

**Application Pack January 2022**

**New Christian Communities Development Lead**

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**Human Resources**

Enita Andrews

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Dear applicant

Thank you for your interest in the post of New Christian Communities Development Lead with the Bath & Wells Diocesan Board of Finance (DBF). I am delighted to let you have details about the diocese and information about the post.

We hope you find the application pack provides all the information you need in order to consider your candidature for this post. If, however, you have any further questions please initially contact Human Resources.

Meanwhile, please find opposite, key dates for the appointment process. Should you decide to apply for this post we look forward to receiving your application and wish you well.

Kind Regards

Enita Andrews

**HR Manager**

**Applications**

Applications must be received by **Thursday 27 January 2022**. Application forms, with a covering letter no more than one side of A4describing what attracts you to this role should be returned to Human Resources either by post to The Diocesan Office, Flourish House, Wells, BA5 1FD or by email to [recruitment@bathwells.anglican.org](mailto:recruitment@bathwells.anglican.org).

**Shortlisting**

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification. A copy of our privacy policy for job applicants can be downloaded from our website.

**Interview**

Interviews will take place in Wells on **w/c 14 February 2022**. Further details regarding the selection process will be communicated at the time applicants are invited for interview.

**Safeguarding**

We are committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church, in line with Safer Recruitment principles. This means that we will:

* Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent.
* Take all reasonable steps to prevent those who might harm children or adults from taking up, in our churches, positions of respect, responsibility or authority where they are trusted by others.
* Adhere to safer recruitment legislation, guidance and standards.

Further information can be found in our Safeguarding Policy available on the diocesan website. All applicants are required to complete a Confidential Declaration Form as part of our recruitment process when an offer of employment is made. This form is strictly confidential and, except under compulsion of law, will be seen only by those involved in the recruitment/appointment process and, when appropriate, the nominated safeguarding lead or someone acting in a similar role/position. All forms will be kept securely in compliance with the General Data Protection Regulation, 2018.



**The Diocese of Bath and Wells**

The Diocese of Bath and Wells is one of 41 Church of England dioceses in the country. The diocese stretches from Portishead in the north to Crewkerne in the south, Minehead in the west to Frome in the east.

The diocese loves and serves the 940,000 people who live here through its family of 466 parishes and 181 church schools. This family works for the good of local communities in a range of practical as well as pastoral ways: caring for the vulnerable in our societies, supporting local families and encouraging children and young people.

Everything the diocese does is underpinned by prayer and worship and is driven by our vision:

“In response to God’s immense love for us, we seek to be God’s people, living and telling the story of Jesus.”

If successful in your application, you will be arriving in the diocese at a time of significant change and you will have a role to play in the diocesan strategy, which has these three strategic priorities:

* To place mission and evangelism at the heart of all we do.
* To re-align our ministry resources towards mission.
* To identify, develop, and release the gifts of all our people.

**New Christian Communities Development Lead**

**Introduction**

Thank you for your interest in the role of New Christian Communities Development Lead. This is an exciting opportunity for someone who values both pioneering and the inherited church, and who understands how they can be a gift to each other. The person who is appointed will nurture the growing community of pioneers in this diocese and will encourage the parish churches to pioneer and grow fresh expressions of church. They will be a person who can both encourage and model a creative and innovative approach to mission, helping to make that part of the culture of the diocese. If you are passionate about encouraging mission through new forms of Christian community, please consider whether God is calling you to apply for this job.

**The Diocese of Bath and Wells**

Please see the attached brochure which gives a snapshot of the context of the diocese, together with a summary of the key priorities in mission and ministry. These pages are taken from the statement of needs prepared as part of the discernment process for the next Bishop of Bath and Wells (an appointment is expected in the middle part of 2022).

**Pioneering and the Pioneer Project**

The Pioneer Project was launched after a successful Strategic Development Funding application in 2017. The original application can be found in the pioneer area on our website. The project had three principal aims:

• To create nine paid pioneer posts within the diocese

• To equip and train grass roots pioneers (lay, unpaid pioneers)

• To establish a culture of pioneering across the diocese

The first of the nine “Signpost Pioneers” was appointed in 2018 and the ninth in late 2020. They are based in a variety of contexts around the diocese with a brief to pioneer with a particular community and to inspire other pioneers in their area or deanery. The Signpost Pioneers are 5-year fixed term posts and succession planning for these posts is an important issue, along with ensuring the longer term impact of this part of the project on the diocese and the communities where they are based.

In addition, 25 people have received the CMS Certificate in Pioneer Mission across two cohorts in the last three years. They form the core of a growing community of pioneers in the diocese, and the continued growth of this community will be a priority over the next few years. A third cohort of the CMS certificate, run by the previous Project Leader, in partnership with the Diocese of Salisbury, will run in 2022. Part of the conversation in 2022 will be to discern the future of the CMS certificate as a possible regional hub project in the South West.

