**The Diocese of Blackburn**

**Vision Co-ordinator**

**Recruitment Pack**

The Diocesan Webpage gives full details of the Vision. [www.blackburnanglican.org](http://www.blackburnanglican.org)

***For an informal conversation about this post, please contact Graeme Pollard at*** [***graeme.pollard@blackburn.anglican.org***](mailto:graeme.pollard@blackburn.anglican.org)

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# Role Description

**Job Title:** Vision Coordinator

**Responsible to:** Bishop of Blackburn and Blackburn Diocesan Secretary

**Hours:** 3 days (21 hours) or 4 days (28 hours) to be considered

**Salary:** £28,370pa (3 days) or £37,826pa (4 days)

**Normal place of work:** Diocesan Offices, Walker Park, Blackburn, BB1 2QE

# Background

Vision 2026 is an agenda for growth and change agreed by the Blackburn Diocesan Synod in 2015. It challenges our parishes to be healthy churches which can transform the communities in which they are set. It also lays out three ways in which this over-arching goal can be achieved: Making Disciples, Being Witnesses and Growing Leaders. Against a backdrop in which many Christians presume that the decline of the Church is inevitable, in the Diocese of Blackburn we are inspired instead by confidence in the Gospel and are ambitious in our desire to make new disciples for Jesus Christ.

We are seeking a vision co-ordinator of deep faith, and Gospel ambition who shares our vision of growing the Kingdom in Lancashire and who can bring to us strategic insight, challenge and the capacity to lift ideas and projects off the page.

Blackburn diocese is approaching its 100th anniversary having been founded on the 12 December 1926 and serves almost the whole of the county of Lancashire with a population of 1.3 million. It is divided into 14 Deaneries and two Archdeaconries (Blackburn and Lancaster). The Diocese covers an area of extraordinary variety, from the stunning countryside of the Trough of Bowland to the former mill towns of East Lancashire, from the University cities of Preston and Lancaster to the seaside towns of Blackpool and Morecambe, from elegant villages to Presence and Engagement Parishes. We have Parishes of all traditions and are strongly committed to the principle of mutual flourishing.

# The Context

Since its launch, Vision 2026 has impacted on almost every aspect of the life of the Diocese.

* It was launched at a series of Evenings of Prayer and at a Diocesan Visitation in 2016.
* Almost every Parish has appointed a Vision Champion who speaks up for the Vision in the local church and this network is resourced through meetings and online materials.
* The staffing structure of the Diocesan Board of Finance has been changed to match the objectives of the Vision. The Bishops and Archdeacons each carry responsibility for an area of the Vision and then and have the staff teams to deliver.
* Two successful SDF Bids to the Archbishops’ Council have enabled us to invest in mission in hard to reach areas. The first has set up new church plants and an urban leadership programme on our outer estates. The second seeks to renew church life in the centre of Preston through the creation of a cross-tradition Resourcing Parish.
* A Leadership and Deployment Strategy has been agreed which lays before the Diocese a challenge around vocations and generosity and seeks to retain clergy numbers at their current level (a copy is attached).
* The Diocesan Share system is under review to enable it to better motivate growth.
* We have given greater resource to work with children and young people and are working towards an SDF application.
* New churches and congregations have been planted and we have redefined our expected outcomes in this area with more ambitious goals to create a cultural shift & growth across the whole Diocese.
* We are soon to launch a Parish Support Programme to offer encouragement and intervention to parishes which are struggling with finance, mission or administration.
* Whalley Abbey, the Diocesan Retreat Centre, is due to be re-launched at the end of 2019 as a regional Centre for Christian Discipleship, home to a praying community.
* Various resources have been launched to support discipleship (Routes of Faith), lay ministries (Occasional Preachers and Occasional Worship Leaders) , giving (Generosity, Gift and Grace) and sharing our faith (Being Witnesses).
* Our recent Diocesan conference (first in 10 years) bringing lay leaders & clergy together, encouraged us that there is a widespread appetite for growth, mission and unity. The retired Bishop of London, Lord Chartres, who had been involved in the last episcopal vacancy five years ago, observed: “I came expecting to be disappointed” but observed “a wonderful atmosphere and enormous energy”.

However, as we approach the ‘half-way’ point in the 13 years to 2026, we may be observing a hopeful culture shift, but we are also aware that we have a very long way to go. Regular weekly attendance in the Diocese continues to decline, share receipts have flatlined over the past two years and we are yet to see dramatic increases in lay or ordained vocations. Whilst many parishes are enthusiastic about the vision, many others are remain to be convinced. Many of our new initiatives are yet to bed in. We continue to struggle with internal messaging and communications. The culture of many of our internal meetings (eg Deanery chapters, Synods, Area Deans’ meetings, Bishop’s Council) is yet to reflect the hopeful ambitions of Vision 2026. Our levels of intercession are inadequate to enable a church/congregation planting movement comparable to those observed internationally with the ambition to reach all people in Lancashire with the gospel.

