

Pioneer Enabler

# Pioneer North-West Coast 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 Pioneer for Young Families and Communities will be based in either Maryport or Workington. The work will initially focus in the area of residence, growing out to support other work in surrounding areas. Eventually the role will have a county wide remit to build on the successes with work in Young Families, particularly in struggling communities. There is also links with The Lakes College which covers most of the West Coast areas and provides an opportunity for development. The West Coast of Cumbria is a unique setting with both urban and rural coastal areas. The churches and Mission Communities have strong links into community organisations with young adults and there is a significant amount of scope within the role for the

successful applicant to shape how the work will develop, which is reflected in the flexible location.

**We very much recognise that Pioneers need space to pioneer. This is why in this context we have not specified at this stage which community, Maryport or Workington, the pioneer will start in.**



## Missional Opportunity and vision

The West Coast of Cumbria between the towns Whitehaven and Maryport has a total population of approximately 80,000.

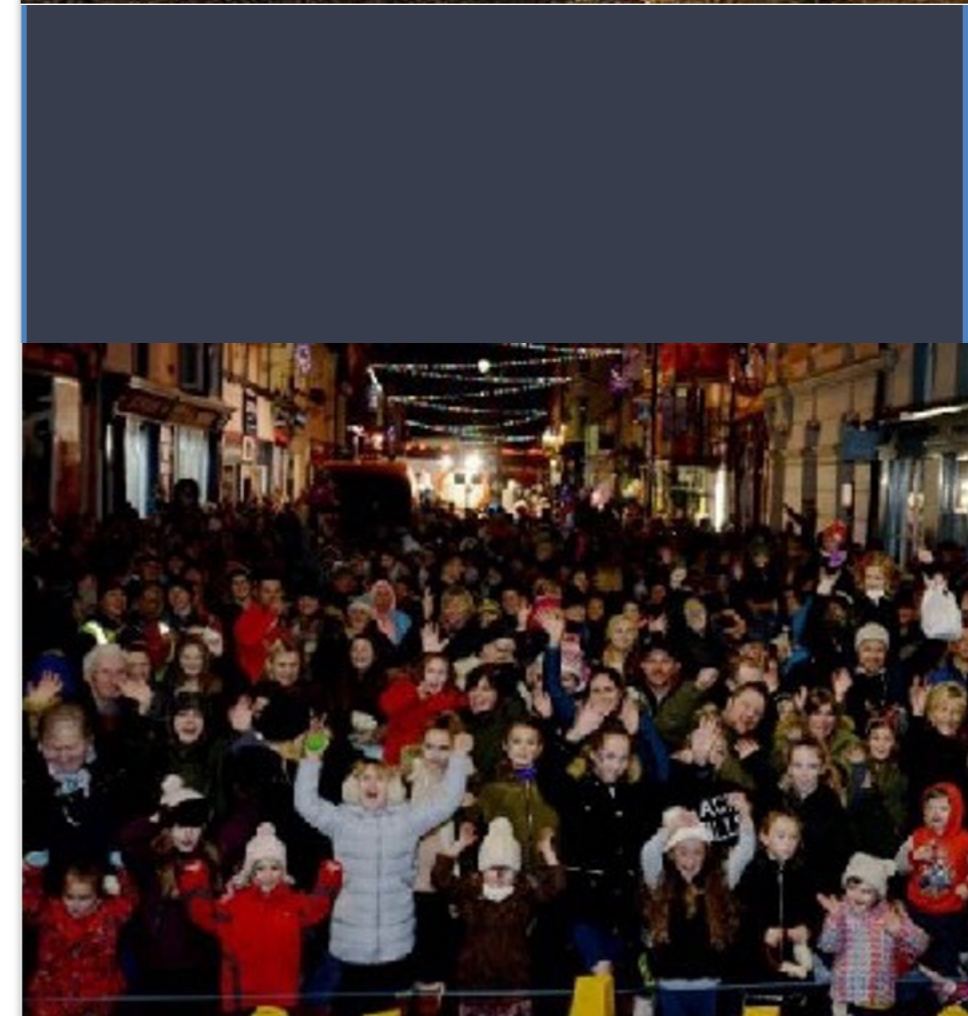
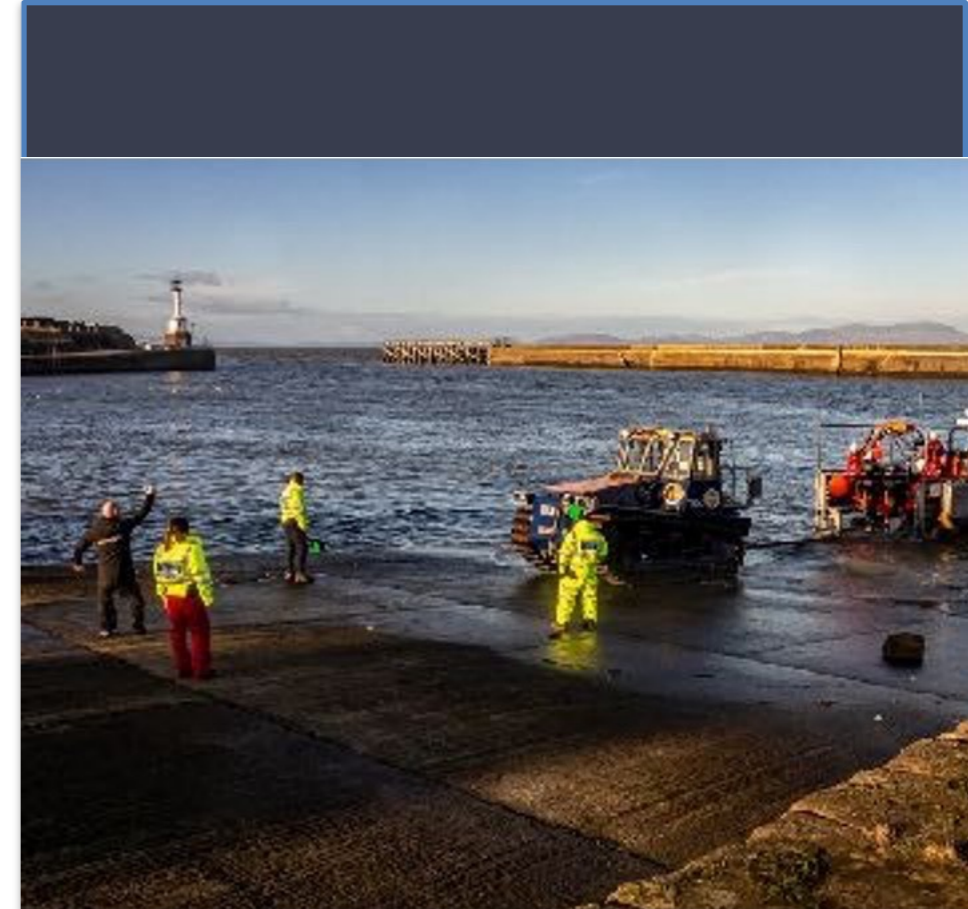
The area covers most of Solway Deanery and some of Calder Deanery - representing 4 different Mission Communities in both town and rural contexts.