Whilst culture change is hard to measure, there are clear signs that the aim to influence the culture of the diocese is bearing fruit. The language of pioneering is increasingly used in diocesan and deanery discussions, and the overlap between pioneering and the diocese’s other priorities in mission is becoming more widely recognised. A reflection by the former project leader on the development of the project can be found at:

<https://www.bathandwells.org.uk/news/celebrating-four-years-of-the-pioneer-project-in-bath-and-wells.php>

Increasingly in the diocese we are talking about “pioneering beyond the project”. Work that was started as part of the Pioneer Project needs to seamlessly continue once the project officially ends. The New Christian Communities Development Lead has a crucial role to play in this, as the principal contact for pioneering within the diocese both before and after that transition. The job is permanent, and it is expected that over the next few years, new responsibilities and opportunities will emerge to be developed beyond 2025.

During the project lifetime, the New Christian Communities Development Lead will be responsible for the management of the following fixed term diocesan support team posts created under the project:

* Encourager of New Christian Communities. Full time role, encouraging fresh expressions (currently job share).
* Pioneer Project Administrative Assistant (part-time)
* Pioneer Activist Enabler (4 hours per week, project work on sustainability for pioneers and fresh expressions)
* The nine Signpost Pioneers
  + Each pioneer has a local supervisor, but they need a DBF line manager for permissions such as leave, expenses etc.
  + The line manager carries out an annual review with the pioneer and supervisor and keeps abreast of the pioneer’s ministry and progress.
  + There is also an important pastoral element to the role in ensuring that the pioneers are able to flourish in their ministry.

**Parishes and the mixed ecology**

Our pioneering strategy in the diocese has been built around the encouragement and growth of the pioneers themselves. This makes sense theologically and practically, as finding the people who God is calling will then lead to the growth of new ministries and Christian communities. The pioneers build networks which in turn encourage more pioneers and multiply the energy for growth. However, we do sense that now is the time to take this strategy into the next phase. The New Christian Communities Development Lead is a reshaped role with increased capacity to:

1. Encourage parishes and deaneries to consider the “mixed ecology” (in line with the Church of England’s vision for the 2020s) and what it means for the mixed ecology to become the norm in this diocese.
2. Ensure there is support available for parishes in starting and growing new Christian communities.

The New Christian Communities Development Lead will invest time in working with the churches of the diocese, and with deanery leadership teams, to help them engage with the idea of the mixed ecology and encourage them to take practical action. They will also work with the Head of Mission Support and Ministry Development and the wider leadership of the diocese, to help develop strategies that encourage and enable the growth of new worshipping communities.

**The wider team**

This role is part of the Mission Support and Ministry Development section within the diocesan support services team. A reshaping process has created a new team structure with the aims of having the best possible impact at local level and in the areas that the diocese has identified as strategic priorities. The New Christian Communities Development Lead will be part of the Mission Development Team, reporting directly to the Head of Mission Support and Ministry Development, and working collaboratively to develop the diocese’s strategic support of mission. The new team shape is also designed to encourage cross-team collaboration and there will be an expectation to work on shared projects, especially with colleagues in the Deanery and Parish Support team, and in Ministry Training and Vocations.

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**Job Description**

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| **POST:** **New Christian Communities Development Leader** |

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| **Our vision for the diocese**  In response to God’s immense love for us, we seek to be God’s people living and telling the story of Jesus. |

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| **The aim of the role is to:**   * Promote the diffusion of a culture of pioneering and innovation across the diocese. * Support and encourage pioneers across the whole pioneer spectrum. * Encourage and enable ministers, parishes and deaneries in forming new Christian communities. * To lead the Pioneer Project and be accountable for its implementation. |

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| **LOCATION:** Flourish House, Wells, Somerset BA5 1FH |

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| **REPORTING TO:** Head of Mission Support and Ministry Development |

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| **LINE MANAGEMENT OF:**  Pioneer Project staff x  Signpost pioneers (x9) |

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| **HOURS OF WORK:** Full time |

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| **KEY RELATIONSHIPS:**  Colleagues in the Mission Support and Ministry Development team  Archdeacons, Area and Lay Deans, Deanery Mission & Pastoral Groups (DMPG)  Pioneers, lay and ordained throughout the diocese  Church Mission Society  CMS Certificate in Pioneer Mission hub leader  Church Commissioners’ Strategy & Development Unit  National networks of pioneers, missioners and fresh expressions and relevant national Church of England advisers |

