



ST HILD
COLLEGE

Principal Recruitment



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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

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Dear applicant,

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

It's been our pleasure to work with the current Principal in seeing St Hild launched and develop over recent years. We thank God for every one of the students and the impact St Hild has begun to have on the wider region and beyond.

We are now seeking to discern prayerfully who will lead us forward as a college. This pack sets out something of our story, our values, what we are looking for in a new Principal and how we will support the successful candidate in their new role.

We hope you find working with St Hild an attractive and fulfilling prospect, and that you will consider applying for the role.

Yours in Christ,

Bishop John Thomson

Bishop of Selby
Chair of Council



Rev Graham Ensor

Regional Team Leader
Yorkshire Baptist Association
Vice-Chair of Council





Overview

We are a pioneering learning community which has grown to 147 students and 16 staff. We operate through three teaching centres – St Hild Sheffield, St Hild Mirfield and St Hild Online – plus a Centre for Church Planting. St Hild currently offers training for Church of England ordinands and curates, Baptist Ministers in Training and independent students.

It is now six years since our launch in January 2017, formed from the merger of St Barnabas Theological Centre and the Yorkshire Ministry Course. Over that time more than 350 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, through our pioneering Eco-College work, and through the ongoing ministry of our students and staff.

The Trustees and Senior Leadership of St Hild are progressive and forward-looking. Together we sense that we are emerging from a ‘founding phase’ in the life of the college, during which 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 looking forward to working with a new Principal who can continue the implementation of agreed objectives (particularly around developing our digital offering and registration with the Office for Students to enable access to student loans) but also explore exciting possibilities for the future. We are seeking someone who can see opportunities and take them. We are eager to see the new Principal flourish in their role and bring 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**
- **Passionately committed to mission, particularly in the North of England**
- **Capable of providing management that enables others to flourish in their roles**
- **Able to build fruitful partnerships with a range of key stakeholders**
- **A theological educator with a passion to see diverse people flourish**

Our Story

The roots of non-residential theological training in the Yorkshire area are in the Northern Ordination Course (NOC), which trained part-time ordinands in the region from 1980, with this eventually coming to settle at the Mirfield site in 1996. In 2008 the division of training into regions led to the formation of the Yorkshire Ministry Course (YMC), which offered training mid-week in Mirfield and York to Anglican ordinands, candidates for Methodist and URC ministry and some independent Baptist students.

In 2013, following consultations with several larger churches in the region, a new charity was launched to provide further training options in the region: St Barnabas Theological Centre (SBTC). St Barnabas worked in a partnership arrangement with YMC, and engaged with Baptist partners from its inception, soon forging an agreement with Northern Baptist College to offer accredited Baptist ministry training. In 2015 Mark Powley, the founding Director of St Barnabas Theological Centre, was appointed Principal of YMC. With this began a process of discussion about merging the two institutions to create a single unified provider, able to make a significant contribution to the capacity and confidence of training in the region. These discussions led to the launch of St Hild College in January 2017.

St Hild was chosen as a strong, northern name (St Hild being the Old English and Saxon form of Hilda). Hild was renowned for her wisdom, her integrity and her good deeds. Those who trained at the monastery she led at Whitby went on to play a role in the evangelisation of the North. The name reflects our roots in this historic evangelisation of the British Isles and our commitment to re-gospel the North in our time. The vision regarding St Hild, that she would be a jewel that 'emitted such a brilliant light that all Britain was lit by its splendour', is the hope and aspiration for our college.

Formally, the process of merger involved the transfer of assets and employees of St Barnabas into YMC. Institutionally, it involved a new name, new branding, a new council structure, and the formation of a new team. At that time, St Hild was composed of three centres: Sheffield (at that time called Barnabas), Mirfield and York. Key developments in this initial stage included:

- the establishment of centre teams, within a whole staff team framework
- new digital administrative and finance systems
- development of an MA programme with Common Awards
- adoption of a clear 'mission focus' for all the work of the college.
- becoming the first theological college to achieve the A Rocha Eco-church Bronze Award
- growth of student recruitment and staff team

The most recent phase of development has seen the launch of the St Hild Centre for Church Planting to facilitate a step change in planting and revitalisation across the region, and to pioneer new forms of ministerial education for the future.

