REGIONAL MINISTER TEAM LEADER

RECRUITMENT PACK



HEBA
The Heart of England Baptist Association

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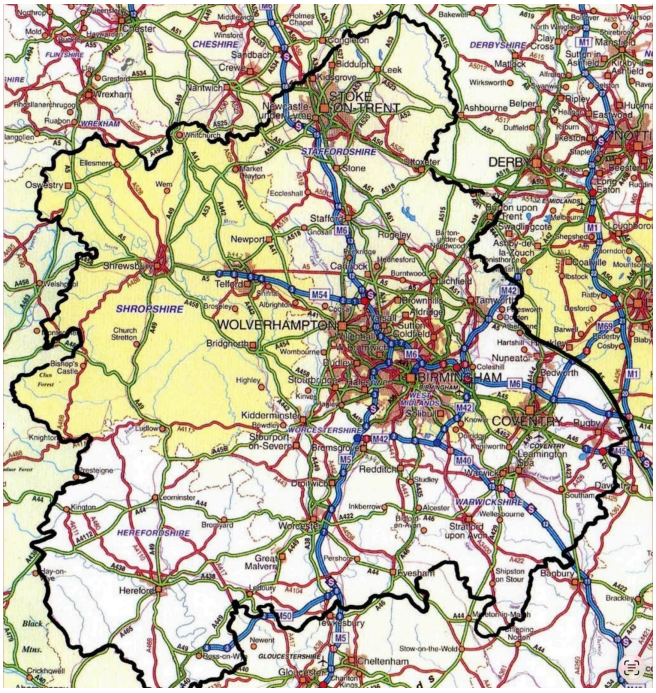
Thank you for your interest in serving as Regional Minister Team Leader (RMTL) of the Heart of England Baptist Association (HEBA). We hope this pack gives you a clear sense of who we are, the opportunities and challenges before us, and the kind of leader we believe God may be calling to serve with us.

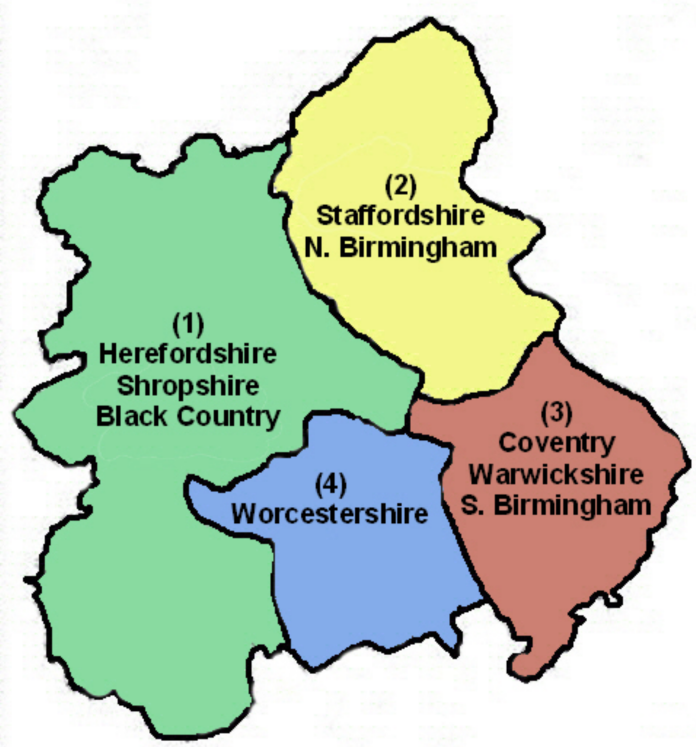
Who Are We?

The Heart of England Baptist Association

Our Association is at the heart of England.

HEBA serves one of the most diverse regions in the country, spanning rural communities, towns and major metropolitan areas. This breadth makes supporting our 150 churches both demanding and deeply rewarding. Our churches range from congregations of fewer than 10 members to one with more than 400. We are also diverse in terms of culture and ethnic backgrounds.





