



Part-time Tutors in Theology (Equipped to Minister) - Spurgeon's College, Histon Hub, Cambridge

Foreword

At the heart of all we do, is Christian mission and ministry and the training of men and women for Christian leadership. Due to some natural staff changes and moves, the College is recruiting theology tutors for the Equipped to Minister course. We are looking to recruit **two** part-time tutors to start in August 2024 to deliver our popular Equipped to Minister course at our Histon hub in Cambridge. We are open to applications from those who will be able to teach in two to three of the course curriculum areas (for a list of modules see below). The tutors would be employed to teach a number of Saturdays split over two years and to mark the associated assessments.

We hope you find the information provided in this pack helpful in your prayerful consideration of applying for the role. If you would like to talk further please do not hesitate to contact the Course Director for Equipped to Minister and the Dean of Ministerial Formation, Revd Dr Seidel Abel Boanerges (seidel@spurgeons.ac.uk) .

About the College

Spurgeon's College has a worldwide reputation for its work in theological education and continues to have a global reach in its student body and through several international partners. While the core dimension of the College's week-by-week work is ministerial formation rooted in the Baptist tradition, the majority of our student body are not seeking accreditation with the Baptist Union of Great Britain. In addition to the formal degree pathways of study, the College is also committed to providing resources and training for local churches through our Equipped to Minister and Church Training Initiative programmes.

Spurgeon's College was founded in 1856 by Charles Haddon Spurgeon, the leading nonconformist preacher in 19th century Britain. Formerly located with the Metropolitan Tabernacle at the Elephant and Castle in Southwark, it moved to its present premises in 1923. The College is in membership with the Baptist Union of Great Britain, the Evangelical Alliance and Micah Global.

The College has always trained students for the Baptist ministry. In the last two decades, its provision has diversified considerably, and Spurgeon's has become known for its enterprise and initiative in developing new courses in response to the changing needs of church and society. At any one time the College has 600-700 full-time, part-time and online students currently registered across its programmes, with around 180 on-site at some point each week during term time.

2024 represents an exciting time for the College as we continue to implement the College's strategic plan to develop and grow the next generation of leaders - competent, capable changemakers. Securing Degree Awarding Powers in 2022 and being on track to receive university title, means that the College no longer requires a partnership with a validator and can create and deliver new degrees in any subject. This not only helps secure the future of the College, but enables the College to diversify its subject offer, whilst ensuring that the main thing remains the main thing, that is training men and women for Christian leadership in the contemporary world. Our vision has therefore broadened to grow competent, capable changemakers – meaning that those who train at the College, are competent in their subject area, capable and ready for their future workplace and released to be changemakers in the context they find themselves, all whilst learning and growing in a confessional evangelical College.

Our Mission

1. To train men and women for Christian mission, ministry and leadership in the contemporary world.

Our Vision

2. The College draws its vision from three sources:
 - a. *A confessional foundation* – established by CH Spurgeon in 1856 as the Pastors' College, Spurgeon's College is a Christ-centred, evangelical college in the Baptist tradition, engaged in biblical and theological education.
 - b. *A formative ethos* – this flows from our life as a community that meets daily for worship, where preparation for Christian service is enriched by the practice of gathering daily as a community to glorify God, who is Father, Son and Holy Spirit.
 - c. A geographical location – the College is intentionally London based, with a national focus and a global reach.

Our Values

4. As a Christian Higher Education Theological College our values are directly drawn from and aligned with biblical principles. In particular:

- We believe in the inherent moral equality, dignity and worth of every individual.
- We value the unique distinctiveness of each member of the College community.
- We celebrate the richness of being a diverse and inclusive community.
- We believe that as a community meeting daily for worship we must be careful to listen to God and discern his will and purpose.
- We will promote the general wellbeing of all members of the student community and College staff.
- We are committed to assisting every student in reaching their potential.

Background and Context

5. Spurgeon's is an evangelical College in membership with the Baptist Union of Great Britain, the Evangelical Alliance and the Micah Network. As a confessional College, it is committed to studying and understanding the gospel of Jesus Christ as witnessed to by the Scriptures, and the challenges of the world in which this gospel is to be proclaimed. In doing this it combines classical and contemporary emphases in theology and ministry in serving the Church. Academic programmes will be offered in the light of the expectations and standards contained in the QAA Subject benchmark statement: Theology and Religious Studies and according to the principles stipulated by the Counselling and Psychotherapy Central Awarding Body (CPCAB).

