

Community Missioner
Holy Trinity Old Hill & Forge Group

The Diocese of Worcester 2030 Vision is to create Healthy and Sustainable churches which grow Kingdom People within our local communities. This will be realised across the Diocese by: doubling the number of children and young people worshipping in our churches; creating 100 new worshipping communities; and to Invest in renewal of around a dozen churches

Overview of the role:

As part of the churches who are receiving national investment, this role is tasked with identifying missional needs within the local community and pioneering sustainable activities through which people can be brought into regular church attendance either within our existing worship patterns or by creating new worshipping communities within Old Hill and the Forge Group.

Who are we?

In 2020, Holy Trinity's assistant curate (Rich Hackett) was licensed to and moved to the churches in the Forge Group as Priest in Charge. Since then he and the Vicar of Holy Trinity (Nick Gowers) have met regularly and been exploring how the churches can work in partnership whilst respecting their individual theological traditions. The Strategic Ministry and Mission Investment Board has provided £850k to see significant growth in discipleship across all the churches, with a particular focus on Holy Trinity providing resourcing for engagement and discipleship in the Forge Group.

The five-year initiative will see us develop new worshipping communities and grow the number of people on a healthy discipleship pathway across all ages. The Community Missioner will have a specific responsibility to go out into the local communities, identify needs, and use innovative approaches to outreach and worship to bring people into Christian discipleship.

Our churches are situated to the south of Dudley, and are all in the 7-13% most multiply deprived neighbourhoods in the country. There are lots of needs and lots of opportunities.

Rev Nick Gowers is Vicar of Holy Trinity which is an evangelical church situated on the main street of Old Hill, and has an average weekly attendance of 120 adults and 20 children and youth. Holy Trinity's mission is "finding hope and love together in Jesus." Our values are captured in five mottos: "Less of me, more of Him", "Bible fed, Spirit led", "We share, we bear, we care," "I grow, you grow, all grow," "Looking out, reaching out, going out." Our 5 year vision is to be a church of 200 intercultural intergenerational disciples on a typical Sunday by the end of 2028. The church is open most week-days, providing services such as Food Bank, Debt Advice, Food for the Soul lunchtime worship, Youth Group and Youth activities, facilitated through our 2 Community Workers, Youth Worker, and Church Administrator. Holy Trinity PCC, with its track record of employment will be legally employing this post. <https://holytrinity.org.uk/>

Rev Rich Hackett is Priest in Charge of The Forge Group which is 3 churches, of middling to high Anglican Tradition. St Andrew's has an average weekly attendance of 30, with around 25 Baptisms a year, and a Church of England school next to it, St Peters, currently has 14 average weekly attendance, but has a very busy church hall hosting baby/toddler groups and a theatre company, and there's a new housing estate just down the road. The church backs onto the local canal, and the local nature reserve is accessible from the towpath. St John's is currently 14 average weekly attendance with another 20 in our Junior Church which comprises of children and young adults. "We have a lot of opportunities but need people with the wisdom and expertise, to realise the right ones, generate energy to get things started, and grow a team to enable them to succeed in helping people make the step onto their discipleship journey" <https://www.denchurches.com>

How can you help?

The successful applicant needs to be comfortable working sensitively and appropriately across the diversity of churches and people within this project whilst recognising they are employed by the PCC of Holy Trinity with its particular tradition. The role functions at level 4: "Leads other leaders" level in the Holy Trinity leadership structure but will be working on grassroots projects across the parishes but particularly within the Forge Group. The aim of

this role is to engage with the community in new ways through which we can ultimately establish new worshipping communities.

Job description

Post: Community Missioner (5 year full-time post with 6 month probationary period)

To be split 80:20 between the Forge Group and Old Hill. This role is initially to be funded by a national church investment.

Area of work: Holy Trinity Old Hill with the Forge Group Cradley Heath, Netherton and Darby End.