Who We Are…

HEBA is a charity registered in England (no.1080529 with the loan fund as a linked charity) and a registered company (00738238). The churches are the members of the Association and the trustees are the directors of the company. The trustees' primary responsibilities are to maintain an overview of the work of the Association, setting its strategy and ensuring that it fulfils its

charitable objectives. Good governance is a key part of HEBA's strategic focus and our team of 9 trustees work in partnership with our dedicated Association team to promote the Gospel through the work of Baptist churches in the Association.

The Association is a trust corporation, holding many Baptist church properties on trust for the church members. It is also trustee of Umberslade Church Endowment (Charity numbers 225061 and 225061-1).

The HEBA trustees are also directors of the CST Corporate Trustee Limited, a registered Trust Corporation and a private company limited by guarantee, number 11454313. The Directors of the Company are the Trustee/Directors of HEBA.

The RMTL is an ex-officio trustee and director of HEBA and reports to the board.

Our History - Growing Healthy Churches Since 1655

HEBA has a rich history, serving Baptist churches in different forms for more than 370 years. Through periods of change and upheaval, the Association has continued to support churches in mission and ministry. We are now in another season of transition: while some aspects are challenging and changing, we are encouraged by what God is doing and look forward to discerning where God is leading us next.

HEBA has a clear objective and that is a God-led commitment to growing healthy churches. We want all churches to be equipped, stimulated, inspired and helped wherever possible to proclaim the Gospel of Jesus Christ. It is called Good News for a reason, and our aim is to help that Good News to be proclaimed effectively in a way that transforms people's lives, in accordance with the Great Commission (Matthew 28:19-20); "T*herefore, go and make disciples of all nations, baptising them in the name of the Father and the Son and the Holy Spirit, and teaching them to obey everything I have commanded you."* As an Association we seek to fan what God is doing in our churches.

We do not refer to our values intermittently; they form the very DNA of our Association (pg.5). We are committed to them because we believe they enable us to help churches fulfil the individual missions God has given them. Whilst all of our values are fundamentally important to us, our foundational value is companionship. We are looking for a Regional Minister Team Leader who is relational and has the ability to build rapport and foster relationships. We believe companionship will not just be important when engaging with the churches and people of the Association (and wider) but the input you will receive from peers and friends will be crucial during your time at HEBA. None of us should do this journey alone, and we recognise that.

The Heart of England Baptist Association comprises of 150 churches spanning the areas of Herefordshire, Staffordshire, Coventry, Shropshire, The Black Country, Warwickshire, Worcestershire and Birmingham. A major blessing is the breadth and depth across the Association in variety both of churches and people. We believe this is reflective of the region as

a whole, hugely diverse with so many insights and perspectives enriching Christian life. This is a big part of what makes HEBA so exciting.

In 2007, the Association had a major restructuring in order to better support churches. The key aspects of what we do include supporting churches, ministers, financial assistance, legal and governance support, extensive safeguarding assistance, crisis support and supporting churches in the settlement of ministers.

Following Covid, we have been reflecting on how we can continue to offer quality service to our churches and ministers with less financial resource. The Regional Minister team has dropped from 4 to 2.5 and to ensure we maintain strong relational contact with our churches, we piloted the appointment of 3 pastoral ministers who keep in touch with over 30 churches. It is planned to roll out pastoral ministers across the whole Association.

That's a glimpse into our history and who we are, we are now looking forward to what God has planned for the future.

Our Staff Team

Our current team comprises of 2.5 full-time-equivalent Regional Ministers, including the Regional Minister Team Leader, together with an Association Administrator, Trust and Property Officer, Administration and Communications Officer, Safeguarding Officer, Finance Manager and Bookkeeper (all part-time roles).



