



**Growing
in Places**



**Disciples
Where Life is Tough**

With its network of parishes covering the country, the Church of England plays an active role in national life, bringing an important Christian dimension to the nation, as well as strengthening community life. The Church of England is arranged geographically into 41 Dioceses, each under the care of a Bishop, and covers every part of England.

The Diocese of York takes in much of North and East Yorkshire, an area which includes the cities of York and Hull, as well as Middlesbrough and Selby, two National Parks, and the incomparable Yorkshire coast. We are led and guided in our faith and work by the Archbishop of York, Stephen Cottrell. York Minster is our principal church.

Our vision is to be a family of Generous Churches Making and Nurturing Disciples, and we are currently in a process of strategy development to meet this vision through goals to Reach, Grow and Sustain: to reach those we currently don't; to grow in discipleship, influence and numbers; underpinned by achieving sustainable finances.

The Mustard Seed Programme – Growing Disciples in Places Where Life is Tough

We are committed to seeing the body of Christ thrive in all of our communities, and long to see people flourish and enjoy life in all its fullness. The reality is that for many people life is tough, trying to do the best for themselves and their families, whilst struggling to make ends meet.

This is particularly true for people living in areas with 'multiple deprivations' in Hull, Middlesbrough and our coastal communities, as well as smaller areas scattered across the Diocese. In these places people face many challenges and so we want our churches to be present, walking alongside people in the ups and downs of life, sharing God's love with them.

The Mustard Seed programme has been developed in response to a careful listening exercise, spending time with clergy and lay people in Middlesbrough, Hull and our coastal communities. We wanted to hear their stories, longings and vision for sharing the gospel where they live. We hope and pray that the Mustard Seed programme will be a source of new life and hope in places 'where life is tough.'

The vision for our programme is to see worshipping communities developed as places of welcome, hospitality and support for local people in the challenges they face. Whether in church or other community buildings, they will offer opportunities for prayer, experiencing the love of God, exploring faith, and encountering Jesus. Pathways of discipleship will help to build communities of local people who are followers of Jesus.

The Mustard Seed programme will work with local parishes towards this vision through developing two key interventions:

- **Stepping Up:** learning communities based in Middlesbrough, Hull and coastal communities, where lay people can grow as disciples of Jesus and in their confidence and ability to share their faith within their local community.
- **Ambassadors:** people from across the Diocese who have a passion to support mission in our poorest communities. Ambassadors will be catalysts, growing generosity of prayer, support, and financial giving.

For more details see the accompanying document: *Mustard Seed Programme Overview*

The Opportunity: Growing the vision

The Mustard Seed Programme Leader, Heather Black, was appointed in February 2020 to develop the programme across the diocese. Delivery of Stepping Up began in Middlesbrough and Hull in September 2020. Heather was recently joined by two Associate Programme Leaders (APL), who will be activating Stepping Up in coastal communities from January 2021.

We now have an opportunity for a servant-hearted, energetic and encouraging APL to complete the team. Based in Teesside, you will help us roll-out the Mustard Seed Programme in our Middlesbrough and Guisborough Deaneries. Working closely with the Programme Leader, the role involves leading on Stepping Up there and supporting local lay people in developing mission initiatives to grow disciples and worshipping communities rooted in their local context.

You will be a Christian wholeheartedly committed to worship and witness, with an understanding of the challenges faced by people living and worshipping in the most deprived parts of our diocese. You will be comfortable working within Church of England structures and cultures. Self-motivated and well-organised, you will be willing to work within a team to achieve common goals.

Job Description

- Run the Stepping Up programme in several locations to equip cohorts of lay people to grow in confidence and ability as local witnesses. The programme will involve group learning sessions, practical experience and mentoring.

Running the programme will include:

- Recruiting Stepping Up participants
- Developing safe and supportive learning communities
- Delivering the Stepping Up programme
- Creating and maintaining the environment for effective learning and development
- Working with the participants and their parishes to identify opportunities for ongoing growth in practical ministry experience

