



**ST HILD**  
CENTRE FOR  
BAPTIST MINISTRY

# Director Recruitment



“ I think St Hild is a great and safe space to receive theological education. They [...] equip people to exercise ministry, handling the word of the Lord properly.  
Jhonnar Lugo – Baptist Minister in Training ”

## Director of St Hild Centre for Baptist Ministry Recruitment Pack

On behalf of the Trustees of St Hild, we're delighted to be able to share with you the details of this significant and strategic role.

It's been our pleasure to see the Baptist work of St Hild launched and developed over recent years. We thank God for every one of the Baptist Ministers and Baptist students we've helped train, and for the impact St Hild has begun to have within the wider region and beyond.

After being formally received into membership of the Baptist Union of Great Britain, we are now seeking to discern prayerfully who will lead forward the recently launched Centre for Baptist Ministry. This pack sets out something of our story, our values, what we are looking for in a new Director and how we will support the successful candidate in their new role.

We especially invite applications from younger ministers and those who are under-represented in our Baptist family, including sisters and brothers from Black and other UK minority communities. We recognise that no-one will be equally strong in all the areas outlined in this job pack but are prepared to make an adventurous appointment and are committed to offering ongoing support for the right candidate in their personal circumstances and continuing ministerial development. We would also consider a part-time appointment or job share.

We hope you find working with St Hild an exciting and attractive prospect. As you consider applying for this role we especially want to convey our prayers for you at this time; that *'the eyes of your heart may be enlightened'* (Ephesians 1:18). We also encourage an early conversation prior to application by contacting either one of us through our e-mail addresses below.

Yours in Christ,



Dr Daniel McGinnis  
Principal of St Hild College  
[daniel.mcginnis@sthild.org](mailto:daniel.mcginnis@sthild.org)



Revd Graham Ensor  
YBA Regional Team Leader  
Chair of Centre for  
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Vice Chair of St Hild Council  
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## Overview

We are a pioneering learning community which has grown to 180 students and 18 staff. We operate through four teaching centres—St Hild Sheffield, Mirfield, Lincoln and Online—plus a Centre for Church Planting. St Hild offers training for Baptist Ministers in Training, Church of England ordinands, readers and curates, and independent students from various denominations. Currently, all of the Baptist students are based at the Sheffield centre.

St Hild formally launched in January 2017, formed from the merger of St Barnabas Theological Centre and the Yorkshire Ministry Course. Over that time more than 450 students have trained with St Hild. We have established a strong reputation for high quality theological education, mission-focused formation and agile strategy. St Hild has played a leading role in new developments in church planting, in pioneering Eco-College work, and through the ongoing ministry of our students and staff.

The Trustees and Senior Leadership of St Hild are adventurous and forward-looking. Together they sense that we are emerging from a ‘founding phase’ in the life of the college, during which time key values have been successfully established and good foundations have been put in place. We have embarked on the next phase of the college’s growth and development—an exciting time of building on what has been achieved and opening out new vistas for missional service to the church.

We are especially looking forward to welcoming a new Director of Baptist Ministry who can continue to develop our Baptist work and explore exciting possibilities for the future. This new post has been designed to significantly expand our Baptist provision and influence, and we are seeking someone who can see opportunities and take them. We are eager to see the new Director flourishing in their role and bringing the best out of the student and staff community that makes us who we are.

### **We are looking for a leader who is:**

- **Christ-centred and prayerful**
- **Servant-hearted**
- **Able to foster excellent teamwork**
- **Visionary and entrepreneurial**
- **Someone with a heart for mission, particularly in the North of England and East Midlands**
- **Able to build fruitful partnerships with a range of key stakeholders**
- **A theological educator with a passion to see a diverse range of people flourish**



## The Baptist Story

Baptists have been an integral part of St Hild College since its inception. Since 2014 St Hild has worked in partnership with Northern Baptist College (NBC) to train and form Baptist ministers, with St Hild providing weekly academic modules and NBC overseeing other aspects of Baptist formation. Over the last ten years we have trained 17 Baptist ministers and more than 30 other students recruited from local Baptist churches.