Joint reporting into: Revs Gowers and Hackett

Normal place of work: St Andrew's and St Peter's (80%) and Holy Trinity (20%)

Works with: Parish Safeguarding Leads, Holy Trinity Lead Community Worker, Holy Trinity Ministry Area leads

Direct Reports: Activity Volunteers

Salary:

Overall objective:

- To missionally engage with the local communities in the parishes of Old Hill and the Forge Group, establishing new activities and training volunteers, to draw people into personal discipleship and regular worship, as part of the overall bid objectives which includes the establishment of appropriate new worshipping communities.

Key tasks

- To assess relevant current practices and activities and ideas for new ones and produce a strategic plan on how progress will be made towards the bid goals.
- Assess and develop appropriate community relationships with existing groups, including churches, community groups, housing associations and the local councils.
- Pioneer, develop and implement effective, sustainable community initiatives that are transferable between the Forge Group and Holy Trinity, through which people can be nurtured onto discipleship pathways and into worshipping communities.
- Recruit, envision, train and encourage volunteers to strengthen or establish community outreach ministry, all in collaboration with church leadership and as part of the volunteer's engagement in healthy sustainable discipleship.
- Explore relationships with local Christian projects such as Community Link and Provision House to understand how we can collaborate with them with activities which are not suitable for their facilities, but may be able to be delivered by the Forge Group or Holy Trinity.
- Participate in diocese or deanery organised Pioneer Group enabling the sharing of knowledge, opportunities, and project funding.
- Develop accessible initiatives to deepen relationships with those we meet through occasional offices (particularly those at the Forge Group). This might include areas such as a Bereavement, Mental Health, and Loneliness Cafe run within the local church or community spaces.
- Develop opportunities alongside children and families worker focused around school time economy and the new housing estate at St Peter's.
- As a member of the Holy Trinity staff team within the "Go-Community" Ministry Area, take part in appropriate meetings and work in collaboration with the Lead Community Worker.

Who we're looking for:

A self-motivated, experienced Community Missioner who can hit the ground running, with a proven track record of identifying and engaging the needs of the local community, pioneering sustainable initiatives, and discipling, training and equipping volunteers to continue those initiatives.

This post is subject to an occupational requirement under Part 1 of Schedule 9 to the Equality Act 2010 due to the representational aspects of the role within the Diocese of Worcester that the post-holder be a committed Christian, lay or ordained, and an active communicant member in good standing within the Church of England or of a Church which is in Communion with the Church of England, or a Church that is a member of the Churches Together in Britain and Ireland, Churches Together in England or the Evangelical Alliance.

Essential:

- A pioneer, who is able to read communities, build relationships, and establish trust.
- Proven experience of engaging with communities in a distinctly Christian way.
- Track-record of planning and developing sustainable initiatives which spark interest in faith, and lead people into discipleship.
- Experience of identifying, developing and inspiring people to grow into leaders who can take over the running of initiatives whilst sensitively managing expectations of all those involved.
- Ability to draw people from different backgrounds into contexts of regular worship (either existing or New Worshipping Communities).
- Able to work with different groups and organisation levels within the community to draw people together and deliver on opportunities.
- A team player who can collaborate with others to build and capitalise on suitable opportunities.
- Understands and upholds safeguarding particularly in relation to ministering in low-income areas.
- Can assess and adapt as necessary to generate new opportunities, whilst not losing sight of the Big Picture outcomes.
- Clear communication skills, particularly orally.
- Be prepared and willing to work outside normal office hours, as work in the evenings and at weekends will be core to the effectiveness of the role.
- Will require a satisfactory outcome of Disclosure & Barring Service enhanced plus barred list disclosure.
- Be able to travel between parishes and schools within the areas covered by the parishes of the Forge Group and Old Hill
- Demonstrable skills in motivating and inspiring change preferably in a community setting.
- A natural and effective networker and mentor.
- Able to work across the diversity of churches in the bid.