St Hild responded pro-actively to the challenges of Covid, maintaining a resilient community life and building on our reputation for agility. Over this period we took the decision to launch St Hild Online, building on what we learned in lockdown. We also emerged from the pandemic in a much stronger financial position. Hence the Council decided to commit significant funds from the reserves built up through this period to invest in digital learning and develop an application to register with Office for Students (see below). All this gives the current structure of the college: St Hild Sheffield, St Hild Mirfield, St Hild Online and St Hild Centre for Church Planting.

As our staff and student feedback shows, a key distinctive of St Hild is our ethos of community-building and mutual empowerment. Strategic leadership is shared among the senior staff team; student involvement in leading and developing the College is lively and focused; we have a strong commitment to partnership working and to generous engagement with diverse Christian voices. We would expect our new Principal to be committed to building on this ethos.

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It's been a privilege to be part of the St Hild community over the last 18 months. I have encountered a culture of openness, and generosity and honesty from all parts of the community. It's absolutely rooted in prayer - this is at the heart of everything - it's soaked into the culture. We have a lot of fun when we gather as a community and as friends - and it's a joy to share in one another's journeys in Christ.

Lizzie Ilsley, Lead Student (Mirfield)

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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 predecessor, YMC; this figure has now risen to nearly 150, plus those being equipped through our Centre for Church Planting. Our reported student satisfaction has risen to 96%. A strong sense of our vision and values has been crucial to these developments.

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

Our vision is to be a pioneering learning community to resource the church for mission.

Our values are to be Christ-centred, rooted, pioneering, learning, hospitable, empowering, sustainable and hopeful.

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:

- Provide '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 college carbon footprint to 50 tonnes (including reductions and sustainable offsetting)

Our ambition is supported by these workstreams:

St Hild Sheffield and IME – led by Daniel McGinnis

St Hild Mirfield and Online – led by Janet Williams

St Hild Centre for Church Planting – led by Christian Selvaratnam

Communications and Networking – led by Rachel McLafferty

Office for Students – led by Janet Williams

Missional Developments – led by the Principal

Operations and Governance – led by Rachel McLafferty

Main Operational Areas

Our Council

St Hild functions as a charitable business. Its trustee body is the St Hild Council which comprises representatives from the three Yorkshire dioceses (Leeds, Sheffield and York), two Baptist associations (Yorkshire Baptist Association and East Midlands Baptist Association), two partner church reps (taken from St George's Leeds, the Belfrey York and St Thomas Crookes (STC) Sheffield), the Community of the Resurrection as well as staff and student representatives, including the Principal.

The work of the Council is progressed by three subcommittees. 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 Advisory Board reflects on 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 degrees 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 half of the student body) alongside Church Army, the College of the Resurrection, York School of Ministry and Leeds 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 and STC Sheffield at which its offices and some teaching is based.

In the last few years, St Hild annual income has been just above £600,000. The two academic years most affected by Covid reduced expenditure and generated significant surpluses. There was also continued growth in the value of the college's financial reserves. In this context, the Council agreed to invest c£125,000 from reserves to fund further growth and strategic development, this being the reason for a deficit budget over the next two years. 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 has 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 Director of Academic Quality and Regulation Justin Thacker. Pending a successful application, we are working towards registration in time to recruit students funded by loans for September 2024; other new avenues for study with St Hild, including more widely-publicised digital study, are in development for September 2023 or September 2024.



Our Offer

St Hild offers academic learning and formation through three weekly centres: St Hild Sheffield (Monday daytime), St Hild Mirfield (Wednesday evening) and St Hild Online (Thursday evening). Our programme also includes Saturday digital postgraduate modules and weekend residential formation for Church of England ordinands. The current main recruitment streams of St Hild are as follows:

- **Church of England ordinands.** This currently includes 68 ordinands training either part-time or full-time contextual. In recent years we have received ordinands from Leeds, Sheffield, York, Derby, Leicester, Lincoln, Manchester, Liverpool and Chester dioceses.
- **Independent students** (currently 46), mainly at St Hild Sheffield, but also at St Hild Mirfield and St Hild Online.
- **Baptist Ministers in Training** (part of a total current Baptist cohort of 14), training in association with Northern Baptist College, and overseen by our Dean of Baptist formation, Sally Nelson.
- Anglican curates (currently 19), working in partnership with the three Yorkshire dioceses, and overseen by Mark Vasey-Saunders.
- **Additional recruitment streams include:** Church Planting Track and Mission on the Margins Track (accompanied learning groups); fully digital MA; MA in Contemporary Christian Leadership. Future possibilities for recruitment are included below.

