

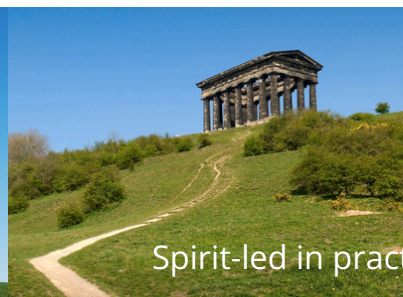
Building Together for God's Kingdom

LOCAL FORMATION LEAD

JOB APPLICATION PACK



creative in approach



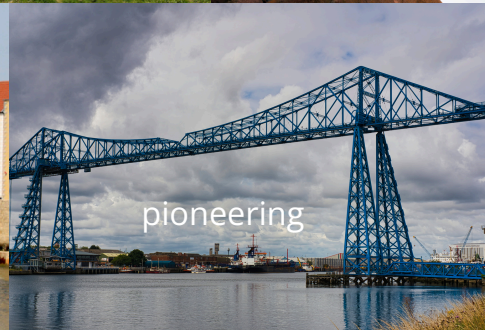
Spirit-led in practice



relational at the core



committed to justice



pioneering



seeking well-being



churches and missional communities



The Northern Baptist Association is seeking to appoint a BUGB-accredited minister to a newly created part-time position of Local Formation Lead.

The successful candidate will support and accompany people as they discern and develop their calling to Baptist Ministry, as recognised local or nationally accredited ministers.

Bringing a Christ-centred approach to learning, spiritual formation and ministerial development, the postholder will work collaboratively with the RMTL, other associations and colleges to build confidence and enable individuals and churches of the NBA to flourish in ministry and mission.

We hope this Application Pack will give you a flavour of who we are as an association and more information about the role.

Revd Linda Donaldson & Revd Johnny Pozzo

Regional Minister: Co-Team Leaders



The NBA is one of thirteen Associations working across the Baptist Union of Great Britain. We serve over 50 churches and missional communities throughout the region.

We are passionate to see God's Kingdom come in power to touch people's lives and shape our society.

We engage together in developing, encouraging and supporting churches to be creative in mission, and facilitating effective ministries.

thenba.org.uk



OUR VISION

Building Together for God's Kingdom

We embrace and engage in this vision through our values, 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 God 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.

These values and priorities link into the Baptists Together vision of 'Growing Healthy Churches in relationship with God's Mission.' The NBA is committed to supporting Baptists Together and working with those in national roles to build together for God's Kingdom.



LOCAL FORMATION LEAD

Recognised Local Ministry (RLM) is a route to recognised ministry within the Baptist Union of Great Britain (BUGB), enabling people to develop their gifts, calling and theological understanding for ministry and leadership in their local church and community. Through theological learning, spiritual formation, mentoring and practical ministry experience, participants are equipped and supported to grow as local ministers and leaders.

The Learning Collective (TLC), based at Regent's Park College, is a collaborative learning and formation programme which meets the academic and spiritual formation requirements for those seeking Recognised Local Minister status.

The intention is to bring this opportunity to the NBA. Regent's Park College in Oxford, through TLC, will provide the academic and formation framework, while the NBA will work in collaboration with North West Baptist Association and with Luther King Theological College, to coordinate local participation, gatherings, spiritual formation groups and mentoring.

Line Manager: Regional Minister Team Leader (RMTL)

Hours: 2 days per week

Contract: Fixed-term appointment/ secondment of three years

Salary: £12,162 BUGB standard stipend (subject to annual stipend raise, January 2027).

PURPOSE OF THE ROLE:

- The postholder will be responsible for the development of the route to Recognised Local Ministry (RLM) in the NBA and will oversee both the Ministerial Recognition process and the Newly Accredited Ministers' provision for the association. While a particular focus will be the RLM route, the postholder will also ensure that those discerning and pursuing a call to accredited ministry are appropriately accompanied and can navigate the routes available to them.
- The role will be primarily one of coordination, facilitation, accompaniment and partnership-building, working collaboratively with churches, ministers, Regional Ministers, Baptist Colleges, other Associations and colleagues across Baptists Together.
- As a new role in the life of the Association, there is scope for flexibility in how the two days are worked. The role offers an ideal opportunity for a minister to gain trans-local experience and a wider perspective on ministry formation, alongside their current ministry, potentially through a secondment.

KEY RESPONSIBILITIES:

Accompanying Vocation and Discernment

- Providing initial accompaniment, encouragement and signposting for people exploring a call to ministry.
- Helping individuals understand the routes available to them and connecting them with the appropriate people, churches, Regional Ministers, and Colleges.
- Coordinating and facilitating 'Explore Your Call' opportunities, working collaboratively with neighbouring Associations and Baptist Colleges where appropriate.
- Working alongside the RMTL in identifying and supporting those who may be called to accredited ministry.
- Supporting NBA Ministers-in-Training through encouragement, accompaniment and signposting.

Coordinating Recognised Local Ministry

- Promoting the RLM route as an opportunity for people who wish to become better equipped for ministry and leadership in their local context.
- Acting as a first point of contact for enquiries about RLM.
- Develop and maintain strong working relationships with Baptist Colleges.
- Working collaboratively with colleagues in North West Baptist Association (NWBA), Regent's Park College and Luther King Theological College to establish The Learning Collective (TLC) in NBA/NWBA.
- Facilitating the NBA hub of TLC and ensuring/leading the provision of Spiritual Formation Groups in conjunction with NWBA.
- Marking completed TLC modules as required.

