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Pioneer Enabler- West Coast

REcruitment Information

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| In this pack you will find:   * Reaching Deeper and the role of Pioneer Enablers * Icon    Description automatically generated with medium confidenceEstablishing a Cumbrian Model for Mission * Mission Opportunity and Vision * Job Description and Person Specification * Key links for more information |
| **Reaching Deeper** | |
| 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, 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 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:   1. to grow Christian communities, nurturing and growing new disciples. 2. to inspire others to grow and create more new Christian communities. 3. 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, developing a fledging group into a worshipping community   **Stage 2** will include:   * helping establish new worshipping communities across the areas * 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. | |

A group of people walking on a beach

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| **Establishing a Cumbrian Model of Mission** |
| Over the last few years we have seen the number of Fresh Expressions of Church across Cumbria grow significantly. Fresh Expressions of Church now include around 2600 people across the county, 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. |
| **Mission Vision and Opportunity** |
| The Pioneer will be based in Maryport. The work will focus on supporting the local church in strengthening pioneering ventures with families such as 30-minute church, Tea and Toast (a school-based initiative) and CAP centre work.  The role is primarliy children and families focussed but in the local communties families are multi-generational, so we would expect the successful candidate to work across generations. There is a significant amount of scope for the successful applicant to shape how the work will develop in a complimentary way with existing work and other team members.  Maryport is a post-industrial town along the West Coast of Cumbria, with a population of around 12,000. It has five local primary schools and a high school. The West Coast of Cumbria is a challenging area to minister in; with high deprivation and need, there is no expectation that every new venture will be successful.  The local area and communities would be best served by an experienced pioneer, who is able to work near to and away from the ‘edges’ of church.  i.e. able to work within established church settings, but also able to pioneer in spaces not usually occupied by traditional church. We very much hope that the successful candidate will relate to existing churches in order to relate new worshipping communities and projects to them, and to help volunteer recruitment, and local leader development, with both encouragement and practical support.  As well as support from the Reaching Deeper Team and countywide pioneer networks, there is a growing West Coast Collaborative of pioneers to draw alongside, and a local ministry team for the area, giving the role an anchor in local church congregations, but with support and space to pioneer new things and ideas. We expect this support to include working practically with the local ministry team, particularly the Network Youth Church minister, building an ethos of shared ministry in the local area.    Our hope for the future is to see new worshipping communities for children and young families in previously unreached or unerrespesented communities. We want to see church groups to have increased confidence to be effective in their missional outlook and growth, and that new disciples are being nutured in existing congregations or new worshipping communities across the town. |
| **Job Description** |
| JOB TITLE: Pioneer Enabler |
| REPORTS TO: The Pioneer Enabler will be line managed by the PE team leader and supported on the ground through accountabilities to a local 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. |
| KEY ACCOUNTABILITIES:   * To build on experience of developing new worshipping communities with children and 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 to explore how new communities can be developed in and through the existing community work and networks, in and outside of churches, with a view of these becoming self-sustaining. * To work with the Northern Mission Centre to develop other pioneers, work with churches to increase their appetite, understanding and effectiveness in mission. * Work collaboratively with the others, including the central teams at the Diocese, and the local ministry teams and churches, to implement the God For All Strategy. * To work with local churches and communities to identify, encourage, and grow local leaders * To undertake other duties as required and as missional opportunities appear. |
| 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. * Can work in partnership with, and within, existing organisations and initiatives both within the church and wider communities * Comfortable working both near and away from the ‘edges’ of traditional 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 * able to persevere in the face of seeming ‘failure’ * works with others to achieve outcomes   ***Personal Style:***   * professional, approachable, trustworthy * inspires confidence * listens to the wisdom and experiences of others before acting   ***Methods of working:***   * relates well with people in a variety of life situations * self-starter * happy to do significant hands-on work and able to identify, grow, and manage a small team * open, willingness to engage with wider systems and institutions * 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 c.£3000 a year and will have access to a budget for start-up costs and capital items. |
| NETWORKS  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.  INTERNAL:  The role will have a strong link with local Mission Communities, the local churches and lay leaders, particularly:  The Ven Richard Pratt, Associate Archdeacon and Strategic Development Officer, New Start Team  The Ven Stewart Fyfe, Archdeacon and Strategic Development Officer, New Start Team  Yvette Ladds, Network Youth Church leader.  Alistair Smeaton, URC Minister and Lakes College Chaplain  Sharon Murphy, Pioneer Minister, Westfield, Workington  West Coast Collaborative of Pioneers  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. Other key relationships will be with the members of the local groups that the post is part of or establishes, other Pioneer Practitioner Enablers across the county, God for All Team colleagues and the network of pioneers in Cumbria. |
| TERMS AND CONDITIONS  Salary: £32,914.00 per annum for a 3-year fixed term post.  Pension: a non- contributory, defined contributions scheme (employer’s contribution is 15% of salary);  Housing: a house may be available to rent  Car: mileage paid at 45ppm  Office provision: hot desk in Church House, Penrith, as required. Local Church office space in Maryport.  Mobile phone: smartphone with remote access to email  Working expenses: fully funded  Other benefits: 34 days annual incl. public holidays  Hours: 35 hrs per week flexi-time system in operation. 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 practicing Christian under Part 1 of Schedule 9 of the Equality Act 2010.  This post is subject to funding through the Strategic Development fund application, which at present has been granted until 2026. During this funding period, the successful applicant will work to agreed objectives to develop the role so that it becomes self- supporting. |



Useful Links and Information:

God for All General: [www.godforall.org.uk](http://www.godforall.org.uk)

What is a Mission Community: <https://godforall.org.uk/about/mission-communities/>

Fresh Expressions Cumbria: <https://godforall.org.uk/northern-mission-centre/pioneering-and-fresh-expressions/>

Northern Pioneer Centre: <https://godforall.org.uk/northern-mission-centre/>

Network Youth Church: <https://www.networkyouthchurch.org.uk/>

Diocese of Carlisle: <https://www.carlislediocese.org.uk/>