Revd Adrian Argile
Regional Minister Team Leader



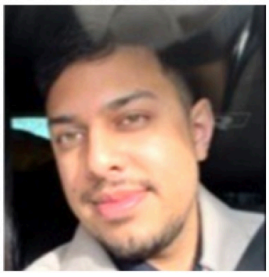
Revd Dr. Denise Dobie
Regional Minister



Revd David Ellis
Regional Minister



Karen Martindale
Trust & Property Officer



Sarb Thapar
Association Administrator



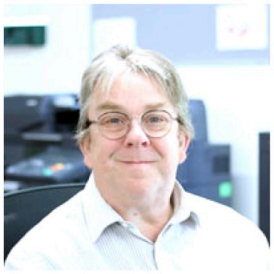
Tom Russell
Finance Manager



Divine Kekokuzunia
Bookkeeper/Accountant



Sharon Jones
Admin. & Comms. Officer



Keith Baldwin
Safeguarding Officer

PURPOSE, VALUES & PRIORITIES

Our Purpose is to grow healthy churches by stimulating and assisting them in their God-given task of sharing the good news of Jesus Christ. Five core values shape how we pursue this purpose and participate in God's mission

Our key values, which we wish to develop further, are:

Companionship 

Walking with and watching over each other is the very definition of associating. The regional team make the care of ministers and churches their first priority. Ministers are connected and accountable to each other, while churches are committed to building relationships with each other and to living empathetically in their locality. The regional team and trustees are determined to be similarly approachable and supportive in their working together.

Generosity 

A heart and spirit of generosity is encouraged throughout HEBA. We look for reasons to say 'yes' to working in partnership with each other, whether through advice or support offered by the regional team; project funding given by HEBA; resources shared between one church and another; or the serving of the local community by each HEBA church. Generosity makes a priority of those with less so that there is equality of opportunity for all those seeking to join God's mission.

Diversity 

We share a common purpose in growing God's kingdom, yet celebrate the reality that in Christ we are a diverse mix of people, communities, context and approach. We respectfully explore our diversity in ethnicity and culture; in theological position and style of worship; in age profile and size of congregation. When we disagree, we do not allow difference to stand in the way of grace and mercy.

Learning 

We further our understanding of God and his heart for our world by encouraging dialogue, study and reflection among our ministers, regional team and churches that nurtures and provokes spiritual growth and development. We challenge any barriers to learning, whatever their basis. We encourage and facilitate continued ministerial development for all ministers.

Innovation 

Contemporary culture demands a broad and imaginative approach to ministry and mission. We encourage and facilitate churches and ministers to seek and follow the leading of the Holy Spirit into new ways of being church, and towards creativity in their sharing of Jesus' love.

Our Priorities

In this period of transition, we trust that God is already preparing the person who will lead HEBA into the next stage of its journey. Keeping Christ our Lord and Saviour at the centre of all we do our priorities are to:

- **Be God-focused,** this entails discerning what God is doing and aligning our mission to what God is saying.
- **Be enablers and co-enablers with the Holy Spirit**, utilising the gifts God has given us to build up the body of Christ.
- **Be storytellers**, sharing what God is doing in our churches, promoting good practice and offering encouragement.
- **Be resilient and resourceful** when change or unexpected events arise, relying on God and remaining able to flourish.
- **Be solvent and stable**, entering the next stage of our journey on a sustainable financial footing.

Challenges and Opportunities

Like all Associations we face challenges, but we believe that these challenges also provide opportunities to grow, thrive and flourish.

- **Children and young people:** Birmingham is the youngest city in Europe, yet some HEBA churches are seeing fewer children and young people. We need a leader who can help churches reach younger generations creatively, share encouraging stories and continue to value and serve faithful senior members.

- **Smaller churches and local engagement:** Half of our churches have 40 members or fewer. We want to honour their faithfulness, build their confidence, facilitate growth and encourage deeper engagement with neighbouring churches.

- **Multicultural ministry:** Much of our region is multicultural and multi-faith, where conversations about faith and prayer can be more natural than in strongly secular

settings. We seek someone with cross-cultural experience and a confident, hospitable Christian faith who can support positive engagement across communities.

- **Developing future leaders:** Succession planning is a key part of our strategy as we consider the next generation of preachers and leaders and continue to build God's Kingdom. The Regional Minister Team Leader will inspire and encourage younger leaders whilst working in partnership to develop creative ways to facilitate training and equip church leaders for the future.

- **Financial sustainability:** Having significantly reduced our financial deficit over the past few years, we are seeking an inspirational and relational leader who will continue this work and help to increase Home Mission giving.