Desirable

- Recent track record of relating to low-income and/or new housing estate communities.
- A good standard of I.T. skills particularly in applications such as, or similar to, Microsoft office.
- Able to inspire the trust of a diverse audience to gain buy-in to initiatives.
- Demonstrable skills in organisational effectiveness and delivery, to realise outcomes throughout the full length of the project.
- Can demonstrate continuing professional development in a related discipline.
- Previous experience in long term placements

	DISCIPLESHIP	CHARACTER	ROLE SKILLS	PEOPLE SKILLS	HT DNA
LEADS SELF	<ul style="list-style-type: none"> Following Jesus Commitment to own growth (course group) Personal pattern of devotional life (Bible & prayer) 	<ul style="list-style-type: none"> Reliable and committed Teachable and wanting to learn Self-controlled 	<ul style="list-style-type: none"> Basic organisation Learn the role See what needs doing without being asked 	<ul style="list-style-type: none"> Treats others how they would want to be treated Listen to others at every level Able to work with others (team player) 	<ul style="list-style-type: none"> Know the church mission & mottos Completed the welcome course Aware of who the go-to people are (safeguarding, maintenance)
LEADS BY EXAMPLE (e.g. Children's/Youth team members)	<ul style="list-style-type: none"> Living out faith through service Able to articulate their own testimony and explain the Gospel Actively seeking to grow in the understanding of the Bible 	<ul style="list-style-type: none"> Loving other team members Increasing self-awareness Servant-hearted 	<ul style="list-style-type: none"> Active listener (consults) Able to unite Able to focus (and stay focused) 	<ul style="list-style-type: none"> Calm, trustworthy and approachable Ability to step in and support the leader Can take and give instructions 	<ul style="list-style-type: none"> Lives out "Gather, Grow, Give, Go" in 3 sessions per week Puts mottos into practice in group context Knows the relevant policies and procedures
LEADS OTHERS (e.g. Team leaders)	<ul style="list-style-type: none"> Intentionally seeking and developing growth which is valuable to others Commitment to growth of others Recognising your gifts and applying them for growth 	<ul style="list-style-type: none"> Clear awareness of areas for personal character growth (Where does God need to work in me?) Empathetic and approachable Flexible 	<ul style="list-style-type: none"> Communicate clearly Plan, organise and delegate clearly Motivate and trust others 	<ul style="list-style-type: none"> Wisdom as when to make decisions boldly and in line with church mottos, not needing to escalate constantly Constant, clear, concise instructions Nurtures unity with care and respect 	<ul style="list-style-type: none"> Knows the organisational chart Know how we develop leaders through the leadership pathway Articulates the vision, mottos, mission and how it informs how a group runs
LEADS OTHER LEADERS (Ministry area leads)	<ul style="list-style-type: none"> Able to teach others, keeping hold of the deep truths of faith Growth of other leaders to those Biblical standards Recognising, encouraging and developing the gifts of others 	<ul style="list-style-type: none"> Patient and calm Honest and truthful with love Secure in own identity and gifting in Christ 	<ul style="list-style-type: none"> Working with other ministry leaders with a whole church view. Helping others to make good decisions (not make them for them) Mentoring & Coaching others 	<ul style="list-style-type: none"> To Communicate the vision with conviction (empower leaders) Advise, guide and step back. Let leaders lead (no micro-managing) Resolving conflict with courage and determination 	<ul style="list-style-type: none"> Owens the DNA of Holy Trinity and CofE context Contextualises vision, mission, mottos and leadership pathway Oversight of policies and procedures
LEADS BY VISION	<ul style="list-style-type: none"> Inspires others through their Biblical teaching and faithfulness leading to Kingdom growth Commitment to own growth in order to inspire others Clear and confirmed call to ministry 	<ul style="list-style-type: none"> Highest level of personal integrity - with patience and love Perseverance and courage Foresightful with wisdom 	<ul style="list-style-type: none"> Holding corporate vision Strategic Communication Being held and holding to account 	<ul style="list-style-type: none"> Being able to lead leaders with conviction and strength (not a people pleaser) Create and communicate a vision that grows the church Personal integrity and authority that is respected 	<ul style="list-style-type: none"> Championing the mission, mottos and vision Overseeing implementation Works with the PCC in reflecting on and developing the vision