

Pioneer Enabler

Pioneer

Local

Neighbourhoods

(0.5 Full Time Equivalent)

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**
- **Relationships and responsibilities**
- **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)** into urban and coastal estates in three main areas of deprivation – Barrow, Penrith 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 to use 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.



## Establishing the Cumbrian Model for Mission

Over the last 3 years we have seen the number of Fresh Expressions of Church across Cumbria grow. Pre-COVID19 we had 112 distinct groups along with a further 54 missionally active church or local community groups with Fresh Expressions of Church including 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 Enabler for Local Neighbourhoods will be working with Restore. Restore's mission is to help build communities who are learning to share life together and seeking to follow the model of Jesus. Restore shops are social enterprises based around church-run charity shops that serve their local communities both spiritually and practically. The Restore network currently consists of 4 shops and 1 warehouse.

The work will primarily focus on Penrith Restore's mission and Penrith Mission area to create a new worshipping community here as their home base long term. However there is also an enabling role across the county developing local neighbourhoods work through the Restore network. In particular working with local leaders from Carlisle to enable new communities to emerge in the South Carlisle area.

The Pioneer Enabler will also work with the Northern Mission Centre as part of Pioneer Enabler team to support the development of locally based leaders across the pioneering and mission network in Cumbria.

## Missional Opportunity and vision

•The Penrith Mission Area has multiple community needs, particularly in the areas of isolation, food/fuel poverty, and local vulnerable community groups. There is an active Churches Together group in Penrith who work closely with the Penrith Mission area in addressing some of these needs. It is envisaged that the Pioneer Enabler's role will complement the work of Churches Together in Penrith as they seek to establish new worshipping communities.

•Within the South Carlisle Mission Community- Harraby, Upperby and Currock- there are multiple needs, particularly in Upperby and Currock, where 84.5% of neighbourhoods are in the lowest ranked 30% for deprivation. 100% are in the lowest ranked 40%.

•Across both Penrith and Carlisle, there are also large communities of interest groups that span across the city and town, e.g. the refugee network and mental health groups.

## Vision for the future

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 Cumbria.



RESTORE

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# Job Description

## Pioneer Enabler

### 0.5 FTE

#### REPORTS TO

The Pioneer Enabler will be line managed through the Restore trustees and will be supervised and supported by the PE team leader.

#### 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 will focus on the Restore shops and the connected communities.

This role is designed to work with people on the margins of society with a particular focus on local neighbourhoods.

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 in Restore, growing and expanding this work, and helping new groups to emerge
- To pioneer new work in Restore and Penrith Mission Area, and to explore how new communities can be developed in and through this.
- To advise on the theme of Local Neighbourhoods 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 and financially effective 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 stages of work have been identified for the role within Reaching Deeper. These stages are expected to involve the following work:**

### **Stage 1**

- Establish a 'home' base for Fresh Expressions of church within the Penrith Restore shop, learning from the new monasticism work currently underway in Carlisle - community meals, prayer breakfasts, community groups.
- Increase the development of 'feeder' groups for 'home' base Fresh Expression.
- 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 for one further Fresh Expression within the Mission Community based on local neighbourhood groups.
- Work with local churches, particularly across South Carlisle 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 environment and funding for local community projects.
- 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

## **NETWORK INTERNAL**

The role will have a strong link with local Mission Communities, the local churches and lay leaders, particularly:

- Churches Together in Penrith and The Penrith Mission Area Leader
- Church Leaders of Churches Together in Penrith
- The Restore Board of Trustees
- Penrith Restore Shop Manager (currently Kate Clement)
- the Archdeacon of Carlisle who is also a Strategic Development Officer within God for All
- The Cumbria Pioneer Network and Cmpfire

Through Restore, the local Mission Communities, their constituent churches and Churches Together in Penrith, there are strong community links with local councillors, schools and organisations, and other Christian organisations and initiatives in the area.

## **NETWORK EXTERNAL**

Colleagues doing similar work in other (Northern) dioceses and relevant national agencies and networks, especially those involved with new monasticism and Christian presence in areas of urban and rural deprivation.

## **TERMS AND CONDITIONS**

Salary: £30,432.00 (pro-rata)

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

Other benefits: 34 days annual leave including bank holidays (pro-rata)

Hours: 17.5 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>

## **Restore**

<https://restorecumbria.co.uk>

## **Churches Together in Penrith & Penrith Mission Community**

[www.ctmcpenrith.btck.co.uk](http://www.ctmcpenrith.btck.co.uk)

**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)