- **Theological breadth:** HEBA includes churches with a range of theological perspectives and mission practices. We seek a leader rooted in the historic Christian faith who can engage constructively, facilitate open, honest conversation, challenge graciously, walk with and bring together those with diverse views.

Key HEBA Ministries

The support for our churches is largely bespoke, as each fellowship is unique in the ministry it offers in their community. However, we have developed some ministries which are important to us, and they serve many of our churches.

Justice Hub –Over the past six years HEBA's Justice Hub has led the way among Baptists. It seeks to educate, inform and challenge in areas of race, disability and women's justice.

Project Violet – The Baptist Union's research into women's experiences of ministry highlighted many things that need addressing to ensure our women ministers are fully and equally supported. HEBA has committed itself to fully implementing the Project Violet outcomes.

Building a Relationship with the Jamaican Baptist Union – Many of our churches have people with strong links to the Caribbean and following Hurricane Melissa we formally partnered with the Jamaican Baptist Union to support churches.

Learning @ The Heart – Following Spurgeon's College closure in 2025, the Association took over the teaching of the 12 modules of what was previously 'Equipped to Minister'. Recognised Local Ministers need to take these modules for their academic learning, but we are encouraging anyone who wants to grow deeper in their Christian faith to sign up for one or more of the modules.

Ministry Amongst the Deaf - We are privileged to have the first Baptist Deaf Minister, Susan Myatt, in the Association. She works part-time at Rising Brook Baptist in Stafford and runs Open Hands Signing Church. In addition, she is released to develop deaf ministry nationally and HEBA support her in this wider role.

The Role

Who Is God Calling?

As our current Regional Minister Team Leader prepares to retire, we are seeking a successor who senses God's call to lead the Heart of England Baptist Association into the 2030s.

HEBA supports churches pastorally, financially and practically, helping them become healthy, growing communities that share faith in Jesus. Working with staff, trustees, ministers and churches, the Regional Minister Team Leader will shape a clear plan for growth and engagement, attentive to God's guidance and responsive to a changing social and faith context.

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." (Jeremiah 29:11)

"And who knows but that you have come to your position for such a time as this?" (Esther 4:14)

We recognise that no candidate will be equally strong in every area and that everyone has strengths and weaknesses. HEBA is committed to providing appropriate training and development for the right person, including support to grow into particular responsibilities where needed.

Interested in an initial conversation?

If you are interested in the role, we encourage you to have an informal conversation with Judith Miller, Moderator and Chair of Trustees. She can be reached at:

moderator@baptist-heartofengland.org

Role Description and Responsibilities

1. The Regional Minister Team Leader will provide spiritual and strategic leadership across the Association
2. They will lead and develop the regional team in ways that reflect HEBA's purpose, identity and values.
3. They will strengthen relationships with churches and ministers, and church members, offering support, encouragement, challenge and companionship.
4. As a member of the Board of Trustees, they will work in partnership with trustees to support sound governance and effective organisational practice.
5. They will represent HEBA effectively in Baptist, ecumenical, and civic settings.

1. Spiritual and strategic leadership

The role requires someone who has a mature Christian faith, rooted in scripture and prayer and informs and shapes their approach to the following responsibilities.

- Oversee and deploy resources effectively to deliver agreed priorities, including work across the Cannon Street Trust and other trust responsibilities.
- Hold responsibility for funding and spending levels, as agreed by Trustees. Ensure finance and trust matters are handled well, in a timely and effective way adhering to any compliance requirements.
- Ensure regular contact from Regional Ministers, with the support of pastoral ministers, is offered to ministers, chaplains and church leaders, especially encouraging networks for mutual support and co-working.
- Ensure support and pastoral care is provided to churches, church ministers/leaders and their families.
- Ensure that the settlement, recognition and accreditation processes for ministers are progressed well with support and guidance for ministers and churches who enter the settlement process (including ordination, induction and end of pastorate).
- Ensure active supervision, support and development of Newly Accredited Ministers (NAMs), their involvement with the NAM programme and reporting to the BUGB Ministries Team.
- Oversee Recognised Local Ministers and, with the help of the Regional Ministers, ensure that their academic training through Learning @ The Heart and the formation programme is rigorous.
- Provide ongoing support for Learning @ The Heart.

