



Associate Minister (for Evangelism and Community Transformation) St Thomas', Lancaster

Strategic Importance of the Role

We have three key relational priorities as a church:

1. UP – Prayer / Worship
2. IN – Discipleship / Formation
3. OUT – Evangelism / Community

Revd Mark Bradford, our vicar, is overseeing our priority of Prayer and Worship.

Ruth Hassall, our Discipleship Coordinator, is overseeing our priority of Discipleship and Formation.

This new Associate Minister role will oversee our priority of Evangelism and Community Transformation and be open to leading potential church plants from St Tees to other churches in the diocese.

Areas of Responsibility

The Associate Minister (for Evangelism and Community Transformation) will work under Common Tenure and under the supervision of the Vicar, to enable the church outreach of the church, both corporately and individually, so that many may come to know the saving love of God, and become followers of Jesus Christ, empowered by the Holy Spirit.

1. Evangelism

Pray also for me, that whenever I speak, words may be given me so that I will fearlessly make known the mystery of the gospel, for which I am an ambassador in chains. Pray that I may declare it fearlessly, as I should.

Ephesians 6:18-20

A. Alpha

- To oversee our Alpha course and help us to transition this from a once-a-year 'special' to something more regularly (perhaps alternate terms?) and more deeply embedded into the life of the church.
 - To oversee the recruitment, training and deployment the teams needed to run Alpha regularly and sustainably throughout the year.
 - To help the whole church to become bolder and more consistent in our invitations for Alpha.

B. A 'Jesus-sharing culture'

- To help us to become a more 'Jesus-sharing church' within our culture and DNA at St Tees.
 - To equip and resource Life Groups and church members to enable them to share life, share faith and share Jesus with others.
 - To empower us all to see the 'ordinary' and 'everyday' as frontline opportunities for mission and evangelism.

2. Community Transformation

The Spirit of the Sovereign Lord is on me,
because the Lord has anointed me
to proclaim good news to the poor.
He has sent me to bind up the broken-hearted,
to proclaim freedom for the captives
and release from darkness for the prisoners,
to proclaim the year of the Lord's favour.

Isaiah 61:1-2

A. Existing Work

- To oversee, support and align our existing community engagement and transformation projects at St Tees - for example, asylum seeker and refugee work, Little Fishes carers' and toddlers' group, Police Lunches, The Ark (homeless meal), trauma-informed family work.
 - To articulate and communicate an underlying theology and praxis for our community transformation work
 - To ensure that our efforts to 'help' do not 'hurt' those we are seeking to serve - ensuring we do not create unnecessary dependencies but pursue approaches that rehabilitate and empower.

B. New Developments

- To explore how we might better utilise our strategic location on Penny Street for the sake of our local community. This will involve:
 - Liaising with existing faith/non faith-based projects (for example, Adullam) in the city to avoid duplication.
 - Exploring the feasibility of a community cafe through Renew Wellbeing, within our church space.

3. Other Ministry Areas

Of this gospel I was made a minister according to the gift of God's grace, which was given me by the working of his power. To me, though I am the very least of all the saints, this grace was given, to preach to the Gentiles the unsearchable riches of Christ, and to bring to light for everyone what is the plan of the mystery hidden for ages in God, who created all things.

Ephesians 3:7-9

- To be a member of the staff team – meeting on a Tuesday lunchtime
- To lead, preach and preside at communion across our four Sunday and midweek gatherings.
- To be part of the pastoral care offered within the church.
- To have line management responsibility for at least two members of employed staff.
- To oversee volunteer leads of teams related to Evangelism and Community Transformation.
- To play a full part in the life and community of St Thomas' church.

Person specification

Essential Qualities and Experience

- A committed, prayerful Christian with a living faith and deep personal relationship with Jesus Christ
- Ordained minister in the Church of England (or eligible for Anglican orders)
- Proven track record in leading and developing evangelistic initiatives, such as Alpha courses
- Experience in equipping and empowering others to share their faith naturally and effectively
- Strong pastoral heart with experience in providing care and support to diverse groups
- Proven ability to work collaboratively as part of a team
- Strong communication skills, including preaching and teaching abilities
- Experience in leading worship and administering communion

Essential Knowledge and Understanding

- Deep and formative theological and biblical understanding
- Sound knowledge of contemporary evangelistic approaches and methods
- Knowledge of safeguarding principles and practices
- Awareness of local community needs and dynamics in Lancaster

Essential Skills and Abilities

- Strategic thinking and planning capabilities
- Ability to recruit, train, and motivate volunteers
- Strong interpersonal skills and emotional intelligence
- Ability to work flexibly across different contexts and with various groups

Essential Personal Qualities

- Heart for evangelism and sharing Jesus with others
- Passionate about community transformation and social justice
- Collaborative and empowering leadership style
- Self-motivated and able to work independently
- Resilient and adaptable
- Commitment to personal spiritual growth and development

Desirable

- Strong leadership and management skills, including experience supervising staff and volunteers
- Ability to develop and oversee community transformation projects
- Understanding of best practices in community development and social transformation
- Experience in community cafe development or similar initiatives
- Knowledge of the Lancaster area and its community needs
- Experience in working with asylum seekers and refugees
- Understanding of Renew Wellbeing principles and practices