

Pioneer Enabler

# Pioneer Barrow Full Time

We are seeking Pioneers who can both establish new work and equip and support others to do the same. Supported by the new Northern Mission Centre and the wider Pioneer Network across Cumbria, we are growing innovative mission to foster new Christian communities and to resource and replicate these across the county.



# In this pack you will find...

- **Reaching Deeper and the Role of Pioneer Enablers (PEs)**
- **Establishing the Cumbrian Model for Mission**
- **Missional Opportunity and Vision**
- **Job Description and Person Specification**
- **Key links for more information**

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. It's an ecumenical strategy, as we seek to release the whole people of God for the whole mission of God for the transformation of Cumbria in the name of Jesus. 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 which this post supports.

## **The Reaching Deeper project covers three main strands:**

- **Embedding Pioneer Enablers (PEs)** in urban and coastal estates in three main areas of deprivation: Barrow, Carlisle and the West Coast - targeting particularly young families and young adults, 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)

## **The role of a PE is threefold:**

- to grow Christian communities, nurturing and growing new disciples
- to inspire others to grow and create more new Christian communities
- to work with the Northern Mission Centre to identify, train, release and coach other lay and ordained people to start new Christian communities

## **For each PE, Stage 1 of their work will include:**

- building up detailed knowledge of their local communities and context
- creating and building a new Christian community embedded within an existing community, creating a new Fresh Expression as a 'home church'

## **Stage 2 will include:**

establishing new worshipping communities in satellite areas around the initial locations. working with the Northern Mission Centre (in collaboration with Church Mission Society) to mentor, equip, train leaders and share their learning.

PEs will be part of a wider pioneer network that includes other posts supported by the denominations in Cumbria.



Over the last few years we have seen the number of Fresh Expressions of Church across Cumbria grow to 112 distinct groups along with a further 54 missionally active church or local community groups (as of 2019). Fresh Expressions of Church now include 3,100 people, representing a quarter of our church attendance. Using the three strands of Reaching Deeper, we want to build upon this learning and growth by establishing a Cumbrian model for mission, a mixed ecology of church, to encourage significant local, context-specific growth across all expressions of church and across all our Mission Communities.

The Barrow PE will be based in Barrow-in-Furness, 'big enough to count, but small enough to care'. Being set apart on the Furness peninsula means Barrow is a town that has learnt to be independent - you'll find most things you need. At 70,000 people, the Barrow area is the second largest centre of population in Cumbria, yet it retains a strong community spirit and sense of local pride. As well as being surrounded by natural beauty, with the Morecambe Bay coast on your doorstep and the Lake District National Park a short drive away, Barrow was recently described by journalist Isabel Hardman as 'the friendliest, most unassuming place I've ever visited, let alone lived in.'

It's an exciting time to be part of what God is doing in Barrow! The PE will be connected to the recently launched Barrow Mission Community, a group of sixteen churches seeking to 'know Jesus Christ & make him better known' across the town, as part of God for All. A wider group of churches work together under the Believe in Barrow banner, seeking to engage the town with the gospel in meaningful ways. There is a track record of pioneer ministry, with a Network Youth Church minister and stipendiary church-planter already in place.

We hope the Barrow PE will initially explore possibilities amongst two identified communities: a) developing CAMEO community ('Come & Meet Each Other'), a monthly gathering of all ages in the emerging community café space at St Aidan's Church on the Newbarns estate in South Barrow, and b) considering pioneer opportunities to be part of the community in the Barrow Island area of town, in partnership with the church community of St John's Church and others.

## Missional Opportunity and vision

St Aidan's church, founded in 1951 to serve the growing **Newbarns community** (population 5,500), was designed as a beacon of hope for the area, and was re-opened in 2017 after a £300k 'fit for purpose' project. This included a refitted and flexible open-plan worship space, as well as a Community Cafe space to serve and bless the Newbarns area. There are already informal connections with Newbarns School, a large primary (440 pupils) recently judged as 'outstanding' by Ofsted. CAMEO has a number of regular families with children at the school, but who wouldn't typically be part of the St Aidan's Sunday congregation.