- Working with Regional Ministers to identify and liaise with RLM mentors and appropriate reviews.
- Supporting participants to identify appropriate opportunities for ongoing formation following RLM.
- Giving particular attention to widening participation among those currently under-represented in ministry.
- Connect regularly with Local Formation Leads nationally and equivalent roles in other Associations.
- Explore opportunities to collaborate on learning communities, formation groups, retreats, events and training.
- Help avoid unnecessary duplication by identifying provision that already exists elsewhere and signposting people appropriately.

Newly Accredited Ministers (NAM)

- Oversee the NAMs process in the NBA
- Attend NAMs Conferences to support the NAMs and to represent the NBA
- With the RMTL, identify NAMs mentors and coordinate the association NAMs study days.
- Coordinate and take part in NAMs reviews.

Ministerial Recognition

- Work in partnership with the NBA Ministerial Recognition Committee.
- Maintain a good working knowledge of relevant BUGB and NBA processes and pathways.
- Maintain strong relationships with Baptist Colleges.
- Connect regularly with the BUGB Ministries Team and other local formation leads to share good practice, resources and learning.
- Help ensure that people are signposted to the most appropriate formation option, whether that is local, regional, College-based or through another Association.
- Contributing to broader Continuing Ministerial Development (CMD) opportunities across the Association where appropriate.

Strategic Development and Coordination

- Help the NBA develop accessible and diverse routes into ministry and leadership.
- Identify gaps, opportunities and areas of unmet need in formation provision.
- Contribute to the Baptists Together strategic objective of increasing the number of trained and equipped leaders and ministers.
- Identify opportunities for shared programmes, resources and learning across Association boundaries.
- Contribute to the development of a more connected and collaborative approach to ministerial formation across Baptists Together.

PERSON SPECIFICATION

Essential

The successful candidate will:

- Be an accredited Baptist minister in good standing with a Baptist Union of Great Britain (BUGB) member church.
- Have relevant experience in ministry, vocation, formation, ministerial formation, theological education or leadership development.
- Have experience of accompanying people in discerning vocation and calling, and of facilitating learning and formation.
- Demonstrate excellent interpersonal, communication, networking and partnership-building skills.
- Be able to work collaboratively with ministers and churches across diverse theological traditions and contexts.
- Value diversity and have experience of working with people under-represented in ministry.
- Have strong facilitation, coordination, organisational and administrative skills, including confidence in using relevant NBA and BUGB systems.
- Be able to manage time effectively, work independently and deliver priorities within a part-time role.
- Be committed to personal development and Continuing Ministerial Development.
- Uphold and promote Baptist principles as expressed in the Declaration of Principle.

Desirable

- Experience of facilitating spiritual formation groups.
- Experience of working with people pursuing Recognised Local Ministry or other forms of local leadership development.
- Experience of working with Baptist Colleges or theological education providers.
- Experience of working collaboratively across Association or organisational boundaries.
- Experience of mentoring, coaching or vocational accompaniment.
- Active involvement in local church ministry alongside the role.
- Understand how Baptist structures, particularly Associations, Colleges and the wider Baptists Together network, relate to one another.

General NBA Team Responsibilities

As a member of the NBA team, the postholder will:

- Attend staff meetings, and relevant training.
- Attend NBA events, including Ministers' Conference and AGM Gatherings.
- Positively represent the NBA within the Association and in relationships with external partners.
- Maintain effective relationships with colleagues across Baptists Together.
- Bring a generous, hospitable and collaborative approach to the work of the Association.
- Be willing to take appropriate risks, explore new ideas and contribute creatively to the development of ministry and formation.

Working Arrangements

Some responsibilities will naturally require work outside normal office hours, including occasional evening events, formation groups, meetings or NBA gatherings. The pattern of working hours can therefore be discussed with the successful candidate. The role may include occasional Sunday ministry or involvement in wider CMD provision.



HOW TO APPLY

If you would like to be considered for this role, please apply in writing, detailing the qualities, experience and skills you think you would bring to this role; you may also include a CV.

Please send your completed application to: Revd Linda Donaldson,
linda@thenba.org.uk

We welcome any conversation with you before your application if you feel this would be helpful to understand the role or your suitability for it.

To talk to us, please contact either:

Revd Linda Donaldson: 07736938417 or Revd Johnny Pozzo: 07752010098.

The closing date for applications is Sunday 15 November 2026

Shortlisting & Interviews

Shortlisting will take place during the week commencing 16th November and interviews will take place at an Association Baptist Church.

More information

The Northern Baptist Association is part of the Baptist Union of Great Britain, which is a denominational body for more than 2000 churches, associations and colleges across England and Wales. We expect the postholder to be able to demonstrate an understanding of and commitment to the Christian ethos and values of our organisation.

The Northern Baptist Association is a Christian charity and as such, it is an occupational requirement that the holder of this post is a committed Christian and in sympathy with the Baptist Declaration of Principle.



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Northern Baptist Association



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