**Community Council 15th July 2018**

**Staffing Proposal**

**History**

WBC have been actively looking for the other half of the ministerial post over the last 18 months. Northern Baptist College have been approached and although they commented that we would be a really positive placement church, no student has been available to take up a placement. The leadership team have also interviewed and looked at candidates from the national settlement list, but this has not led to an appointment.

Members of the leadership team then started to recognise the gifts and skill base in Eleanor Brennan. Eleanor was approached to see if she would be interested in considering an appointment. Leadership team also took advice from the HR department at Baptist House and they advised us to look wider into the community in case there was anyone else open to exploring such a post.

At the last Community Council meeting we brought this forward. There is currently no one other than Eleanor who wishes to explore this. Community Council also asked the leadership team to bring an outline of the prospective role, especially given that it may encompass the Night Shelter post too if the council offers the contract to the church again.

At this community council we want to outline what a post will look like and seek permission from the church to appoint a small group to meet with Eleanor to explore more thoroughly if this is a good appointment for both parties. This will then be fed back to the wider church in due course.

**General Information**

David Taylor and Kezia Robinson met with Wakefield Council on 19th June 2018 where they said they are wanting to offer a 2 year funding agreement to WBC to continue to run the Night Shelter. With this in mind Leadership Team are recommending that we seek to explore Eleanor’s appointment over a two year period and combine ministry roles with night shelter duties. The Night shelter role will be split between Kezia and Eleanor with Eleanor doing the admin, rota and drop in connection and Kezia picking up more of the shift starts and other work where needed.

Eleanor has expressed that she sees the potential of this role as part of her exploring a general call to ministry and that this may help her discern if this is an appropriate direction for her.

**Role Outline**

The other half of the ministry post will be 30 hours which is 20 hours community based time and 10 hours for the Night shelter role (with some scope for overtime of this role if needed/desired).

The post is likely to consist of three main areas

1. **Set and reviewed areas of responsibility**

 Examples of areas (although these will need to be explored) are: Oversight of

 Wider Leaders, Preaching/Leading 2 Sundays a month, Staff Management,

 Oversight of children/youth, Pastoral Care.

**2) Areas of development and gifting from Eleanor**

 Eleanor has her own gifting to explore and will want to further explore

 these in her role. This will be explored in the group that meet with her. These

 will be set and developed and reviewed over her employment.

**3) Learning and formational development**

There is likely to be an encouragement for Eleanor to explore theological

 learning and formational development over this time in order to more fully

explore her call. This may include college modules, regional retreats such as the Cober Hill Minister’s Retreat and women in ministry gatherings.