**Barrow Island** is a small area close to the town centre and docks, with around 2,500 residents. Now part of the mainland through land reclamation, densely constructed tenement housing sit alongside huge industrial ship-building facilities, now housing BAE systems, with a £200 million Waterfront business part currently in development. There is a strong community identity, underpinned by a primary school, nursery, post office, pubs, pharmacy and St John's Church (C of E). A recent community hub exists within Egerton Court flats, which the church has been involved in establishing alongside the police and other organisations.

From these bases, it is envisaged that the PE will be able to explore and create links with young adults and families across the town, enabling others to be part of the adventure. A well-established Network Youth Church works with those 12-18, meaning there is opportunity for partnership and crossover. There are untapped opportunities with 16-25s, including through the FE sector.

### Our vision for the future is to see:

- Fresh Expressions of Church and new worshipping communities becoming established in deprived neighbourhoods and among previously unreached or under-represented communities
- Church groups and outreach to communities and areas of deprivation in local neighbourhoods having increased confidence to be effective in their missional outlook and growth
- New disciples being nurtured in existing congregations or Fresh Expressions of Church across Barrow and the wider County



# Job Description

## Pioneer Enabler

### REPORTS TO

The Pioneer Enabler will be line managed by the PE team leader and supported on the ground through the Barrow Mission Community leadership team, a Barrow Pioneer Hub (connecting those engaged in pioneer ministry locally), and a Barrow PE Steering Group.

### DEPARTMENT

Reaching Deeper

### PURPOSE OF ROLE

Pioneer Enablers will be both Practitioners, establishing new Fresh Expressions, and Enablers, helping others to grow new Christian communities. The role will focus on CAMEO in Newbarns, and pioneering on Barrow Island, as well as developing links with young adults and families across the town.

This role is designed to work with people outside traditional forms of church, with a particular focus on younger families and young adults.

This post is subject to an occupational requirement that the post holder be a practising Christian under Part 1 of Schedule 9 of the Equality Act 2010.

### KEY ACCOUNTABILITIES

- To build on initial work with CAMEO amongst the Newbarns community, growing and expanding this as a Fresh Expression, and exploring pioneering options on Barrow Island, in turn helping new groups emerge across the town
- To pioneer new opportunities across Barrow with younger families and young adults, and to explore how new worshipping communities can be developed in and through this
- To build on the experiences in Barrow as work with young adults grows and share this across Cumbria, building and resourcing a network of others working in a similar way
- To work with the Northern Mission Centre to develop other pioneers and work with churches to increase their appetite, understanding and effectiveness in mission
- To identify and grow a missionary effective and financially self supporting model of ministry, potentially in partnership with other initiatives within the Barrow Mission Community
- To work collaboratively with others, including the Mission Community Support Team to implement the God for All Strategy
- To undertake other duties as required

**Two key stages of work have been identified for the role. These stages are expected to involve the following work:**

### **Stage 1**

- Establish a 'home' base for a Fresh Expression of church within Newbarns, through CAMEO (or another incarnation of it)
- Explore pioneer opportunities on the Barrow Island area, working in conjunction with St John's Church and the Community Hub
- Increase development of 'feeder' groups for the 'home' base Fresh Expression of Church
- Research opportunities for creating Fresh Expressions amongst local community groups and networks
- Work with the Northern Mission Centre to identify local leaders for training and mentoring, in order to build capacity into the role

### **Stage 2**

- Identify and establish one further Fresh Expression connected to Barrow Mission Community, based on opportunities with young adults or younger families. This could be based in the town centre, another residential district, or somewhere else
- Work with local churches across the Barrow Mission Community to establish new Fresh Expressions or increase the missional intent of outreach groups - e.g. youth and community work
- Identify and establish a pathway for sustainability within the local context including drawing on potential funding for local community projects
- Continue to work with the Northern Mission Centre to identify local leaders for training and mentoring to build capacity for new groups

## **Person Specification**

### **Faith and Spirituality:**

- A committed Christian with a personal and active relationship with Jesus Christ
- a heart to share the good news of Jesus Christ and grow disciples of him
- an active and creative spiritual life that sustains their ministry
- experience of journeying with people as they explore the Christian faith, community and formation
- a genuine openness and willingness to work with others across the breadth of the church, including churches from different traditions and other partners in the community