- Oversee the mentoring of all participants by
 - Directly mentoring some participants
 - Identifying local mentors, and overseeing their work
- Work with the Programme Leader to identify emerging local pioneers in parishes with opportunities to plant new worshipping communities and support them through Level 2 of Stepping Up.
- Work with the Programme Leader to support local pioneers in developing new worshipping communities as places of welcome, support, prayer, worship and discipleship
- Work with the Programme Leader in the establishment and development of the network of Mustard Seed Ambassadors.
- Report on the progress and outcomes in the locations for which the job holder is responsible; establish the necessary data collection systems and provide support in the collection and presentation of local data as needed
- Identify local good news stories and contribute to the overall Mustard Seed communications strategy
- Establish healthy and collaborative relationships within the Mustard Seed team, attend meetings and contribute to the overall effectiveness of the Mustard Seed Programme
- Contribute to planning and progression towards sustainability of missional activities
- Attendance at relevant meetings, and involvement in other diocesan initiatives, projects and working groups, drawing on the skills and gifts of the post-holder.
- To participate in the annual review process and appropriate continuing professional development, including participation in professional networks.
- Contribute to the wider work of the Diocese, as appropriate.

Key Relationships

- The Mustard Seed Programme Leader (who will line manage the APLs)
- Director of Making and Nurturing Disciples (who is the Project Director)
- The Bishop of Hull (who is the Project Sponsor)
- Colleagues in the Mustard Seed Team
- The Multiply (20's-40's) team
- Incumbents and PCCs that 'send' people on Stepping Up
- Ambassadors

The job description provides an outline of the key responsibilities of the post and is not intended to be an exhaustive list. The post-holder may be asked to undertake any other relevant duties appropriate to the post and/or drawing on the skills and gifts of the post-holder. The job description may be amended over time, in consultation with the post holder, in order to meet the needs of the Diocese.

Person Specification

These posts are subject to an occupational requirement that the holder be a practicing Christian under Part 1 of schedule 9 to the Equality Act 2010 because of its representational role within the Diocese.

To be successful, you will be a lay or ordained person with the following gifts and skills:

1. A Christian wholeheartedly committed to worship and witness with experience of making, nurturing and growing disciples in places experiencing deprivation.
2. Servant hearted, energetic, relational, supportive and encouraging; with a heart for people in the most deprived parts of our Diocese.
3. Experience in training, developing and mentoring others, ideally in places of deprivation.
4. Capacity to identify with and work within the particular contexts of individuals and parishes.
5. Excellent written and verbal communications skills -the ability to communicate simply and clearly to a wide range of people.
6. Encouraging and reassuring outlook, able to offer constructive ways forward in times of conflict.
7. A commitment to working collaboratively and being a good team member.
8. Self-motivated and well-organised, able to work effectively to meet deadlines.
9. Clear understanding of and commitment to safeguarding
10. Good IT skills, including Microsoft Office applications
11. An understanding of the Church of England, its character and organisational structures, and the ability to work within its culture and mission.

The post includes a requirement to travel to several Stepping Up locations. The Diocese makes use of virtual means of meeting wherever it is suitable to do so, there will also be face-to-face meetings to attend from time to time within and sometimes beyond the Diocese. This will include working flexibly outside of office hours as the post requires. Applicants must be able to meet the travel requirements. Due to limited public transport, own vehicle will be an advantage.

Summary of Terms and Conditions

Employer	The York Diocesan Board of Finance (YDBF)
Line Manager	Mustard Seed Programme Leader
DBS Disclosure	A DBS check is required for this post
Probationary Period	Appointments are subject to a 6 month probationary period
Location	Homeworking, based in Teesside, with travel across the Diocese.
Hours	35 hours per week. The post holder will be required from time to time to attend meetings outside normal working hours subject to time in lieu. Many of the duties require travel within the Diocese of York, and on occasions, elsewhere in England
Salary	An appointment will be made at Grade 4. The starting salary will be approx. £34k to £35k depending on experience.
Pension	The YDBF offers a contributory pension scheme ("the Scheme") organised by the Church of England (the "Church") Pensions Board. For each 1% of contribution paid by the employee, up to a maximum of 7%, the employer will pay a contribution equivalent to double the amount
Holidays	In addition to the eight Bank and Public Holidays, DBF employees are entitled to 5 weeks annual leave in any year
Mileage	A mileage allowance will be paid in respect of journeys undertaken in connection with the duties of the post (currently 45p per mile for the first 10,000 miles)
<i>Non-contractual Benefits</i>	
Employee Benefits	Non-contractual benefits currently offered to include childcare vouchers, eye care vouchers, a cycle to work scheme, and a scheme offering discounts with a range of high street and online retailers, supermarkets, restaurants and leisure providers.
Pastoral Care	Our Diocesan Adviser and Coordinator of Pastoral Care offers the space to talk through pastoral, professional or personal matters and can provide or arrange counselling and/or mediation if required.