- Ensure effective communication and encouragement to churches to commit to Home Mission.
- Enable collaboration, co-operation and networking across HEBA.
- Provide oversight and ensure compliance to HEBA's policies and procedures including taking a lead role when required.
- Where necessary provide oversight and support for conflict resolution, mediation, grievances and disciplinary matters involving Association churches and ministers

2. Lead and develop the regional team

Ensure that the team is organised effectively to deliver the HEBA's purpose, values and priorities and to respond to its needs.

- Provide Godly leadership, clear direction and communication to the team.
- Ensure workload is distributed appropriately across the team.
- Provide mentorship and support as and when required.
- Ensure that good, effective line management is provided to all team members.
- Nurture an environment of encouragement, growth and appropriate challenge in which team members can thrive.
- Ensure that there are appropriate patterns of prayer, worship and devotions within the team.
- Offering and promoting CMD to ministers within the team and ensure required training and professional development is available to all team members.

3. Strengthen relationships with churches, ministers and church members

Strengthen relationships with churches and ministers, ensuring that support, encouragement, challenge and companionship are offered to every HEBA church.

- Ensure good and effective communication from HEBA to churches and ministers and be available and accessible to all HEBA churches.
- Display strong pastoral, listening and relationship-building skills across diverse contexts.
- Ensure support for cluster coordinators, Pastoral Ministers and volunteers.
- Promote the principle of the 'priesthood of all believers' within HEBA.

- Be visible, relationally and proactively engaged, within HEBA, including regular preaching, teaching and visiting churches.
- Take overall responsibility for addressing emerging or unexpected significant issues that arise.

4. Work in partnership with the Board of Trustees

Work with the Board of Trustees to promote sound governance and effective organisational practice.

- Attend board meetings and ensure good relationship and communication between the team and the Trustees.
- Support the recruitment and development of board members.
- Establish good working relationship with the Moderator and Trustees.
- Ensure effective outworking of the strategic direction of the board, including financial management.

5. Represent HEBA within the Baptist family and ecumenically

Represent HEBA positively within BUGB, with other Associations and Baptist colleges, and in appropriate ecumenical settings.

- Represent HEBA at national level, whilst effectively balancing the needs of HEBA with the needs of the wider Baptist family. Consequently, this role can involve significant travel, and can require overnight stays away from home.
- In particular, representation involves being on Baptist Union Council, Core Leadership Team and Regional Minister Team Leaders Group. It is expected that the RMTL will attend Baptist Assembly.
- Foster positive, mutually beneficial relationships with BUGB, other Associations and Baptist Colleges.
- Ensure that appropriate representation of HEBA is achieved in relevant regional, national and ecumenical networks and groups.
- Develop appropriate relationships with key individuals within BUGB and other Associations.
- Represent HEBA ecumenically. It is expected that the RMTL will play their part in nurturing relationships and ensuring Baptist representation as appropriate.

Person Specification

We are seeking a faithful, inspirational and resilient servant leader who combines spiritual depth with emotional intelligence, humility and a healthy sense of humour. A person of Godly character whose fruitful ministry flows from a deep, personal relationship with Christ, evidenced by a consistent, mature, and Spirit-filled Christian life.

EXPERIENCE

Essential

- Accredited minister in good standing with the BUGB.
- Significant post ordination experience of exercising leadership and ministry within a BUGB church or equivalent.
- Strategic vision, sound judgement, resilience and the ability to lead through change.
- Experience of charity governance
- Active involvement in the life of BUGB.
- Experience of leading and managing staff, volunteers and resources.
- Considerable experience and competence in issues of theology and pastoral care as they relate to the work of ministers and churches.
- Experience of mediation and conflict resolution.
- Experience of working across localities in the UK or internationally.(e.g. within BUGB, or Associations, or ecumenically).
- Experience of dealing with safeguarding issues or complaints.
- Have a proven record in Continuing Ministerial Development (CMD)
- Have experience of financial management monitoring and systems

Desirable

- Higher level qualifications/further studies.
- Experience of leading an organisation with complex and significant finances.
- Experience of successful church planting.
- Experience of dealing with property and trust matters.
- Experience of ministry in rural and urban church settings.
- Experience of ministry in small and large church settings.