6. The College's core activity is training men and women for Christian mission, ministry and leadership in the contemporary world. This will involve training and preparing candidates for ordination to the Baptist ministry within the Baptist Union of Great Britain, Pastors in churches of other denominations and those called to Pioneer Ministry and Missional work. Ministerial formation and training is open to, and benefits from, the presence of many preparing for ministry/ordination from other denominations, networks and church contexts. The participation of students who are pursuing a biblical/theological education in its own right further enriches the life and experience of Spurgeon's learning community. The College has also developed provision for continuing ministerial development and academic research as well as for the training of church members seeking to serve in lay capacities through our Recognised Local Minister (RLM) programme.

7. Spurgeon's College will actively monitor and engage with the changing landscape of Higher Education in the United Kingdom. It will strive to maintain institutional agility to respond intelligently to the continual ebb and flow within Higher Education so that the College can succeed in its core mission. The College will be proactive in meeting its regulatory and compliance obligations (OfS; QAA; IHE; TEF) as a leading provider of ministerial formation and theological education. Spurgeon's will continue its active collaboration with other HE Theological Colleges.

8. The College will develop its relationship with local congregations within London, its partner Baptist Associations (South Eastern, London and Eastern Associations) and Christian communities and organisations nationally and internationally. It will build upon its reputation as an evangelical institution that is well-regarded nationally and internationally, and will seek to establish and maintain a range of strategic partnerships that further its mission.

About the Equipped to Minister course

Equipped to Minister is an established, popular and highly valued course at Spurgeon's College. It was launched 2003 with the aim of providing high quality training for those serving in the local church. In the 15 years the course has been in existence over 680 people have attended modules and the course grows in popularity each year. Although the course initially was aimed at churches from the Baptist denomination we now have people from many different church streams attending the course to enable them to develop their ministry in the local church or to grow in their personal discipleship. The course is now delivered in three locations : London, Birmingham and Histon.

Equipped to minister is an ideal starting point for those who wish to deepen their understanding of the Bible, theology, mission, ministry and personal spiritual development, even if they are returning to study after a long break. The course teaching is aimed at A-Level or 'Access' level standard. Many participants find the course a significant step towards developing their service God in their churches. They also find their own personal discipleship is deepened through attending the course lectures. Equipped to Minister has attracted local preachers, Bible study group leaders, lay church leaders, youth workers, pastoral carers and people from a variety of different ministries in the church. No previous qualifications are required to join the course. There are optional essays which students can complete to receive a module certificate.

The course is made up of 12 modules on a rolling programme. Eleven of the modules include face-to-face teaching consisting of twelve hours teaching split over two Saturdays in consecutive months.

The Equipped to Minister enables students to study for an internally validated qualification for either personal spiritual development or recognised local ministry preparation. The course follows a curriculum agreed by all the UK Baptist Colleges, the Baptist Union and the three Baptist Associations (SEBA, LB & EBA). It is therefore acceptable to the Baptist associations, as a pathway for being recognised as a local Baptist minister within their associations.

Part-time Tutors in Theology (Equipped to Minister)

As part of our Equipped to Minister teaching staff team at Spurgeon's College you would normally be assigned modules appropriate to your experience and any speciality. A list of the modules you could be assigned is:

- Exploring Christian Belief
- Reading and Using the Bible
- Pastoral Care
- Leading Worship
- Preaching
- Mission and Evangelism
- Spirituality
- Church Management and Leadership
- Baptist History and Principles

You would be provided with the existing course material which is used to teach the course currently to use as a guide for your own teaching material.

It is anticipated that each tutor would teach 8-12 Saturdays (2-3 modules) split over a 2 year period.

Application

Your application should include:

A letter of application of no more than two A4 pages outlining your suitability for the post and in particular addressing the requirements of the Job Description and Person Specification,

An indication of any particular specialisms you would be qualified to teach from the course module list (see above),

A current and full CV giving details of higher education and/or professional qualifications, current or most recent employment or work and a *complete* employment history, and

A completed equality and diversity monitoring questions form.

Applications should be sent by email, in confidence, to Mrs Sophie Ellis, s.ellis@spurgeons.ac.uk

The closing date for applications is 12 noon on Thursday 4th July 2024

Shortlisting will take place on Friday 5th July 2024

Interview date: Wednesday 10th July 2024 (at Histon Baptist Church)

The successful candidates can take up the role from August 2024. Attendance at a compulsory induction day at Spurgeon's College, London will be required during August 2024. As part of this induction you will be provided with training in Moodle.

