A picture containing text, clipart

Description automatically generated

Director of Missional Revitalisation

**RECRUITMENT INFORMATION**

|  |
| --- |
| In this pack you will find:   * Introduction * Pioneering in the Diocese of Carlisle * About the role * Job Description and Person Specification * Staff benefits |

Icon

Description automatically generated with medium confidence

|  |
| --- |
| **Introduction** |
| This is a significant, hope-filled but challenging time for the Church of England in Cumbria. Alongside our ecumenical partners we have a shared vision and strategy, [**God for All**](https://godforall.org.uk/).  The vision centres around four key values which frame our priorities:  **1. Follow Daily:** We will help each other to follow Jesus more closely, seeking to grow as his disciples in all aspects of life, both corporately and as individuals  **2. Care Deeply:** We will listen to our local communities and respond in loving service, seeking to transform injustice, challenge oppression and pursue peace & reconciliation.  **3. Speak Boldly:** We will share our faith in Jesus Christ in everyday ways, seeking to connect with everyone, especially those currently unrepresented in our churches. We’ll do this in both time-honoured & pioneering ways.  **4. Tread Gently:** We will strive to safeguard the integrity of God’s creation, seeking to sustain and renew the life of the earth.  These are the building blocks that help us define our core purpose as Church and our main tasks.  Carlisle Diocese has **recently been awarded funding** from the Church of England’s **Strategic Mission and Ministry Investment Board** for *The Cumbrian Way*, a 5-year programme of work to set the Diocese on course for embedding lasting missional impact and cultural change to enable local churches to flourish across Cumbria. The programme is in its infancy, with **funding awarded in March 2025**. The initial programme of work (**phase 1)** is designed to be over a five-year period. It is based on two key objectives:  **Growing in Mission**: to establish a church planting movement and revitalise a creative missional culture across the diocese.  **Growing Younger**: to resource a transitional pathway for young people from birth to 25 years old, supporting their spiritual flourishing and discipleship journey to thrive.  *The Cumbrian Way* aims to see significant cultural shifts in, and missional impact for, our churches across the diocese and county. We are now looking to recruit a Director of Missional Revitalisation to join us in that work, to build on the pioneering legacy of the last decade and deliver the 2030 strategic plan. |