For the last 5 years, St Hild has been considering the best way to develop strategic and flexible training to serve Baptist churches in our region. We have hugely valued the partnership with NBC which has allowed the training of accredited Baptist ministers. However, throughout this period the increased request from Baptist Associations and churches has been to create a single college experience, with flexible and creative training options pertinent to the Yorkshire Baptist Association (YBA) and the East Midlands Baptist Association (EMBA). Significantly, both Associations are investing in regional leadership and planting pathways, which would benefit from a training experience that is fully aligned with the missional ethos of St Hild and its Centre for Church Planting.

Discussions with a BUGB Accompanying Group led to St Hild being considered for membership of BUGB at its Council meeting in March 2022. This was narrowly declined at the time, primarily due to the challenge of inviting a non-Baptist entity to become part of the Baptist family. Following the BUGB decision, St Hild engaged in a process of collaborative listening and reflection to discern the best way forward. We had contact with around 200 churches and more than 40 ministers, engaged in ongoing conversation with NBC, and met with the college Principals and BUGB Core Leadership Team along with Regional Team Leaders. In this extensive consultation, we found lots of positive support for St Hild.

Having concluded the conversations and following the warm and wise advice gained along the way, YBA and EMBA returned to BUGB Council in October 2023 with a revised proposal for the creation of a new Baptist CIO – *St Hild Centre for Baptist Ministry*, which would work in partnership with St Hild College to train and form Baptist ministers and leaders for missional ministry within our Associations. The nomination received strong ‘in-principle’ support from Council members with the Centre being welcomed fully and formally into membership of BUGB at March 2024 Council.

The Centre for Baptist Ministry and St Hild College are interwoven together to deliver formation and training for Baptist ministry, with each part having different responsibilities, as follows:

“ Mission is interwoven in everything that happens here – mission and relationships and just sharing Jesus with those that you meet. ”

Tracy Shields – Former Baptist Minister in Training

## Centre for Baptist Ministry

- Relational - member body of BUGB, able to relate to and act on behalf of Baptists Together.
- Oversight - of ministerial training; able to commend Ministers in Training (MiTs) to BUGB; able to direct and scrutinise formation of BMiTs in accordance with Baptist identity and principles.
- Funding - engagement with Baptist-specific grant bodies, where relevant.

## St Hild College

- Academic provision - delivery of academic programme.
- Operational support - including responsibility for employment contracts, staff and administrative support.
- Financial systems - where this adds efficiency, for instance, managing student invoicing.
- Collaborative framework for partnership - including shared governance of St Hild as an ecumenical institution and projects such as St Hild Centre for Church Planting.

An integral part of the St Hild family is the Centre for Church Planting (CCP) with Revd Alex Harris leading the Baptist Planting initiatives and training, alongside the Centre's Dean, Revd Dr Christian Selvaratnam. The CCP seeks to facilitate a step change in planting and revitalisation across the region, and to pioneer new forms of ministerial education for the future. Both Alex and Christian are involved in national think-tanks around church planting and are key influencers in their denominational bodies.

The Baptist component of CCP offers training, mentoring and input at every level, from introductory courses (*Explore Church Planting and The Plant Course*) to programmes of accompanied study (the Church Planting Track) and mentoring for regional leaders. It includes a new Doctorate from Asbury Seminary in Church Planting, available for ministers within our Baptist Family, as well as the Seedbed program for lay planters and micro-church facilitators. The newly designed BMiT formation route at St Hild works closely with the CCP, with every Baptist student engaging in modules on church planting and pioneering.



## St Hild College - Vision, Values and Strategic Plans

St Hild has built a reputation as a college on the move. In 2013 just over 50 people were studying at our predecessors, SBTC and YMC; this figure has now risen to over 180, plus those being equipped through our Centre for Church Planting. A strong sense of our vision and values has been crucial to these developments.

The following was recently endorsed by St Hild Council as a way of capturing our current vision:

**Our vision** is adventurous and Christ-like formation for the renewal of the church and the transformation of communities.