# The Purpose of the Role

The Vision Co-ordinator will be responsible for strategic implementation of Vision 2026. In particular they will:

* Belong to the Bishops Leadership Team and actively engage in embedding and developing Vision 2026 at all levels in the diocese
* Be an agent of cultural change within the diocese as we continue to implement Vision 2026
* Drive Vision 20206 forward. Guide us in setting clear objectives for Vision Implementation and help us to be mutually accountable in meeting them
* Refresh and re-imagine the role and purpose of the Vision Champions and support the network
* Oversee implementation of the Parish Support Programme
* Work closely with BLT colleagues and the three Directors of Vocations, Discipleship and Mission

# Responsibilities

**Vision 2026 Strategy**:

* To drive the strategic implementation plan of Vision 2026
* To review, refine and develop the implementation plans and strategy of Vision 2026 including the focus on Discipleship which begins in 2019

* To provide a rigorous monitoring and evaluation strategy for Vison 2026
* To prepare and present progress reports on the Vision 2026 implementation strategy 2019/2021
* To work closely with the Diocesan Communications Manager on all external and internal communications about Vision 2026 and to co-operate with him in developing and managing a coherent communications strategy for the Vision
* To provide advice and support at all levels of the diocese on Vision 2026

**Vision Champions**:

* To develop, support and mentor the Vision Champions in each parish and organise a proactive Vision Champion network
* To inspire the Vision within parishes so that new Vision Champions are engaged
* To assist in the recruitment of Vision Champions by sharing best practice and offering support and advice to the PCC`s and Clergy
* To organise the re commissioning of the Vision Champions in the early part of 2019

**Parish Support:**

* To be a member of the Mission/Vision action planning consultancy team - available to parishes to develop and implement plans that deliver Vision 2026 locally
* To coordinate, support and develop the implementation of the parish support programme. This to involve consultancy, action planning and advice to specific parish teams

**Other responsibilities:**

* To liaise with the National Church Institutions (NCIs) regarding Strategic Development Funding applications
* To produce and develop appropriate funding bids from a variety of sources

# What we are looking for:

**Person Specification**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Criteria** | |  | **Criteria Assessed by:** | | |
|  | **App** | **Int** | **Refs** |
| **Experience, knowledge, training and qualifications** | |  |  |  |  |
|  | Proven experience of delivering projects or programmes that have involved significant change management and dealing with a variety of stakeholders | Essential | **🗸** | **🗸** |  |
|  | Strong organisational skills developed in a senior management role, ideally in a mixture of environments | Essential | **🗸** | **🗸** |  |
|  | The wisdom to tailor the application of different disciplines – project management, engagement programmes – to a variety of different contexts - “What will work best here?” is the key question | Essential | **🗸** | **🗸** |  |
|  | Strong written and verbal communication skills. Ability to tailor words and pictures to different audiences. | Essential | **🗸** | **🗸** |  |
|  | The ability to prepare concise and succinct reports. | Essential | **🗸** | **🗸** |  |
|  | Ability to produce tangible plans and results, while holding onto and developing the higher-level strategic context. | Essential | **🗸** | **🗸** |  |
|  | Understanding of the organisational structure and dynamics of the Church of England. | Essential | **🗸** | **🗸** |  |
|  | Educated to degree level or equivalent | Essential | **🗸** | **🗸** |  |
|  | **Aptitudes and abilities** |  |  |  |  |
|  | A prayerful heart with a burning desire for Mission in Lancashire | Essential | **🗸** | **🗸** |  |
|  | Emotional intelligence and relationship engagement skills which build strong bottom up associations with parishes | Essential | **🗸** | **🗸** |  |
|  | Ability to think strategically and pragmatically | Essential | **🗸** | **🗸** |  |
|  | A perceptive listener and discerner | Essential | **🗸** | **🗸** |  |
|  | A flair for engaging, enabling, mobilising – making things happen and generating momentum | Essential |  | **🗸** |  |
|  | Energetic, excellent in teams; relationally strong; personally convincing; a catalyst | Essential | **🗸** | **🗸** |  |
|  | Understanding of, and commitment to further, the mission of Church | Essential | **🗸** | **🗸** |  |
|  | Ability to present and communicate to senior leadership teams within the Diocese (Bishops and Archdeacons, heads of departments) and Diocesan bodies (Synod and Bishops Council) | Essential | **🗸** |  |  |
| **Personal attributes** | | | | | |
| 1. aa | A desire to serve the church in Lancashire | Essential | **🗸** | **🗸** |  |
|  | A passion for spiritual and numerical growth | Essential | **🗸** | **🗸** |  |

There is an occupation requirement for the post-holder to be a practising Christian, and a member of the Anglican Church, in accordance with Schedule 9 to the Equality Act 2010.

# What we are offering:

**Working Environment:**

The opportunity to work alongside an extremely dedicated team within an exciting and vibrant office. A supportive working culture with employee friendly policies.

**Location:**

Modern working office with onsite parking based at Diocesan Offices, Clayton House, Walker Office Park, Blackburn, BB1 2QE

**Hours of work:**

21 hours per week over 3 days or 28 hours over 4 days depending on circumstances – Office hours between Monday and Friday although flexibility to include some evening and weekend work.

**Pension:**

Member of the Royal London Pension Scheme, 10% Employer contribution 2% minimum employee contribution.

**Support:**

Administrative support will be provided at Clayton House.

**Holiday entitlement:**

Generous holiday entitlement of 25 days (not including statutory bank holidays) in the first year of employment rising by 1 day per completed calendar year up to a maximum of 30 days per year.  Pro rota for part time employees.

The holiday year runs from 1 January to 31 December.

Additional discretionary days may be given at Christmas.

# Other information

**Probation**

This post will be subject to a six-month probationary period.

**Data Barring Service**

An enhanced Disclosure is required for this role

**Use of own vehicle:**

Maintain vehicle in compliance with current legislation: MOT, Insurance and roadworthiness