### **Mission:**

- a track record of establishing new Christian communities with people outside of church and those on the margins
- experience and understanding of working within urban deprivation
- listens to, and reads, the culture of a community
- imagination to develop mission that is rooted in the needs of the people rather than around buildings and programmes
- engages with and communicates with a variety of people, especially those who don't engage with church

### **Personal Effectiveness:**

- meets deadlines and targets in spite of obstacles
- a hard worker, able and ready to tackle a diverse workload with energy and stamina
- works with others to achieve outcomes

### **Personal style:**

- professional, approachable, trustworthy
- inspires confidence

### **Methods of working :**

- relates well with people in a variety of life situations
- self-starter
- happy to do significant hands-on work and direct and manage a small team
- team player, works well with range of colleagues and partners

### **People management:**

- develops, nurtures and encourages others
- an ability to create, lead and inspire a team whilst working with a collaborative approach to ministry
- encourages change
- strong communication and influencing skills

## **BUDGET**

The post holder will be able to claim work related expenses of up to £3000 a year and will have access to a budget for start-up costs and capital items.

## **NETWORK INTERNAL**

The role will have a strong link with the Barrow Mission Community, the local churches and lay leaders, particularly: Rev. Robin Ham & Rev Martin Cooper, Barrow Mission Community co-leaders; Rev. Carl Harding, Priest-in-Charge, St Aidan's (Newbarns) & St George's; Andy Ward, Barrow Network Youth Church Leader; Fr. Jack Knill-Jones, the Assistant Rural Dean of Barrow; CAMEO team; PCC, St John's Barrow Island; and Community Hub Leaders.

Through the Barrow Mission Community and its constituent churches, there are already strong community links with local councillors, schools and organisations, and other Christian organisations and initiatives in the area.

Other key relationships will be with the members of the local groups that the post is part of or establishes, the Archdeacon of Westmorland & Furness who is also a Strategic Development Officer within God for All, other Pioneer Enablers in Cumbria, the Mission Community Support Team colleagues and the network of pioneers in Cumbria known as Cmpfire.

## **NETWORK EXTERNAL**

Colleagues doing similar work in other (Northern) dioceses and relevant national agencies and networks, especially those such as the Church of England's Estates Evangelism Task Group that are involved with establishing a Christian presence in areas of urban deprivation.

## **TERMS AND CONDITIONS**

Salary: £30,432.00

Pension: a non-contributory, defined contributions scheme (employer's contribution is 15% of salary)

Car: mileage paid at 45ppm

Office provision: hot desk in Church House, Penrith

Mobile phone: a smartphone with remote access to email

Working expenses: fully funded

Other benefits: 34 days annual leave including bank holidays

Hours: 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 an occupational requirement that the post holder be a practising Christian under Part 1 of Schedule 9 of the Equality Act 2010. The role is equally suited to lay or ordained candidates.

This post is subject to funding through the Strategic Development fund application for 2020-2025. During this funding period, the successful applicant will work to agreed objectives to develop the role so that it becomes financially self-supporting.



# Useful Links

**God for All General website**

[www.godforall.org.uk](http://www.godforall.org.uk)

**Diocese of Carlisle**

[www.carlisedioocese.org.uk](http://www.carlisedioocese.org.uk)

**Fresh Expressions Cumbria**

[www.godforall.org.uk/fresh-expressions.html](http://www.godforall.org.uk/fresh-expressions.html)

**Barrow Mission Community**

[www.facebook.com/barrowmissioncommunity](https://www.facebook.com/barrowmissioncommunity)

**South Barrow Team** (including St. Aidan's Newbarns)

[www.sbtchurches.co.uk](http://www.sbtchurches.co.uk)

**Northern Mission Centre**

<https://bit.ly/3eQjFhK>

**A guide** to Fresh Expressions and Pioneering in Cumbria can be found here.

**Network Youth Church**

[www.networkyouthchurch.org.uk](http://www.networkyouthchurch.org.uk)