Logo

Description automatically generated

|  |  |
| --- | --- |
| **Pioneering in the Diocese of Carlisle** | |
| Building upon the vision and work of God for All, the Diocese’s ‘Church Planting and Pioneering’ strategy was refreshed in 2024 to underpin the development of a programme of Pioneering and Church Planting, which will enable our commitment to develop 100 New Worshiping Communities, as part of the national Church of England’s 2030 Vision to develop 10,000 New Worshipping Communities across England and Wales.  The refreshed strategy has been informed by the learning from a decade of pioneering and the work of the Northern Mission Centre. It demonstrates the diocese’s enduring commitment to pioneering and to the network of pioneers who continue to be supported to faithfully serve their local communities, offer the good news of the kingdom and grow contextually appropriate new worshipping communities in imaginative and innovative ways.  Working with local partners, *The Cumbrian Way* is designed to extend the pioneering networks, development and activities we already offer through our existing mission ecosystem, enrich missional imagination and engage the whole church in growth. This is in line with our 2030 Church Planting and Pioneering vision of *‘[A] missional ecosystem rooted in inherited, church planting and pioneering ministry enabling a thriving mixed ecology to be an integral part of our culture and practice across the diocese.’*  By 2030, through our Missional Revitalisation work with local people in their churches and mission communities, we are striving to strengthen the local church’s role, confidence and competence for fruitful mission and service, by embedding a creative missional culture across the diocese. This work will encourage and enable leaders to empower their church to plant or pioneer new worshipping communities (which may be developed in existing or new worship spaces) as they strive to reach new people in new ways, supporting the growth of both missional and younger Christian disciples. | |
| **About the role** | |
| Reporting to the Director of Mission, Ministry Support and Innovation, the post of Director of Missional Revitalisation is a new and exciting position, which will play a pivotal role in our vision to establish 100 new worshipping communities across the Diocese by 2030.  The postholder will work with local, diocesean and ecumenical partners to deliver the strategic priorities for Pioneering and Growing Younger drawing on a breadth of relevant skills and experience, best practice and established networks.  An enthusiaism and commitment to work in partnership alongside a charism for creativity and innovation will be key. For alongside colleagues, the postholder will play a significant role in enabling the local church and mission communities to be bolder in their missional ambition and imagination and enable a number of the key outcomes for ‘Growing in Mission’ and ‘Growing Younger’ of *The Cumbrian Way* to be delivered.  This post is externally funded through the Church of England’s Strategic Mission and Ministry Investment fund. For more backgroud or an informal conversation, please contact **Rachel Head, Director of Mission, Ministry Support and Innovation:** [rachel.head@carlislediocese.org.uk](mailto:rachel.head@carlislediocese.org.uk) | |
| **ROLE DESCRIPTOR**   |  | | --- | | JOB TITLE: Director of Missional Revitalisation (1FTE) | | REPORTS TO: Director of Mission and Ministry Support and Innovation | | DEPARTMENT: Mission and Ministry Support and Innovation (MMSI) | | PURPOSE OF ROLE: To lead and deliver missional revitalisation within our local churches and across the mission communities for people of all ages, by equipping lay and ordained leaders with the skills and confidence in faithful improvisation through creative mission. This role will be significant in enabling local leaders to effectively develop a thriving mixed ecology across the county, a cornerstone of the God for All vision and strategy. | | **KEY ACCOUNTABILITIES:**   1. Work with the Director of MMSI and Church Planting Enabler to promote and deliver the vision and outcomes of the Church Planting and Pioneering vision and strategy for 2030. 2. Work collaboratively with senior leaders to support the necessary culture shift, contribute to strategic decision making and enable the developing confidence of our people. The purpose being to enable local leaders and teams across the diocese to be creative in mission either revitalising or developing new worshipping communities. 3. Underpinned by mission community strategic planning and understanding of local need, identify the hot spots of missional energy with key stakeholders and work in partnership to inspire and actively support the development of contextual creative mission. 4. Lead and promote the diocese’s partnership with Church Mission Society to ensure our approaches to creative mission are faithful and underpinned by best practice. 5. Collaboratively work with the Vocations Lead, and other ministry development   colleagues, to ensure there is accessible and appropriate levels of training in mission, discipleship and faithful improvisation to support existing and new pioneering leaders and their teams.   1. Line manage the Support Officer to enable them to effectively work alongside local leaders to design, develop and deliver a range of missional revitalisation interventions in parishes and communities. 2. Working with the Support Officer, lead the design, development and delivery of the support networks and infrastructure required to support creative mission in local churches, mission communities and third spaces. 3. Champion the existing pioneers and future innovators to continue to pioneer in ways which faithfully enhance our approaches to creative mission and enable those who have ‘the gift of not fitting in’ to be included and valued within the diocese’s ministry. 4. Work with the Director of MMSI and Director of Education to promote the vision and outcomes of the Growing Younger strategy for 2030. 5. Line manage the Growing Younger Enabler for Youth to effectively deliver their key responsibilities and the strategic outcomes of the annual Growing Younger implementation plan. 6. Enable the delivery of our Growing Younger strategy from 10-18yrs by ensuring Network Youth Church makes a successful transition to Bishop’s Mission Order status and provide oversight for the safe, effective and collaborative mission and ministry to 10-18yr old young people. 