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Being a staff member at St Hild is never a job, but a privilege and a calling. We work with amazing and committed students as an extended creative team. St Hild is a focus of hope and transformation.

Sally Nelson- Dean of Baptist Ministry

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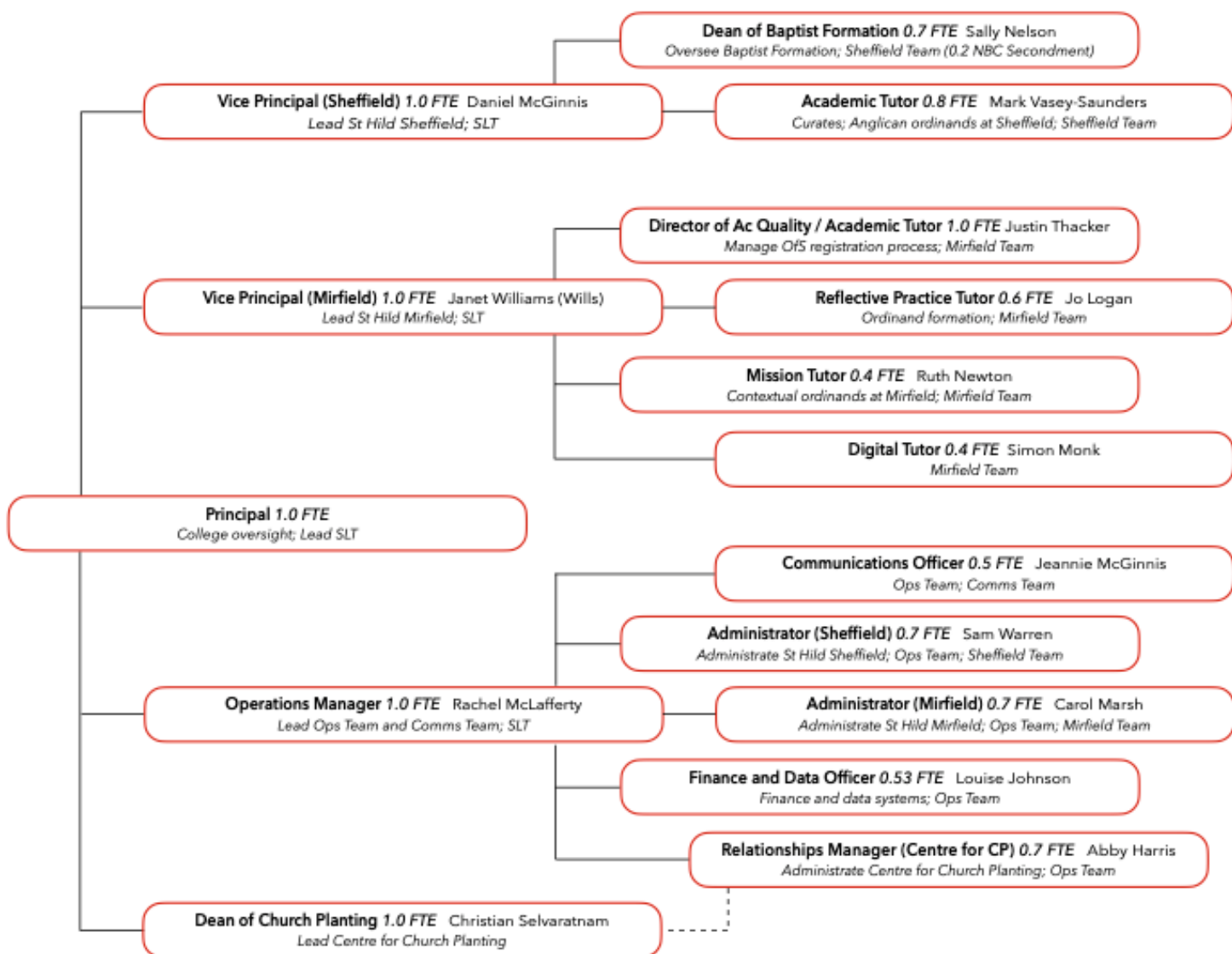
ST HILD
CENTRE FOR
CHURCH
PLANTING