- IMD data shows that 20% of neighbourhoods along the West Coast (Allerdale district) are in the lowest ranking 20% across the country
- 30.8% of the population on the West Coast is under 30
- There are high levels of need across the West Coast. 21.6% neighbourhoods are in the lowest ranking 20% for employment deprivation and 25% of neighbourhoods are in the lowest ranking 20% for educational attainment and skills
- Across the area, there are also large communities of interest groups that span across the towns, e.g. the Eastern European community and settled travellers
- Whilst many young people settle in the local area, we recognise there are different opportunities with those young families and to young adults
- There is an established Network Youth Church in the area and the age range will cross over

## Vision for the future

Our vision for the future is to see:

- Newly planted Fresh Expressions of church for young families and young adults in previously unreached or underrepresented communities
- Church groups and outreach to young people and young adults having increased confidence to be effective in their missional outlook and growth
- New young adult disciples being nurtured in existing congregations or Fresh Expressions of Church across the town



# 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 local steering group made up from Workington and Criffel View Mission Community.

### 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.

This role is designed to work with people outside traditional forms of church, with a particular focus on Young Adults, Young Families and their immediate networks.

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 experience of developing Fresh Expressions of Church with Young Families and their immediate networks, growing and expanding this work, and helping new groups to emerge
- To pioneer new work on the West Coast working with young adults in particular, and to explore how new communities can be developed in and through the existing work of NYC and Lakes College
- To build on the experiences around the West Coast 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 missionally effective and financially self-supporting model of ministry
- 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**

- Identify and establish a 'home' base for Fresh Expressions of church in Workington or Maryport, drawing on the local churches' existing links with the young families community
- Identify further opportunities and establish a young adult based Fresh Expression
- Research opportunities for creating Fresh Expression franchising in urban deprived areas
- Work with the Northern Mission Centre to identify local leaders for training and mentoring, in order to build capacity into the role
- We want to allow space for the pioneer to pioneer, and if you start in Workington the next priority is Maryport or vice versa

### **Stage 2**

- Identify and create further opportunities for young adult based Fresh Expressions in adjacent Mission Communities in Maryport/Workington with the potential to spread from there
- Work with local churches on the West Coast to establish new Fresh Expressions or increase the missional intent of existing outreach groups, eg: in satellite villages to the key population centres
- Identify and establish a pathway for sustainability within the local environment
- Continue to work with the Northern Mission Centre to identify local leaders for training and mentoring, in order 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 local Mission Communities, the local churches and lay leaders, particularly:

Revd Julia Powley, acting Mission Community leader Workington and Lakes College Chaplain; Revd Mary Day, acting Mission Community Leader for Criffel View; Yvette Ladds, Network Youth Church leader; and Alistair Smeaton, URC Minister and Lakes College Chaplain

Through the Mission Communities and their constituent local churches, there are strong community links with local town councillors, schools and organisations, and other Christian organisations and initiatives in the area e.g. Signpost Maryport, Lakes College. Other key relationships will be with the members of the local groups that the post is part of or establishes, the Archdeacon of West Cumberland who is also a Strategic Development Officer within God for All, other Pioneer Enablers across the county, 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: Local office could be provided if required as well as a hot desk option 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)

**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)