7. In support of the Growing Younger Enabler for Youth, enable the delivery of our Growing Younger strategy for 18-25yrs provision by promoting effective partnership working at local and diocesan level between growing younger, pioneering and planting leaders. 8. Collaboratively work with the Vocations Lead and other ministry development colleagues to ensure there is accessible and appropriate levels of training for those leaders and teams working with young people. 9. Lead and support the delivery of the Reaching Deeper programme through the effective line management of the Team Leader responsible for supervising the remaining Pioneer Enablers. 10. Ensure all the externally funded work, including Reaching Deeper and the Diocesan Investment Programme, is effectively delivered in line with expected outcomes, timescales and quality standards. 11. Contribute to external and internal monitoring requirements set out by the Project Management Office ensuring timescales are met and requested information is provided. |  |  |  | | --- | --- | | **FINANCIAL IMPACT**  DIRECT: Responsible for Project Budgets  INDIRECT:  **NUMBER OF DIRECT REPORTS**: 3 | **KEY RELATIONSHIPS**  INTERNAL: Bishops of Carlisle and Penrith, Director of MMSI, Archdeacons, Director of Ministry Development, Growing Younger Enablers, Vocations Lead, Director of Education and Assistant Director of Education, Project Management Office.    EXTERNAL: Director of Mission Education at Church Mission Society, other colleagues doing similar work across other Northern Dioceses, Partner organisations undertaking similar work across the UK. |   **PERSON SPECIFICATION**     |  |  | | --- | --- | | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | |  | | | ***TECHNICAL COMPETENCE*** | | | **Technical Skills & Qualifications** | | | * Educated to degree level or equivalent. * Theological and missiological qualification   to at least PG diploma.   * Full driving licence and access to a vehicle for work purposes whenever needed | * MA Level theological and missiological qualification | | **Knowledge and Experience** | | | **EXPERIENCE**   * Significant pioneer ministry/mission experience. * Significant youth ministry/mission experience. * Significant experience in delivering strategic plans and specific pieces of work at a local and diocesan level * At least two years’ experience of leading a team undertaking and successfully delivering a diverse portfolio of work. * Significant experience in undertaking local strategic planning and responding to need. * Working effectively with a range of people with different backgrounds and abilities including theology. * Building effective partnerships with internal and external stakeholders. * Experience of leading new ministry provision from scratch   **KNOWLEDGE**   * Understanding of contemporary mission issues, especially in the Diocese of Carlisle * Understanding of pioneer ministry * Understanding of youth ministry * Understanding of delivering funded work and the requirements of monitoring and evaluation. | **KNOWLEDGE**   * Understanding of the national and local church landscape, especially in relation to ordained and lay pioneer ministry, fresh expressions and inherited church. | | **Partnership Working**   * Experience of managing relationships with a range of internal and external parties/bodies |  | | **IT**   * IT and digital competence |  | | **BEHAVIOURAL COMPETENCE** | | | **Personal Effectiveness**   * A mature leader who is able to work with little supervision and who will actively seek guidance, when needed. * Passionate about pioneering mission with the ability to inspire others to get involved * Able to work alone and manage own time and workload * Able to take initiative and responsibility * Operates both flexibly and creatively * Ability to work collaboratively * Able to organise and plan * Able to design and develop support, networks and infrastructure. * Able to manage own admin * Able to hold a range of views and opinions respectfully to enable change to happen. | | | **Personal style**   * A ‘can do’ person * People person – respectful, empathetic and encouraging * Professional, approachable and trustworthy * Sympathetic and committed to the ethos and values of the Church of England | | | **Methods of working**   * Committed to good safeguarding principles and practice as an integral element to ways of working and line management responsibilities. * Organised * Manages own workload and priorities * Self-starter * Attention to detail * Able to take initiative and self-direct within accountability structures | | | **Team skills**   * Able to lead and facilitate small and large groups of people from a range of backgrounds and abilities * Able to motivate, encourage and enable people | | | **Communication**   * Communicates professionally & credibly, both orally and in writing, with a range of audiences | | | **Other**   * A deep and active Christian faith with the enthusiasm to share that with others * Current active member in the life of a church that is in communion with Churches Together in England, with wholehearted willingness to serve under the authority of the Church of England. * Able to work flexible hours, including some evening and weekend commitments * Willingness to travel around the Diocese, with access to a vehicle for work purposes. | |     **STAFF BENEFITS**   |  |  | | --- | --- | | **Benefits** | | | **Salary** | £48,988 FTE | | **Pension** | A non-contributory, deﬁned contributions scheme (employer’s contribution is 15% of salary). An ordained candidate could choose to remain in the Church of England Clergy Pension Scheme. | | **Car** | mileage paid at 45ppm | | **Office provision** | Office space in Church House, Penrith | | **Working expenses** | Funded as appropriate.  Mileage (to places other than your Place of Work) paid at 45ppm. | | **Other benefits** | * 34 days annual leave incl bank holidays * 35 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) * A smartphone with remote access to email | |  | Any offer of employment is subject to:   * Two references (one must be current employer) * Health Check * Right to work check * Enhanced DBS check and Church of England Declaration form if applicable (if the DBS or declaration form are not completed the offer of employment will be rescinded) |      |  | | --- | | **NOTE** - This post is subject to an **occupational requirement** that the postholder be a **practicing Christian** under Part 1 of Schedule 9 of the Equality Act 2010. | |
|  | |