

Community Missioner – Byker St. Michael Diocese of Newcastle



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"We at St Michael's Church are adaptive and resilient and look forward to receiving someone who is up for this exciting next chapter in the church's life, ready and eager to explore together with us new ideas of reaching out to the residents of Byker in an engaging, enriching and encouraging way."

This role of Community Missioner for St Michael's Byker offers huge opportunities for someone vision-led and entrepreneurial, willing to build new partnerships across different groups, creating opportunities for meeting across boundaries and creating something new for the church in one of Newcastle's most famous urban neighbourhoods.

St Michael's is an iconic building alongside the Byker Wall, overlooking Newcastle city centre and is set within one of the most lively and diverse of the cities' communities. Over the last 15 years many efforts have been made to secure the building's future until Council funding targeted at youthwork became available. The Lighthouse Project, formed in close partnership with other Anglican churches in Byker and Walker, bid for and won a £4.5 million grant to build a youth space and redevelop the whole church building as a multi-purpose community and worship space. This state-of-the-art redevelopment has transformed what is now possible for the church and the community. The [building project](#) includes spaces for a range of different kinds of activities, including art, home-skills, music and gaming alongside an outside sport pitch and forest school space. It will be carbon net zero. The building work finished in June and has been operating since Autumn last year. See thelighthouseproject.org.uk for more details.

"Byker is a very special place and the community are 100% behind this whole transformation."

St Michael's church went through a very difficult phase in the 1980s and '90s as the neighbourhood suffered from the effects of poverty and a lack of social cohesion. A group of parishes in Byker with collaborative working across the area was pioneered in the 2000s. This then came under a Bishop's Mission Order and, along with new partner parishes in Walker, became MINE: Mission Initiative Newcastle East in 2010. Clergy and lay collaboration is key to mission and ministry in and through MINE. See minebyker.co.uk for more information about current work across the area.

An unexpected offer of funding (initially for 5 years) has made this post possible and this is an exciting opportunity to strengthen and grow St Michael's and MINE's community profile as the work of the Lighthouse Project begins and develops. Key to this role is enabling the church to be a confident partner with the Lighthouse, building on existing community relationships and growing a worshipping community at the heart of the redeveloped St Michael's building.

"The building is one element and the people is the other. At St Michael's Church, we desire to grow in numbers and reach out to the community in Byker with the good news of God's love and care for all his children."

There are a lot of stakeholders involved in the church and community including the existing MINE Youth project and a growing Eden team working in the area in partnership with St Thomas Newcastle. It is proposed that the successful applicant will be supported through the Organising for Growth scheme overseen by the Centre for Theology and Community and the diocesan Mission and Ministry Team.

Byker is a short Metro (light railway) ride away from the vibrant Newcastle city centre with all the amenities, theatre, concerts, leisure and retail you would expect to find and our region is steeped in Christian heritage and history with amazing countryside, hills, woodlands and beautiful beaches, all on the doorstep.

"Byker is known for its strong sense of community and diverse cultures!

Everyone comes together to support one another. The community is a mixture of old Byker resident and new members, it's known for its generational status and most people stay. The welcoming atmosphere makes the community thrive. This is a brilliant place to minister."
(Stacey Davison, Byker Resident)

Diocese of Newcastle

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Details of post

Role title: Community Missioner of St Michael's Byker

Employment

The successful candidate will be employed by the Newcastle Diocesan Board of Finance on a time limited contract of five years.

The salary is £30,712, rising to £32,326 on the satisfactory completion of a six month probationary period.

The post is offered on a full-time basis working 37.5 hours per week. The post holder must be able to work on Sundays. The post will 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.

The expectation is that the post holder will have a parish base to work from.

Location

This post will be located in the parish of Byker St Michael in the Newcastle East deanery.

Accountability

Line manager: The Director of Mission and Ministry (this will be reviewed when an Incumbent to St Michael's is appointed).

