

# Community Missioner Longbenton Diocese of Newcastle





**Diocese of Newcastle [www.newcastle.anglican.org](http://www.newcastle.anglican.org)**

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St John's Terrace, North Shields NE296HS

### **Welcome to the Diocese of Newcastle!**

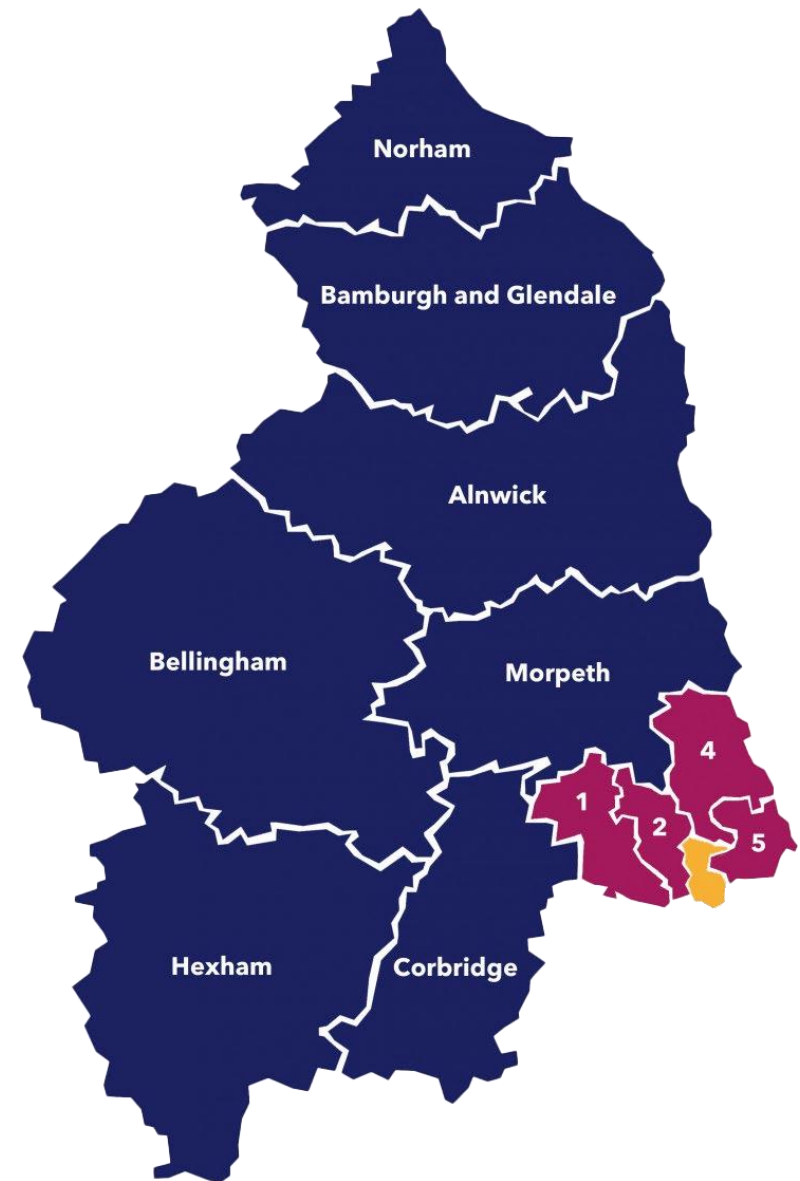
Thank you so much for your interest in this role, and I hope you enjoy reading the information contained in this brochure and will find it helpful for your discernment. These are exciting and challenging times in the Diocese of Newcastle. Exciting because we are at an early stage of a new season, challenging because like many dioceses we face conversations about our future and how best we use and deploy our resources. Our Deanery Development work has engaged every parish and benefice in renewed conversations about mission and ministry, and we are in a process of entering a new phase in that work, mapping out our renewed strategy and vision. Our outward facing values of 'seeking, sharing, sending' stem from a commitment to be a Church turning outwards in mission and ministry, and younger and more diverse by: **SEEKING** through being open to God's transforming love; **SHARING** through being generous with God's transforming gifts; **SENDING** through being engaged in