The Centre for Church Planting operates as part of St Hild, offering 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 (including a link with the Asbury Seminary international DMin programme). The Dean of the Centre, Christian Selvaratnam, and its Director of Baptist Church Planting (Alex Harris, currently an honorary role we are hoping to develop) speak into national areas of strategy for the Church of England and Baptist churches.

St Hild has played a leading role in shaping theological provision in our region. We are in discussions with the Baptist Union of Great Britain about new configurations for training. Working with others, we have instigated a northern provincial working group to coordinate and launch new access pathways into ordained ministry in the Church of England. As part of this initiative we are working with the Church of God of Prophecy on a 2023 launch for a discernment track for those currently under-represented in church leadership. September 2023 is also the prospective launch date for our Seedbed programme to train lay church planters, which has attracted £233k of investment funding.

Our Staff Team



I have found St Hild to be an inspiring and rewarding place to work, a wonderfully welcoming team full of Yorkshire love. I've delighted to see the respect given to students, the diversity of the staff team and the commitment to serve the Church in Yorkshire and the North of England.

Christian Selvaratnam- Dean of Church Planting



Key Responsibility Areas

1. Vision, strategy and oversight of operations

- Prayer, listening and consultation
- Work collaboratively with the Senior Leadership Team to steward the vision, strategy and development of St Hild College
- Safeguard and model the vision and ethos of the College
- Facilitate the work of St Hild College Council and its subcommittees (with Ops Team): College Council; Standing Committee; Resources Committee; Formation and Academic Affairs Committee; Centre for Church Planting Advisory Board
- Reading and reflection on leadership and the future of theological education

2. Representation and communication

- Work with members of the Senior Leadership Team to build strong and constructive partnerships, including:
 - Regional Bishops and Directors of Ministry; DDOs
 - Yorkshire and East Midlands Baptist Associations
 - Northern Baptist College
 - Trusteeship of Yorkshire Theological Education Partnership (YTEP)
 - YTEP partners: College of the Resurrection, Church Army, Leeds School of Ministry, York School of Ministry
 - The Community of the Resurrection
 - Partner churches, including St George's Leeds, the Belfrey York and St Thomas Crookes, Sheffield
- Relate to key oversight bodies: Ministry Council and Ministry Development Team
- Build relationships and develop trust with Diocesan bodies
- Attend National and Northern Principals meetings
- Give strategic input into external and internal communications (with Comms Team)

3. Lead staff team

- Provide effective line management and support: Vice Principals; Operations Manager; Dean of Church Planting
- Oversee staff configuration and recruitment (with Resources Committee)
- Staff time: Prayers (Wednesday, 9am); Staff meetings (Wednesdays); Staff residential (July)

4. Develop new forms of learning and College life

Including:

- Support the development of the Centre for Church Planting
- Oversee plans for new provision for Baptist formation
- Oversee the Missional Developments workstream

Key Responsibility Areas (cont.)

5. Support student recruitment, progression and the coherence of our work

- Support each St Hild Centre in recruitment, programme development and its contribution to the whole College
- Involvement with Church of England reporting, as agreed with Core Tutor Team. This will include:
 - Oversee Anglican ordinand reporting (with Tutor in Mission and Evangelism and Mirfield Administrator)
 - Oversight of transition to curacy for Anglican ordinands
 - Oversee a Core Tutor group
- Pastoral oversight / support of students in their learning and ministerial formation

6. Teaching

- Teach at undergraduate and/or postgraduate level, according to specialism and the needs of the college programme
- Marking, second marking and dissertation supervision

7. Research and Writing

- Pursue professional development
- Take opportunities to develop research and writing as appropriate