**Our values** are to be prayerful, collaborative, courageous and pioneering.

### Our September 2025 ambition is

#### To reach new people:

- Increased Centre membership and Centre for Church Planting engagement
- Increased student diversity
- Wider recruitment reach

#### With better training:

- New Seedbed lay training programmes, including a discernment year pathway
- Office for Students registration
- Restructure our Baptist provision for mission, planting and growth
- New partnerships to increase access to authorised training
- Maintain student satisfaction
- Develop a doctoral research programme

#### Have a greater impact:

- Thought leadership through staff publications and raising student voices
- Distinctive contribution to church life and strategy
- Collaboration with others: northern colleges, Asbury Seminary, etc
- Improved alumni relations

#### On a sustainable budget

- Eliminate structural deficit by 2025-26
- Review our processes for ethical financial stewardship
- Reduce our carbon footprint to 50 tonnes (including reductions and sustainable offsetting)

#### Our ambition is supported by the following workstreams:

- St Hild Sheffield and IME  
– led by Daniel McGinnis
- St Hild Mirfield, Lincoln and Online  
– led by Janet Williams
- St Hild Centre for Church Planting  
– led by Christian Selvaratnam
- St Hild Centre for Baptist Ministry  
– led by Director of CBM
- Communications and Networking  
– led by Pip Martin
- Digital and Office for Students  
– led by Janet Williams
- Operations and Governance  
– led by Pip Martin

“ *The application of the Bible has equipped me so much so that whenever I take the Bible and I make that application it goes very well and is clearly under[stood by] the people.* ”

‘Pastor Ronny’ Alfred Agyemang – Former Baptist Student

## St Hild Structures

### Our Council

St Hild College functions as a charitable business. Its trustee body is the St Hild Council which comprises representatives from the four partner dioceses (Leeds, Sheffield, York and Lincoln), two Baptist Associations (YBA and EMBA), partner church reps (taken from St George's Leeds, the Belfrey York and STC Sheffield), the Community of the Resurrection and staff and student representatives, including the Principal.

The work of the Council is progressed by four subcommittees, including a Standing Committee. The Resources Committee oversees the financial and HR aspects of the college's life. The Formation and Academic Affairs Committee scrutinises student formation, oversees academic processes and reflects on student feedback. The Centre for Church Planting Steering Group reflects regional and national developments in church planting to guide the Centre's work.

### Our Academic Partnerships

St Hild offers a full suite of undergraduate and postgraduate Durham University awards through the national Common Awards scheme, with this partnership being managed by a regional consortium, the Yorkshire Theological Education Partnership (YTEP). YTEP comprises St Hild (who constitute a significant majority of the student body) alongside Church Army, the College of the Resurrection, and York School of Ministry. YTEP operates as an independent charity, with St Hild acting alongside other partners as a trustee.

### Our Resources

The college owns no buildings and has rental agreements with the Community of the Resurrection, STC Sheffield and Edward King House in Lincoln, at which its offices and some teaching is based.

More recently, St Hild's annual income has exceeded £1 million. The two academic years most affected by Covid reduced expenditure and generated a surplus in addition to the continued growth we had seen in the value of the college's financial reserves. In this context, the Council agreed to invest from reserves to fund further growth and strategic development. This has enabled an application to Office for Students which if successful will enable students to access loans for their study, and further development of our digital offering. The Council have authorised a deficit budget to support these investments which we believe can grow both student numbers and income.

Work on the Office for Students application is proceeding well, overseen by our Vice Principal Janet Williams and our Dean of Studies Justin Thacker. Pending a successful application, we are working towards registration in time to recruit students funded by loans for September 2025; other new avenues for study with St Hild, including more widely publicised digital study, are in development for September 2024.