Terms and conditions of the appointment

The role of Part-time Tutor in Theology (Equipped to Minister) will be offered on a permanent basis. You would only be required to be in attendance when you are teaching. The course will normally run on the 3rd Saturday of each month (except for August) but there may be occasions when the course has to move to a different Saturday in the month. Occasional attendance at meetings at Spurgeon's College, London may also be required.

This employment is completely separate to any other contract you may already hold for Spurgeon's College and will not affect it any way.

Reward package

You will be remunerated for the work you do as follows: £22 per hour teaching. £13.15 per hour teaching preparation up to a maximum of 12 hours per module taught. Marking is paid separately at £6.15 per 1500 word essay and £9.55 per 2000 word essay. Any additional meetings you are required to be at will be paid at £15.60 per hour. Travel costs will only be paid to required meetings and not for teaching days.

Annual leave: Annual leave will be accrued for each hour you work and paid accordingly.

Location

Your normal place of work will be at our Spurgeon's College Histon hub, Histon Baptist Church. Occasional meetings at Spurgeon's College in London may be required.

Equality, Diversity and Inclusion Policy Statement

Spurgeon's College is committed to securing equality of opportunity in employment and to the creation of an environment in which individuals are selected, trained, promoted, appraised and otherwise treated on the sole basis of their relevant merits and abilities. For this purpose all applicants will be asked to answer Equality and diversity monitoring questions as part of the recruitment and appointment process.

There is a Genuine Occupational Requirement for the Part-time Tutor in Theology (Equipped to Minister) to be a Christian.

Job Description Part-time Tutor in Theology (Equipped to Minister)

Main Duties: This role will involve teaching and marking at access to A Level standard as well as being a representative of the College to the students.

Job description

- Preparing and teaching material at 'A-level' standard, based on the existing course material for Equipped to Minister.
- In conjunction with the EtM Course Director updating EtM module handbooks based on the teaching material to be delivered in the hub location at least a month before the module runs.
- Uploading to the College's online learning system (Moodle) student handouts, PowerPoint slides and any other learning resources before a teaching Saturday.
- Delivering teaching material on a number of Saturdays (9am-4pm) across a two-year period in conjunction with two other tutors. (Tutors will only be required to be present on those Saturdays when they are teaching and there is flexibility about the number of Saturdays depending on how many tutors we recruit).
- Electronic marking of assignments via Moodle in a timely manner according to College processes.
- Responding to student queries about teaching material or assignments in a timely manner.
- Liaising with the EtM Hub Coordinator about any venue requirements (e.g. PA/AV) for the teaching.
- Participating in any required meetings about the delivery of the course.
- Representing the College to the students.
- Any other duty as required by the Course Director for Equipped to Minister commensurate with the role.

Person specification Part-time Tutor in Theology (Equipped to Minister)

The person we are looking for will have the following attributes:

Faith and spirituality

Essential

- Strong and mature personal Christian faith lived out in a way that will enhance the reputation and standing of Spurgeon's College.
- Belonging to a Church in membership with the Baptist Union or an ecumenical body such as Churches Together in Britain and Ireland (CTBI) or an evangelical grouping such as the Evangelical Alliance (EA).
- Able to affirm the Basis of Faith of the Evangelical Alliance, and respect the Declaration of Principle and aims of the Baptist Union of Great Britain.
- Have an active interest in training men and women for lay mission and ministry.

Personal experience and competencies

Essential

- Experience in teaching in a church or educational establishment setting.
- Ability to give/receive professional direction, seeking and applying best practice and demonstrating a track record of effective collaborative team working.
- A demonstrable record of academic achievement exemplified by a post-graduate qualification in theology.
- Familiarity with and commitment to, working in a multi-age, multi-cultural environment, and sensitivity to working with different theological perspectives and ecumenically.

Desirable

- A demonstrable record of expertise through practice, research or publications.
- A creative approach that encourages original ideas, initiative and innovation in others.

Skills and abilities

Essential

- Strong intellect and an ability to intellectually discern and respond to changing circumstances.
- Excellent influencing and communication skills.
- Excellent teaching and presentational skills.
- Excellent administrative skills.
- Computer and technologically literate.
- Able to work well and respond positively to pressure, demonstrating resilience and effectiveness.

Desirable

- An ability to support and provide guidance to those returning to study.
- Previous experience of using the Moodle virtual learning environment / TurnItIn would be beneficial, although full training will be given.