St Augustine's with St Luke's

Diocese of Rochester

JOB TITLE: Community Pioneer – Bromley Common

LOCATION: Parish of St Augustine's with St Luke's

SALARY: £34,000

REPORTING TO: Parochial Church Council

LINE MANAGER: Vicar and Church Warden

PURPOSE OF JOB

1. This role will enrich faith through identifying, leading and enabling the delivery of community engagement to nurture the growth of disciples through the establishment of new worshipping communities, social action initiatives and social enterprise projects.

2. It will work to identify, lead and enable delivery of outreach and evangelistic activities and events in line with the strategic vision of the parish to grow the church.

3. It will primarily engage with those in the community who are not part of the worshipping congregation, through identifying and creatively addressing missional opportunities among those beyond the current fringes of the church.

4. The role will gather others to form new initiatives consistent with the mission of God.

5. This role will work to develop good relationships and trust with those who live, work, study and take part in leisure activities in the parish, as well as key stakeholders.

PRINICIPAL ACCOUNTABILITIES

1. Establish a number of new worshipping communities/fresh expressions of faith in the next five years under the supervision of the line managers with the approval of the PCC.

2. To lead and resource the new worshipping communities within budgets agreed with the line managers and approved by the PCC.

3. Work with laity to identify and develop their giftings in evangelism and community engagement to grow a team to support the new worshipping communities and community engagement activities.

4. To promote a culture of evangelism and community engagement at the church. To lead and equip individuals and teams to engage in evangelism and community engagement opportunities for those with little or no church connection.

5. Have a commitment to personal discipleship, prayer, growth in faith and to model Christian values.

6. To engage others in prayer and nurture them in faith and personal discipleship. Identify gifts of evangelism in others and work to train and develop them.

7. Discern the points of need within the community and identify partners to work with to respond to the needs.

8. Establish a pattern of regular and one-off opportunities and events that enable the Good News of the Gospel to be shared.

9. Explore creative and innovative ways in which to ensure a church presence within the community at existing community events.

10. Work alongside the vicar and wider ministry and leadership teams to continue to shape, deliver and review the parish vision, particularly that related to growing disciples, establishing new worshipping communities and community engagement.

11. Be a full member of the worshipping community at the church, and part of the leadership of the church.

12. Know and uphold the Parish safeguarding policy personally and to ensure it is adhered to by all those involved in community engagement activities and events.

13. Undertake relevant training and development, including safeguarding training C0, C1, and leadership modules as directed by line managers.

14. Other tasks and responsibilities as reasonably appropriate under the guidance of the Vicar and /or Church Warden, including attending meetings and events.

The post holder will, at times, be the public face of the church, it is considered that there is an Occupational Requirement (OR) for the postholder to be a communicant member of the Church of England, or of a Church in communion therewith or of a member Church of

the Council of Churches for Britain and Ireland or of Churches Together in England, or of a member Church of the Evangelical Alliance

The church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy. In particular, the church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with their manager or safeguarding officer.

In line with Church of England Safer Recruitment practice, all applicants will be required to complete a **Confidential Declaration Form** as part of the recruitment process.

The post holder will collaborate with the diocesan Ministry and Mission Development Team and the Community Engagement and Social Action Team which both support parish work.

SKILLS, EXPERIENCE AND KNOWLEDGE

- A sense of calling with a spiritual maturity and proven giftings as an evangelist; a track record of experience in working in a role of evangelistic engagement. Committed to faith in action manifested through being with people and a love for our neighbour.
- To know and be committed to the traditions and values of the Church of England alongside a deep desire to forge new ways of living the Gospel.
- Experience of working in community settings and a knowledge of key social issues.
- To hold a relevant qualification in ministry, with knowledge or experience of pioneer ministry or to be currently undertaking a relevant qualification.
- Experience of having pioneered Christian community among unchurched people.
- Skilled in encouraging others to mature and realise their God given gifts.
- An assured theological knowledge of ministry in an urban area, with an understanding of how to minister into the context of traditional estates.
- A deep knowledge and understanding of the central place of prayer and the ability to nurture the prayer life of others.
- Experience as an entrepreneur, adventurer and pioneer with the courage to break new ground.
- Experience as a theologically reflective practitioner with a flexible and resilient approach.
- Experience as a confident self-starter and collaborative team player.
- Experience of being comfortable and confident when meeting doubt and uncertainty and being at ease with being questioned without feeling the need to provide concrete answers.
- Flexible in working pattern so as to accommodate the varying nature of the role
- Excellent communication skills and an ability to inspire vision in other Christians and those yet to identify as Christians.

- Able and confident to engage in using social media and internet presence to promote the work as appropriate

COMPETENCIES

Achievement Drive – A desire to meet or exceed standards, welcoming feedback, and continually seeking to improve. It includes staying focused on goals over an extended period of time.

Relationships – The ability to understand the perspectives, feelings and concerns of others and initiate, build and maintain relationships in a mutually beneficial way. Recognise one's own feelings and those of others and manage emotions effectively.

Persuasiveness – The ability to convince others of a view, conclusion, position etc. Communicating in an impactful way, tailored to one's audience.

Problem Solving – The ability to investigate and breakdown a problem or situation into its component parts, identifying implications and the key underlying issues and establish possible solutions.

Independence – A demonstrated belief in one's capability to select an appropriate approach to a situation. It includes confidence in one's judgement or opinion and showing resilience in adversity. Know when to seek the support and advice of others.

Adaptability – The ability to adapt one's behavioural style or method of approach where necessary to achieve a goal. Responds to change with a positive attitude and demonstrates a willingness to learn new ways to accomplish objectives.

Teamworking – The willingness and ability to work co-operatively and collaboratively with others toward a shared goal, contributing actively to the team. Builds positive relationships and a sense of pride within the team.

TERMS OF EMPLOYMENT

- Full time, 35 hours per week.
- Two days off per week, one of which is fixed.
- The post holder will work out of St Augustine's Church as a base or such other location as directed.

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- 25 days of annual leave plus Bank Holidays.
- £34k per annum dependent on experience and qualification.
- You will automatically be enrolled in a pension with 3% employer contributions and 5% employee contributions.
- Support will be given for professional development.
- The church is committed to the role for five years with the possibility of extension following a review around ministry needs.
- There is a six-month probationary period for the post during which regular progress reviews and monitoring meetings will take place.
- Applicants must be eligible to work in the United Kingdom.
- The post holder will be a member of the Parish Leadership Team and will take direction from the Incumbent and Church Warden as appropriate.