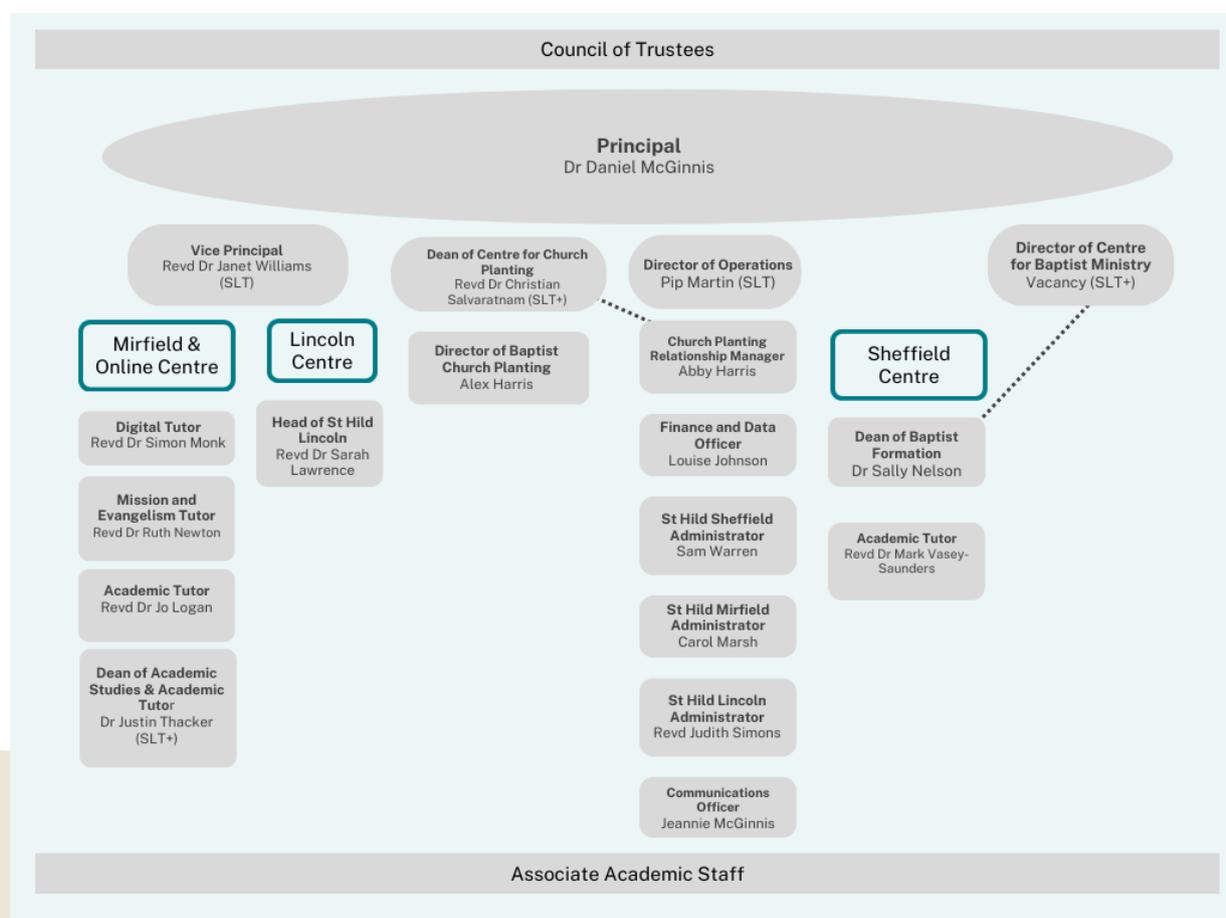
## St Hild Structures (cont.)

### Our Offer

St Hild offers academic learning and formation through four weekly centres: St Hild Sheffield (Monday daytime), St Hild Mirfield (Wednesday evening), St Hild Lincoln (Thursday evening and Saturday) and St Hild Online (Thursday evening). The current main recruitment streams of St Hild are as follows:

- *Baptist Ministers in Training*, currently overseen by our Dean of Baptist Formation, Sally Nelson.
- *Baptist Newly Accredited Ministers*, working in partnership with the Associations.
- *Church of England ordinands*, including part-time and full-time contextual, plus those on the ‘Caleb Stream’ for older candidates.
- *Independent students*, mainly at St Hild Sheffield, but also at our other centres.
- *Anglican curates*, working in partnership with the Yorkshire dioceses and overseen by Mark Vasey-Saunders.
- Additional recruitment streams include: Church Planting Track and Mission on the Margins Track (accompanied learning groups); digital MA; MA in Contemporary Christian Leadership.