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| **MAIN DUTIES & RESPONSIBILITES:**   * Advocate the values and principles of pioneering across the diocese. Encourage a culture of learning and sharing ideas, to enable the diffusion of pioneering and innovative mission. * Advise on the development of a strategy for growing new Christian communities and ensure effective training, encouragement, support and guidance for their leadership teams. Champion the principles of the Mixed Ecology across the diocese. * Be a member of the Mission Development Team and work with the team leader on the continued implementation of the diocesan strategy. * Work closely with the Parish and Deanery Support Team (attending meetings when required) to ensure parishes and ministers are encouraged, advised, and supported in the formation and growth of new worshipping communities. * Work as part of the team enabling the Discerning Ministries programme, to help develop models of focal ministry which are shaped by a pioneering approach. * Work with the Discernment Team Leader in raising awareness of the distinct nature of pioneer vocations, enabling the discernment of the pioneer vocation and the development of the potential of those called to pioneer ministry. * Work with the training team to ensure the availability of appropriate courses and training in the areas of pioneering mission and evangelism. * Keep up to date with current thinking and developments in mission, especially in relation to pioneering. Provide theological and practical expertise regarding fresh expressions, pioneering, and innovative mission. * Represent the diocese at regional and national level on appropriate bodies and networks, and contribute to their agenda. Respond to new ideas and developments from the national church in your specialist area. * Undertake any other reasonable duties as may be required.   **Pioneer Project**   * Act as lead officer for Pioneer Project, liaising with the Strategic Development Unit as required, and shaping the development of the Project in response to ongoing learning and local circumstances. * Be accountable to the Pioneer Project Board for project delivery, working with others to ensure implementation, including providing triannual written reports. * Continue to develop appropriate ways of measuring the progress of the Project. * Line manage the Pioneer Project staff and develop a team culture. * Act as DBF line manager to each Signpost Pioneer with local supervision provided in line with pioneer role descriptions and the Project’s supervisory guidelines document, providing arbitration if necessary between pioneer and local supervisor. * Offer guidance, training and support for pioneer supervisors. * Work with the Comms Team to ensure appropriate messaging. * Manage the Project budget liaising with other DBF teams eg property, HR, and finance. * Develop the partnership with the Church Mission Society and the Holy Rumpus Hub, looking for opportunities to embed CMS pioneering values in Diocesan life * Discern the lead of the Holy Spirit, determine the direction of travel as it emerges and employ connections and resources to foster, extend and support it. As time goes on, work with the leadership of the diocese to develop a strategy embedding the principles and practice of the Pioneer Project into the long-term life of the diocese. |

**Person Specification**

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| **Key Criteria** | **Essential** | **Desirable** |
| Qualifications and Experience | * Theology degree or diploma * A pioneer, with demonstrable experience of leading the birth of at least one new Christian community. * Experience of supporting pioneer ministry and encouraging leaders of fresh expressions * Proven ability to encourage evangelism and mission * Positive experience of working within the inherited church to encourage innovative approaches to mission. * An understanding of the national picture of mission and evangelism and awareness of missiological issues * An understanding of mission and evangelism in an Anglican context * Experience of developing and providing training | * A good understanding of the Church of England, its structures, functioning and traditions * Wide knowledge of the Anglican Church and its ecumenical links * Experience of line management |
| Skills and Abilities | * Able to communicate well, listen, converse and influence at different levels of meetings e.g. one to one, small groups and large gatherings creatively and imaginatively * Innovative and creative, inspiring new thinking and encouraging others to think similarly * Able to build good relationships with clergy and lay leaders across the diocese * Ability to enthuse and inspire others, both through speaking and modelling * Able to guide and mentor to develop the skills and potential of others * Ability to build sustainable networks | * Able to use social media |
| Work-related Personal Qualities | * Ability to travel around the diocese * Ability to relate across church traditions and within different local contexts |  |

An Occupational Requirement exists for the post-holder to be a practising Christian of a denomination which is a member of Churches Together in England.

This role will require an enhanced DBS check.



**Main Terms and Conditions**

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| Hours of Work | 36 hours per week  Core office hours are 9am until 5.15pm Monday to Thursday and from 9am to 5pm on Fridays with an hour unpaid lunch break taken as appropriate. Some evening and weekend work will be required. Flexible working and home working will be considered. |
| Salary | £37,000 - £41, 000 per annum |
| Pension | Pension Scheme administered by the Church of England Pensions Board. The employer will contribute 10% of the employee’s pensionable salary and the employee may choose to make an additional voluntary contribution of any proportion of their pensionable salary. |
| Holiday | 25 days per calendar year plus bank holidays.  The holiday year runs from 1 January to 31 December.  Additional discretionary days are given at Christmas and Easter. |
| Expenses | All reasonable working expenses will be met at the agreed Diocesan rates. |
| Probation | This post will be subject to a probationary period. |
| DBS check | An enhanced DBS check is required for this role. |