SKILLS & KNOWLEDGE

Essential

- Excellent communicator in both oral, written and digital forms. An effective communicator across all setting, with great listening skills.
- Proven leadership and management skills.
- A creative, visionary, strategic and critical thinker.
- Effective team leader, delegator, and mentor
- Excellent networker who instinctively develops support groups to increase capacity.
- An effective preacher and teacher capable of inspiring, influencing and equipping others.
- Personally, and professionally well organised. Capable of discerning priorities, managing workloads and projects effectively for themselves and the Team.
- Gifted relationship builder, empathetic and capable of holding the trust of national, regional and local leaders.
- Understanding of Baptist structures and knowledge of current challenges within the wider Baptist family.
- Knowledge of Project Violet, and other key BUGB initiatives.
- Experience of financial planning and management in a complex setting.
- IT literate.
- Full driving licence and access to a vehicle.

PERSONAL QUALITIES

Essential

- Excellent communicator in both oral and written forms. An effective communicator in all media and settings.
- IT literate.
- Empathy and great listening skills.
- Proven leadership and management skills.
- A creative, visionary, strategic and critical thinker.
- Effective team leader, delegator and mentor.
- Excellent networker who instinctively develops support groups to increase capacity.
- An effective preacher and teacher capable of inspiring, influencing and equipping, and with the competence to apply missional theology to issues within society and the church
- Personally, and professionally well organised. Capable of discerning priorities, managing workloads and projects effectively for themselves and the Team. Able to supervise the work of others.
- Gifted relationship builder, capable of holding the trust of national, regional and local leaders.
- Understanding of Baptist structures and knowledge of current challenges within the wider Baptist family.
- Knowledge of Project Violet, and other key BUGB initiatives.
- Experience of financial planning and management in a complex setting.
- Full driving licence and access to a vehicle.

Desirable

- Proven ability to cast vision and articulate and develop fruitful missional strategy through the local church.
- Capable of building the Association Team, developing the staff team, and engendering trust from its members.
- Strong interpersonal skills capable of building and maintain and develop networks and partnering arrangements.
- An ability to engage with conflict within and between churches in a constructive and biblical way, working towards resolution and reconciliation wherever possible.

Regional Minister Team Leader

Job Title:	Regional Minister Team Leader
Responsible to:	Moderator and Chair of the Board of Trustees.
Working Hours:	Full-time. The role requires flexibility in working patterns.
Location:	Home based with regular attendance at HEBA Office, 480 Chester Road, Sutton Coldfield, West Midlands B73 5BP. The role requires frequent travel across the Association area, as well as travel elsewhere in the UK. The expectation is for the RMTL to live within the boundaries of HEBA, have a full licence and access to a vehicle.
Annual Leave:	5 weeks plus bank holidays.
Contract:	Permanent
Salary/ Remuneration:	1.4 BUGB Standard Stipend.
Housing:	Housing allowance will be provided.
Pension:	Access to the BU Pension Scheme.
Occupational Requirement:	This post is subject to an occupational requirement that the post-holder is a practising Christian, in accordance with the Equality Act 2010.
Other Requirement:	The successful candidate will be required to obtain a satisfactory enhanced DBS check.

APPLICATION PROCESS KEY DATES

Applications for the role of Regional Minister Team Leader should be made by submitting the application form provided.

These should be submitted no later than midnight on 4th January 2027, by email to our Company Secretary, Sarbjit Thapar at: st@baptist-heartofengland.org

If you would like to have a conversation about the role, or visit to meet the team, then please contact: Moderator@baptist-heartofengland.org

The interview date is planned to be **Wednesday 27th January 2027**. Venue to be confirmed.

A formal offer of employment will be subject to **satisfactory references** from your referees and a **clear enhanced DBS certificate**.

Judith Miller
HEBA Moderator and Chair of the Board of Trustees