Northern Mission Centre Director
Recruitment Pack

In this pack you will find:

- Pioneering in Cumbria - the wider vision
- Northern Mission Centre – vision and opportunities
- Information on the area and the diocese
- Job description
- Terms and conditions
- Person specification

#propernorthernpioneering
Introduction- Pioneering in Cumbria

This is a really exciting time in Cumbria. God for All is the name we have for our vision and strategy to share Christ with everyone in Cumbria (see godforall.org.uk). It’s an ecumenical strategy, and we seek to ensure that every person in Cumbria of all ages and backgrounds will have had an opportunity to discover more of God and God’s purpose for their lives, so that they will discover more of Jesus and the good news and become followers of Jesus within a Christian community. In short we are interested in telling all of Cumbria about the Good News of Jesus and are building a model of mission to support that. We have recently secured funding from the Strategic Development Fund of the Church of England to develop the Reaching Deeper project, of which this Centre is a key part.

This Reaching Deeper project covers three main strands:
- **Embedding Pioneer Practitioner Enablers** (PPEs) into urban and coastal estates in three main areas of deprivation – Barrow, Carlisle and the West Coast - targeting particularly young people, to plant and grow new worshipping communities and to encourage new pioneers.
- **A wider pioneering initiative** capitalising on the Cumbrian context using the ‘outdoors’ as a means of connecting with children and young people (and often their parents), including through schools and Further and Higher Education.
- **Establishing a Northern Mission Centre** to grow and equip lay and ordained pioneer ministers and to promote a more missional approach in our Mission Communities (which are groupings of churches across the region).

In the last four years we have seen the number of Fresh Expressions of Church across Cumbria grow extensively alongside mission-focused church and community groups. Fresh Expressions of Church now include 3,100 people, representing a quarter of total attendance across the Diocese. Using the three strands of Reaching Deeper above, we want to build upon this learning and growth by establishing a Cumbrian model for mission to encourage significant local, context-specific growth across all expressions of church and across all our Mission Communities.

We are seeking someone to come and lead the Northern Mission Centre in Cumbria. This Centre will grow and equip lay and ordained pioneers to participate in God’s mission and nurture a missional approach to all ministry in Cumbria through the Mission Communities. The Northern Centre is being developed in partnership with Church Mission Society (CMS) drawing on their experience in pioneer training.
The Northern Mission Centre
Vision and Opportunity

The growth in Fresh Expressions that we have seen has been breathtaking and most of the initiatives are led by volunteers, with some full time, part time, paid and unpaid roles in the mix. We currently have a mixed training pattern including events, mentoring around campfires, gatherings, and one-off days and courses. This has served us well but the vision for the Northern Mission Centre is to expand by:

- Deepening the offering of training to equip the range of our existing lay and ordained pioneers
- Inspiring and multiplying pioneering mission through training a host of new leaders at different levels including through accredited courses

Working closely with Mission Communities this role will also help spark, animate and advocate for imaginative mission at all levels. As well as pioneers the Centre will deepen the offer of training for those in Mission Communities to help them in their own mission practice and understanding but especially to help them to enable creative mission out of their Mission Communities. We anticipate the Centre offering training to those in a wider geographical area than Cumbria alone.

CMS have led the way in this country in developing pioneer mission leadership training in Oxford (see https://pioneer.churchmissionsociety.org) and in a growing range of regional hubs. CMS have developed an imaginative and fresh approach to mission and theological training for both lay and ordained, drawing on hundreds of years of experience in cross cultural mission and sharing our commitment to ensuring that all training is directed towards the practice of mission. So we are really excited that this Northern Mission Centre is a partnership with CMS drawing on their experience and expertise to help develop something unique for pioneering in Cumbria.

The Northern Mission Centre will become a significant part of the training already offered by the Diocese of Carlisle, working across our range of lay, accredited, licensed and ordained training programmes. A key relationship in that respect will be with Paul Dunthorne, recently appointed as the Principal of IME 1 for the Diocese, and bringing a wealth of experience around developing accredited programmes within the national Common Awards scheme.

The Centre’s initial offering will be the CMS Certificate in Pioneer Mission which begins in September 2020. Aimed at people working full time, this is unaccredited, but is a first step towards the creative development of the training we offer, bringing missional and pioneer thinking as we work creatively together to design and build on existing strategy.
About the Area and Diocese

The Diocese of Carlisle covers (more or less) the County of Cumbria. We work as part of an ecumenical covenanted partnership with 3 other denominations - the United Reformed Church, the Methodist Church and The Salvation Army.

Cumbria is a beautiful, largely rural and sparsely populated county, but is also surprisingly diverse. It contains World Heritage Sites, National Parks and Areas of Outstanding Natural Beauty as well as the border city of Carlisle and the industrial West Coast. Although farming remains culturally significant, tourism, manufacturing and the nuclear industry are economically much more important. Over 15 million tourists visit the Lake District each year.

The county is divided into 35 Mission Communities each of which brings churches in a geographical location together to work in mission and outreach.
Job Description

Reports to: Richard Passmore, Director of Mission Innovation and Fresh Expressions with additional non-line management supervision from Jonny Baker, CMS Director of Mission Education.