### Our Staff Structure



“ Working for St Hild is an incredibly rewarding experience. From the fellowship, friendship and warmth you receive from within the team, to the Christ-centred formation and equipping of our students; I can happily say that this College is achieving some wonderful things across the North of England. ”

Sam Warren - Sheffield Administrator

## The St Hild Centre for Baptist Ministry

### A vision for growth and change

The new Centre for Baptist Ministry is driven by a desire to see generational change. We aspire to be more than just an academic institution, but a catalyst that supports and serves the reshaping of the spiritual landscape in our region, as we work in partnership with Associations to form missional leaders who can serve local Baptist churches.

Our hope and vision is that the Centre will contribute towards:

- **Enabling a step change in training for ministry**, to bring about growth for many of our Baptist congregations.
- **Developing an effective missional pathway for new leaders** with a robust Baptist identity.
- **Offering more flexible and accessible Baptist training routes** which can widen the reach of Baptist training as an attractive and preferred option for those called to ministry in our churches.
- **Increasing engagement** with Baptist churches, especially in Yorkshire and the East Midlands.

We desire to see more people trained, younger people trained, a wider diversity of people trained—for inherited, contemporary and emerging forms of church and mission. In our changing world we are committed to embracing the best of both older and newer models of leadership, of church and formation that serve our highest goal of shaping leaders who can help people come to know Jesus.

Our vision is to play a significant and central role in the equipping of both accredited ministers and lay leaders who are called to vocational and bi-vocational ministry that is vibrant, proactive, confident, collaborative and influential. We seek to recruit and train evangelists, church planters and planting teams—alongside pastors and ministers—developing new pathways for pioneers so together we see God’s church grow and our region renewed for the gospel.



## The St Hild Centre for Baptist Ministry

### *A vision for growth and change*

The Director will play a pivotal role in the newly formed Centre. It requires a high-capacity Baptist minister who is full of energy and innovation, able to bring their entrepreneurial skills to lead change and stimulate growth. They need to be:

- **a leader of leaders**, excited by the opportunity that comes with the start-up of a new Baptist Centre.
- **confident and capable** in proactively recruiting new students.
- **able to bring about change** and implement the ideas they generate.
- **able to recruit, empower and equip** Baptist leaders for new missional opportunities afforded to the church by our spiritual age.
- **able to warmly welcome leadership** from people with global majority and UK minority ethnic heritage, women, and other under-represented groups.

A key part of the role will be representing St Hild in trans-local Baptist conversations, at times alongside the Principals from the other Colleges, at Core Leadership Team, Council and our national Assembly. In the start-up phase we anticipate the role will be 70% outward facing – casting vision, building trusting relationships, creating networks. You will need strong communication skills, and the ability to be equally at home in larger and smaller settings and to be comfortable amongst both traditional pastoral leaders and church planters/pioneers. Your ability to create partnerships that catalyse new ways of training and formation will be key, together with your ability to create warm consensus and collaboration that unites diverse perspectives. The Director will work alongside the Dean of Baptist Formation who will hold the key internal and academic role.

We are confident in Jesus' Great Commission to 'go and make disciples' and the part CBM has in achieving this goal across our Associations.



## Person Specification

Quality	Essential	Desirable
Personal qualities	<p>An entrepreneurial leader, able to cast vision and launch new Baptist training tracks across Yorkshire and the East Midlands.</p> <p>A natural networker able to win people's confidence quickly.</p> <p>A person of deep conviction, able to work with strong characters when needed.</p> <p>Able to work to a consistently high standard and take responsibility in complex and demanding situations.</p> <p>Committed to working in a pioneering environment, to pursue new opportunities in a courageous and considered way, to stay flexible and adaptable and to learn from successes and failures.</p> <p>Able to ensure good self-care along with concern for the well-being of others.</p> <p>Mature, insightful, full of integrity; willing and able to be accountable and transparent.</p>	
Ministry experience	<p>An accredited minister of a Baptist Union or Convention in membership of the Baptist World Alliance.</p> <p>A strong understanding of Baptist identity and its outworking.</p> <p>Fruitful ministry that has led to spiritual and numerical growth.</p> <p>Knowledge of Baptist structures including the essential elements of training and formation.</p> <p>A gifted relationship-builder, capable of holding the trust of regional leaders and partner bodies.</p> <p>Understanding of the specific challenges relating to Baptist ministry, both currently and in the future.</p>	<p>Experience of inter-cultural church.</p> <p>Has an established Baptist network across the region and/or country.</p> <p>Experience of church planting and revitalization/ministerial formation/ working in ecumenical contexts and regional networks.</p>
Leadership and teamwork	<p>An inspirational, engaging, and charismatic leader with proven skills in strategic leadership.</p> <p>A creative, strategic, and critical thinker who is adaptable and agile.</p>	<p>Experience of institutional leadership, including strategic planning and managerial roles.</p> <p>Experience of leadership in an educational context.</p>