Key relationships

Lighthouse Project Lead – Ben Roman, and the Trustees, MINE youth worker Dan Ball, MINE clergy – Tim Ferguson Helen Gill, and the MINE Council, Eden Team Leader – Nathan Hook, other Community Missioners in the diocese with the aim of forming a learning community.

Key Responsibilities

- To take responsibility for leading and coordinating new and innovative mission and outreach in the parish of Byker St Michael with St Lawrence;
- Build, develop and grow the partnership with the Lighthouse Project, and develop the new worship space within St Michael's Church building;
- To evaluate, encourage and develop existing work with children, young people and schools through MINE Youth;
- To evaluate, encourage and develop partnership with the Eden Project;

- Encourage and support the establishing of new worshipping communities – either building on existing activity (e.g. with MINE Youth, local schools, baptism families and care homes) or by identifying opportunities to create new initiatives (e.g. Bubble Church, a midweek discipleship group). These will include, but not be limited to, initiatives with young people, children and families.
- To grow and develop an active team using the principles of 'Organising for Growth' (The Centre for Theology & Community);
- Build and maintain excellent working relationships with clergy and lay leaders across MINE.
- Work with lay leaders and clergy to ensure that a ministry of presence develops into a ministry that also enables proclamation and persuasion, encouraging searchers to become disciples.
- Be prepared to attend PCC meetings at St Michael's, working with them on Mission Action Planning where appropriate and informing and engaging with them about key actions, resources required and targeted interventions.
- Work with Director of Mission and Ministry to engage in regular review and evaluation of the role with the PCC
- Work with Director of Mission and Ministry and other members of the M&M team to develop appropriate training and development opportunities for those in the parish, deanery and wider diocese.
- Be prepared to engage with the Centre for Theology and Community and its Organising for Growth programme.
- To be pro-active in ensuring that you continue to access new resources for your ministry and that personal spiritual nurture, refreshment and development is given priority.
- The role description gives an outline of the responsibilities of a position. These may develop while someone is in post and this document will need to be kept up to date. It should be reviewed as necessary.

Person Specification: Community Missioner of Byker St Michael with St Lawrence

Please find below details of the experience and personal qualities required to carry out this role fully and well.

For the purposes of recruitment, these have been split into those areas which are essential and those which are desirable and can be developed over time.

It is important in your application, that you provide evidence of how you meet each of the essential requirements.

Area of experience/personal quality	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Able to hold a Bishop's Licence • Completion of initial ministerial education and/or training course; • A commitment to continuing theological development. 	<ul style="list-style-type: none"> • Interest in contextual and urban theology and mission; • Able to work across diverse theological and worshipping traditions.
Experience	<ul style="list-style-type: none"> • An engaging and effective communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Experience of and commitment to church growth and how to engage with and build communities; 	<ul style="list-style-type: none"> • Experience of youth work and/or oversight of church-based youth work; • Experience of church planting, Fresh Expressions or developing New Worshipping Communities; • Experience of ministry in low-income and multi-cultural communities; • Proven track-record of developing community partnerships and/or experience of community organising.

	<ul style="list-style-type: none"> • Experience of leading a church with others in becoming more mission- and community-focussed. • Energetic and creative around increasing opportunities for deepening discipleship and ministry development; 	
Knowledge and Skills	<ul style="list-style-type: none"> • Good listening skills; • Good organisation skills and ability to prioritise; • Able to use Microsoft office and/or other IT software; 	<ul style="list-style-type: none"> • Experience of project management • Experience of fundraising • Knowledge of Parish finance /governance frameworks and systems and how risk is managed;
Personal	<ul style="list-style-type: none"> • Able to work in partnership and build strong relationships with community groups. • Able to work collaboratively, demonstrating enthusiasm and passion; • Able to share and delegate to colleagues; • Able to manage and transform conflict; • Able to manage complexity and change. 	
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date. 	