Team: God for All team (see organisation chart for full team details)

Purpose: The purpose of the role is to develop and lead the Northern Mission Centre. This will involve equipping lay and ordained pioneers to participate in God’s mission and nurture a missional approach to all ministry in Cumbria through the Mission Communities and help position the Centre as a resource for the wider region.

Key Responsibilities

- Lead the Northern Mission Centre
- Work together with the senior leaders within God for All, the Principal of IME1, Director of Mission Innovation and Fresh Expressions and CMS Director for Mission Education on an integrated design for training in Cumbria.
- Help embed pioneering mission and creative training across the whole of God for All including lay and ordained pathways (IME 1 and 2 and beyond), Mission Communities, Vocations etc, and specifically:
  - Leading the pioneer pathways for lay pioneers;
  - Working with the Principal of IME 1 and within national ministry training structures to develop ordained pioneer pathways and to strengthen pioneer, missional training across all IME 1 pathways; and
  - Working with the Principals of IME 2 and 1 to develop further pioneer training, accredited and unaccredited, for Curates and Readers after ordination and licensing.
- Teach on the programmes, mark assignments, contribute to pioneer student reporting for ordinands.
- Work with others to manage pioneer modules, support tutors and build a creative teaching team, including playing a full role in tutor evaluation and development and helping to develop our Moodle Virtual Learning Environment. Work with CMS to embed the pioneer DNA in the Northern Centre.
- Ensure there is good student support including assigning personal tutors for pioneer students and tutoring a share of students.
- Work closely with the academic administrator to ensure the above functions and tasks are well administered.
- Attend and contribute to some residential components of training.
Key relationships

**Internal:** Bishop of Penrith, Director of Mission Innovation and Fresh Expressions, Principal of IME1, Principal of IME 2 and Lay Ministry Development, wider God for All Team particularly the Director of Mission Community Development, Director of Ministerial Formation, Pioneer Practitioner Enabler Team Leader and the Programme and Strategy Coordinator

**External:** Director of Mission Education at Church Mission Society, other colleagues doing similar work across other Northern Dioceses

Financial Impact
Accountable for the Northern Mission Centre budget, including start up and capital costs

Terms and Conditions

Salary: £40,654

Pension: If a lay employee, a non-contributory, defined contributions scheme (employer’s contribution is 15% of salary). An ordained candidate could choose to remain in the Church of England Clergy Pension Scheme.

Car: mileage paid at 45ppm

Office provision: office space in Church House, Penrith

Mobile phone: a smartphone with remote access to email

Working expenses: fully funded

Other benefits: 34 days annual leave including public holidays

Hours of work: 35 hrs a week flexi-time system in operation
Time off in lieu of hours worked at evenings and weekends (there will be regular requirements to work outside normal office hours)

This post is subject to funding in 2020-2025 through the Church of England’s Strategic Development Fund.
## Person Specification

<table>
<thead>
<tr>
<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Theological and missiological qualification to at least PGdip</td>
</tr>
<tr>
<td><strong>Experience</strong></td>
<td>Experience of working with students at undergraduate level</td>
</tr>
<tr>
<td></td>
<td>Teaching experience at undergraduate level</td>
</tr>
<tr>
<td></td>
<td>Significant pioneer ministry/mission experience</td>
</tr>
<tr>
<td><strong>Skills</strong></td>
<td>Able to teach at undergraduate level</td>
</tr>
<tr>
<td></td>
<td>Able to organise and plan</td>
</tr>
<tr>
<td></td>
<td>Able to lead small tutorial group</td>
</tr>
<tr>
<td></td>
<td>People person – empathetic and encouraging</td>
</tr>
<tr>
<td></td>
<td>Able to design assignments and curriculum</td>
</tr>
<tr>
<td></td>
<td>Ability to work collaboratively</td>
</tr>
<tr>
<td></td>
<td>Able to manage own admin</td>
</tr>
<tr>
<td></td>
<td>IT – use of computers</td>
</tr>
<tr>
<td><strong>Knowledge</strong></td>
<td>Contemporary mission issues</td>
</tr>
<tr>
<td></td>
<td>Understanding of pioneer ministry</td>
</tr>
<tr>
<td></td>
<td>Theological education in a vocational context</td>
</tr>
<tr>
<td><strong>Dispositions</strong></td>
<td>Team worker</td>
</tr>
<tr>
<td></td>
<td>Passionate about pioneering mission with the ability to inspire others to get involved</td>
</tr>
<tr>
<td></td>
<td>Able to work alone and manage own time and tasks</td>
</tr>
<tr>
<td></td>
<td>Able to take initiative and responsibility</td>
</tr>
<tr>
<td></td>
<td>Flexible and creative</td>
</tr>
<tr>
<td></td>
<td>A ‘can do’ person</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>A deep but lively faith in God, with the enthusiasm to share that with others</td>
</tr>
<tr>
<td></td>
<td>A mature Christian who is able to work with little supervision but not afraid to seek guidance when needed.</td>
</tr>
<tr>
<td></td>
<td>Willing to work some weekends and evenings</td>
</tr>
<tr>
<td></td>
<td>Full driving licence and access to a vehicle for work purposes whenever needed</td>
</tr>
</tbody>
</table>