## Person Specification (cont.)

Quality	Essential	Desirable
<p><b>Leadership and teamwork (cont.)</b></p>	<p>Able to regularly set priorities and goals, then wisely deploy people and resources to meet those ends.</p> <p>Capacity to build and lead team alongside bringing a positive contribution as part of a wider team.</p> <p>A reputation and record of achievement in their chosen field with a proven ability to turn strategy into action.</p> <p>Effective and empowering team leadership - able to bring the best out in others and enable various gifts/ personalities to flourish.</p> <p>Excellent networker with strong interpersonal and team skills, able to build mutual and respectful relationships in all directions.</p>	
<p><b>Adult education, teaching and formation</b></p>	<p>Theologically qualified to MA level or equivalent with potential for further theological work.</p> <p>A keen learner with the capacity to disseminate relevant research effectively.</p>	<p>Theologically qualified to doctoral level.</p> <p>Ability to teach to MA level.</p> <p>Ability to oversee and coordinate theological and/or practitioner research.</p> <p>Familiarity with Virtual Learning Environments.</p> <p>Experience of adult education and/or formation.</p> <p>Commitment to research and publication.</p> <p>Membership of research-relevant scholarly groups.</p>
<p><b>Financial and governance experience, IT/Admin</b></p>	<p>Experience of setting and working to budgets.</p> <p>Competent in the use of IT, including remote working.</p> <p>Strong administration skills, highly organized.</p>	<p>Digitally comfortable; able to utilize social media in communications.</p>

## About the role

### Key Responsibility Areas

#### 1. Vision, Strategy and Oversight of the Centre for Baptist Ministry (CBM)

- Increase the number and diversity of Baptist students involved in training at St Hild.
- Provide inspirational and entrepreneurial leadership that casts a creative vision to the wider Baptist family for the advancement of CBM.
- Alongside others, generate a strategic plan for the growth and development of CBM.
- Champion the College's emphasis on church planting, pioneering and missional leadership.
- Develop strong trusting working relationships with Regional Associations and the wider Baptist family.
- Act as an external ambassador and influencer for the College – locally, regionally and nationally; within BUGB and as an active contributor to the British Baptist College Principals meetings.
- Develop and maintain strong relationships with key partners in Baptist Ministry in the region and beyond.

#### 2. Baptist Formation & Training

- Work closely with the Dean of Baptist Formation to deliver existing programmes and develop new innovative approaches in the training and formation of ministers and leaders to serve our Baptist family.
- Develop and deliver existing and new programmes of CMD for Baptist ministers, and a creative, practical program of training for lay leaders.
- Lead in recruitment activities for new Baptist students.
- Oversee the spiritual development of CBM staff and students, which encourages ongoing personal growth as obedient disciples of Jesus.
- Support and oversee Baptist minister welfare, as needed.

#### 3. Sustainability of CBM

- Develop, implement and provide ongoing review to strategic plans to make sure CBM remains sustainable, fit for purpose and delivers its goals and objectives.
- Spearhead fundraising initiatives, identifying and connecting with potential donors - individuals and organisations.
- Work with Director of Operations and CBM Trustees to produce and adhere to annual budgets.
- Ensure compliance with Charity Commission and other bodies on financial and governance matters for CBM.





## About the role

### Key Responsibility Areas (cont.)

#### 4. Leadership and management of CBM team

- Contribute towards a healthy, prayerful and positive culture within St Hild College.
- Model collaborative leadership that draws out the best in people and encourages personal and professional development through regular supervision, effective line management and problem solving.
- Liaise with Director of Operations to manage workload of communications, finance, data and admin staff related to CBM.
- Line manage staff, as appropriate.