Person Specification

Quality	Essential	Desirable
Spirituality and Prayer	<p>A mature Christian disciple with who is able to lead others in prayer</p> <p>Demonstrable commitment to holistic mission, including church growth, planting and revitalisation</p>	
Personal qualities	<p>A person of deep Christian conviction who can relate well to Christians of all traditions</p> <p>A gifted leader who acts with insight and integrity</p> <p>Works to a consistently high standard and takes responsibility in challenging situations</p> <p>Capacity to be flexible when required</p>	
Leadership	<p>Committed to the values and vision of St Hild College</p> <p>Significant experience of senior institutional leadership, including developing vision, strategic planning, management of change and risk</p> <p>Able to hold the trust of a wide range of key strategic partners and stakeholders</p> <p>Adaptable and agile, able to respond entrepreneurially in an evolving context</p> <p>Strong skills in communication and recruitment</p>	<p>Experience of academic leadership, including oversight of programmes</p> <p>Experience of developing institutional partnerships</p> <p>Track record of pioneering in leadership and ministry</p> <p>Familiarity with governance and quality assurance in charitable and higher-education settings</p>
Teamwork	<p>Experience and skills in building teams and commitment to collaborative team working</p> <p>Excellent interpersonal and team skills</p>	
Ministry and Mission	<p>Experience of church leadership</p> <p>Fruitful ministry that has led to spiritual and numerical growth</p> <p>Knowledge and understanding of Diocesan structure, including the requirements for ordination formation in the Church of England</p> <p>An understanding of the essential elements of Baptist formation</p> <p>A commitment to ecumenical working</p>	<p>An ordained minister in the Church of England or Baptist traditions</p> <p>Experience of ordained parish ministry</p> <p>Experience of working with Baptist churches</p> <p>Experience of church planting/ revitalisation</p>

Person Specification (cont.)

Quality	Essential	Desirable
<p>Education and Qualifications</p>	<p>Theologically qualified to Masters level</p>	<p>Theologically qualified to doctoral level in theology or adult education Published work in a relevant field of expertise</p>
<p>Adult Education, Teaching and Formation</p>	<p>Experience of delivering training for ministry Able to deal skillfully with complex and demanding pastoral situations</p>	<p>Ability to teach to Master's level Excellent, innovative and inspiring teaching Experience of overseeing leadership development and spiritual formation</p>
<p>IT/Admin skills</p>	<p>Skilled in the use of computers/IT Good administration skills</p>	
<p>Personal circumstances</p>	<p>Able to live within easy access of St Hild centres Own transport or workable alternative for the post's duties Right to work in the UK (For ordained Anglican candidates) Able to confirm that he/she is living in accordance with the Church of England Code of Professional Conduct for Clergy / Ministers</p>	

The Package

Salary

Lichfield Scale plus senior leadership and housing allowances.

Pension

St Hild will pay the appropriate contributions to the relevant pension scheme (Church of England Clergy scheme for an ordained Anglican, the Baptist Union Pension Scheme for an ordained Baptist, or the Pension Builder Scheme of the Church Workers Pension Fund for a lay person).

Annual Leave

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

Role Support

Line management will be provided by the Chair of Council, Bishop John Thomson.

Administrative support is given through the Operations Team, through discussion with the Operations Manager.

Professional Development

There is an allowance for annual conferences and retreats, plus an annual book allowance.

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

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

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

If you have any questions about the recruitment process, or to arrange an informal site visit / view online teaching please contact our Operations Manager, Rachel McLafferty on rachel.mclafferty@sthild.org

Opportunities for informal visits

St Hild Sheffield (St Thomas Crookes)

Monday in person teaching and worship - 30th January / 13th February

St Hild Mirfield / Head Office (Community of the Resurrection)

All teaching in the spring term is digital and in the evening, and can be accessed via a zoom link

Online attendance by arrangement

Site visits - Tuesday 31st January / Thursday 3rd February

Closing date for applications: **19th February 2023**

Interview date: **8th March 2023 at our offices in Mirfield**

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 rachel.mclafferty@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 applicants will be invited to contribute to an equal opportunities monitoring form link (responses are anonymous).