God's transforming work in the world. I am looking for clergy who are excited about the opportunities and challenges we face, who are happy to work collaboratively and imaginatively with colleagues, and who can inspire communities to roll up their sleeves and get stuck into God's mission, by affirming, enabling, and encouraging lay and clergy together. As your Bishop, I am committed to your wellbeing and development, and I would love to explore with you whether God may be calling you to this role.



**The Rt Revd Dr Helen-Ann Hartley**  
**Bishop of Newcastle**

The Diocese of Newcastle is the Church of England's most northerly diocese. This Diocese in the 'land of the Northern Saints' was formed in 1882 and comprises **169** parishes across **2,110** square miles. The Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The **12** deaneries within **2** archdeaconries serve a population of about **831,600** people across a variety of communities ranging from sparse rural to large inner-city areas of deprivation.



## **1. Employment**

The successful candidate will be employed by the Newcastle Diocesan Board of Finance, albeit the post holder will be required to work across two parishes in the Diocese. The expectation is that the post holder will have a parish base.

## **2. Location**

This post will be located in the parishes of Longbenton St Mary Magdalene and Longbenton St Bartholomew in the Newcastle East deanery.

## **3. Accountability and key relationships**

Line manager: The Vicar of Longbenton St Bartholomew (local) supported by the Director of Mission and Ministry (diocese).

Key relationships include other ministers in the two parishes, PCC and other members of the congregations; key community leaders; the Director of Discipleship and Ministry for Mission; other Missioners in the diocese with the aim of forming a learning community.

## **4. Key Responsibilities**

1. Undertake 'deep listening' to the voices of different communities within the parishes and map church engagement with the various parts of the parishes including, but not limited to, schools, community centres, social care facilities, commercial premises.
2. Scoping possibilities for increased church presence and impact and creating new opportunities for church growth.
3. Build and maintain excellent working relationships with clergy and lay leaders.
4. Build relationships with key parish stakeholders, partners and others involved in the provision of services for the community.
5. Identify possible interest groups and community hubs / groups where there is the potential for partnership to build community and share the Gospel.
6. Work with lay leaders and clergy to ensure that a ministry of presence develops into a ministry that also enables proclamation and persuasion.
7. Ensure that a culture of invitation is developed to encourage searchers to become disciples.
8. Encourage and support the establishing of new worshipping communities – either building on existing activity (e.g. with care homes, local schools, baptism families) or by identifying opportunities to create new initiatives (e.g. Bubble Church, a midweek discipleship group in a church building or a local community space). These will include, but not be limited to, initiatives with children and families.

9. Work with, and supervise, a team of lay volunteers to develop and deliver a range of initiatives. This will include one-to-one mentoring.
10. Work with the Incumbent and PCCs on Mission Action Planning in the parishes – identify key actions, resources required, and develop and deliver targeted interventions.
11. Be prepared to attend PCC meetings at St Mary's and St Bartholomew's and engage in regular review and evaluation of the role with the PCCs and diocesan representatives.
12. Work with Director of Mission and Ministry to develop appropriate training and development opportunities for those in the parish, deanery and wider diocese.
13. Be prepared to engage with the Centre for Theology and Community and its Organising for Growth programme.