#### 5. Membership of St Hild Senior Leadership Team Plus

- Work with the Principal, Vice Principal, Director of Operations, Dean of Church Planting, Dean of Academic Studies and Centre Heads:
  - To bring strategic insight.
  - To ensure key college tasks are delegated and completed.
  - To ensure decisions and actions are made with consideration to cross-organizational impact and benefit.
  - To represent CBM's priorities and students' needs, especially to ensure they are given full consideration in decisions and actions.
  - To prepare reports and proposals for Staff, Council and Committee consideration.

#### 6. Teaching and Supervision

- Increasing responsibility for module leadership as CBM student body grows, towards one to three modules per year, with moderation of other modules and ILP/dissertation supervision as appropriate.

#### 7. Play a key role as part of the St Hild staff team

- Full participation in the worshipping and praying life of the staff team.
- Availability to students at Sheffield, Mirfield, Lincoln, Online and other locations as required, including evening and weekend work as appropriate.
- Attendance at staff meetings and lunches and annual staff residential.
- Additional roles to be agreed as appropriate to the post-holder's experience and availability.

## About the role

**Time allowance:** 1.0FTE (40 hours/week). We would also consider a part-time appointment or job share.

**Length of contract:** Permanent (Subject to six month probation period)

**Location:** Home-based working or use of shared offices in Sheffield, Mirfield, or Lincoln. Home-based working will require a good broadband connection.

**Availability:** Weekly staff prayers (Weds 9:30am, online); staff meetings & lunches (half-termly on Weds 10:15-4, Mirfield); annual staff residential (2 nights away, usually in July); availability to students at Sheffield, Mirfield, Lincoln, and other locations as required; teaching modules; other meetings; including some evening and weekend work, by arrangement. Sunday preaching and teaching engagements will be an integral part of the post, with time off in lieu by agreement.

### Salary and benefits

Annual salary in line with Lichfield scale plus all relevant travel expenses, annual book allowance, provision of IT equipment or allowance, home working allowance, contribution to personal retreat expenses, and additional training by arrangement.

### Pension

St Hild will pay a contribution of 10% of salary to the relevant pension scheme (Baptist Union Pension Scheme for an ordained Baptist, or the Pension Builder Scheme of the Church Workers Pension Fund for a lay person). Staff can make additional voluntary contributions via payroll.

### Annual Leave

30 days paid annual holiday in a calendar year, in addition to normal bank and public holidays and 24th December to 2nd January. Also time off in lieu for weekend working by agreement.

One term of research leave is provided for all academic staff every five years.

### Role Support

Line management will be provided by the Principal, Daniel McGinnis.

Administrative support is given through the Operations Team, by liaison with the Director of Operations.

### Professional Development

There is an allowance for annual conferences and retreats.

St Hild encourages staff to pursue further professional development through further academic and teaching qualifications, mentoring and leadership development programmes, as appropriate.



## About the role

### Relocation

A relocation package is available.

### To find out more about the role

For a confidential conversation, please contact Graham Ensor on [graham.ensor@yba.org.uk](mailto:graham.ensor@yba.org.uk) or Daniel McGinnis on [daniel.mcginnis@sthild.org](mailto:daniel.mcginnis@sthild.org)

### Opportunities for informal visits

St Hild Sheffield (St Thomas Crookes)

Monday daytime in person teaching and worship  
- 22nd or 29th April.

St Hild Mirfield (Community of the Resurrection)

Wednesday evening in person teaching – 24th April.



### To apply

Please send a **copy of your CV** with a **covering letter** (no more than two pages) detailing how you meet the requirements of the role. This should be sent to [jobs@sthild.org](mailto:jobs@sthild.org)

Please include details of **two references** who can comment on your professional ability. One must be your most recent employer. References will be taken up prior to interview. If this isn't practical for you please let us know.

Applications will be acknowledged and you will be invited to contribute to an equal opportunities monitoring form link (responses are anonymous).

Any offers of employment will be subject to you completing our safer recruitment checks, including DBS checks.

Closing date for applications: **30th April 2024**

Interview date: **15th May 2024 at STC, Sheffield**

