However it is also because the particular skills required to oversee this work in the context of change and transition, might not be those that are required on a more permanent basis.

In applying for this post, candidates are recognising that it is a three year appointment with no firm commitment or expectation that it will extend beyond that period.

The NWBA Staff team

Once this position is filled, the NWBA staff team will consist of:

Regional Minister	full-time	Phil Jump
Regional Minister (Youth)	0.6 fte	Sandra Crawford
Transitional Regional Minister	full-time	
Administration Manager	0.6 fte	Mandy Howarth
Church Life Officer	0.4 fte	Jonathan Boyers

We will be making a number of small interim appointments during the period of vacancy, and may give consideration of whether these can be continued in lieu of the Administration Assistant role.