## 5.Key Criteria

|                                      | Essential  | Desirable   |
|--------------------------------------|--|---|
| <b>Qualifications &amp; Training</b> | <ul style="list-style-type: none"> <li>An Occupational Requirement exists for the post holder to be an active communicant member of the Church of England or of a Church in full communion with the Church of England in accordance with the Equality Act 2010. This post is subject to an enhanced Disclosure and Barring Service check for adults and children.</li> </ul> | <ul style="list-style-type: none"> <li>Qualification in community work (or related area)</li> <li>Able to hold a Bishop's Licence</li> </ul>  |
| <b>Experience</b>                    | <ul style="list-style-type: none"> <li>Proven experience of working with local communities and of nurturing the discipleship and growth in faith of individuals.</li> <li>Demonstrable experience of working in a consultative way with colleagues in ministry.</li> </ul>   | <ul style="list-style-type: none"> <li>Experience of developing strategic approaches to mission and evangelism.</li> <li>Previous experience of working in outer estate communities.</li> </ul> |

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|                               | <ul style="list-style-type: none"> <li>• Previous experience of supervising a team of volunteers.</li> <li>• Experience of working in and with community organisations.</li> <li>• Experience of working with others to bring about culture change.</li> <li>• Self-motivated, able to work with minimum supervision.</li> </ul>   | <ul style="list-style-type: none"> <li>• Proven experience of working with different theological approaches within the Church of England.</li> </ul> |
| <b>Knowledge &amp; Skills</b> | <ul style="list-style-type: none"> <li>• Working knowledge of safeguarding policies and practice.</li> <li>• Awareness of current trends in community development, mission and evangelism.</li> </ul>  | <ul style="list-style-type: none"> <li>• Knowledge of a range of strategies for community development and/or mission and evangelism.</li> </ul>      |
| <b>Personal</b>               | <ul style="list-style-type: none"> <li>• A lively personal faith and a mature spirituality.</li> <li>• A passion for the Gospel.</li> <li>• A high level of interpersonal skills, able to demonstrate self-awareness and emotional intelligence.</li> <li>• Able to exercise sound judgment and make decisions within levels of delegated authority.</li> <li>• Commitment to personal and professional development.</li> <li>• Ability to demonstrate enthusiasm and resilience.</li> <li>• Ability to work with a wide range of people.</li> <li>• Strong communication skills.</li> <li>• Good social media and IT skills, as the work requires word processing and facility in handling e-mail.</li> </ul> |  |

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| <b>General</b> | <ul style="list-style-type: none"> <li>• Ability to work flexible hours, including regular evening and weekend commitments.</li> </ul> |  |
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## 6. General Conditions

### 6.1 Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

### 6.2 Standards of Behaviour and Conduct

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

### 6.3 Health and Safety Responsibilities

The Newcastle Diocesan Board of Finance takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy.

### 6.4 Salary

Grade 5 Salary: probationary period £14,741 pa, on completion of probationary period £15,517 pa (FTE: £32,326).

Pension Contributions: employees will be automatically enrolled into the Church Workers Pension Fund (CWPF) Pension Builder Classic Scheme. The Newcastle Diocesan Board of Finance contributes 10% of pensionable salary as an employer contribution to the Scheme. This is a non-contributory Scheme and staff may voluntarily contribute to the Scheme if they wish to do so.

Employees have a right to opt out of the Scheme after enrolment.

Hours of Duty: the post is offered on a part-time basis working 18 hours per week.

The post may require availability and attendance at evening and weekend meetings and events. Overtime is not paid but time off in lieu is provided. Lunch and any other breaks are unpaid.

Annual Leave: the leave year runs from 1st January to 31st December. Full-time staff receive 25 days paid leave per leave year exclusive of 8 public holidays and 4 additional holidays approved by the Board (pro-rata for part-time employees].

### **6.3 Contract**

The employer is the Newcastle Diocesan Board of Finance.

The post is temporary for a period of five (5) years, with the possibility of an extension depending on available funding.

The post is subject to a six-month probationary period.

### **6.4 Application and Selection Process**

Closing date for receipt of applications: Monday 23<sup>rd</sup> June 2025

The selection process will include an interview and is scheduled for Monday 30<sup>th</sup> June 2025

For further information and to apply for this post please click [here](#)

Newcastle Diocesan Board of Finance, Church House, St John's Terrace, North Shields NE29 6HS