



Diocese Of Worcester New Worshipping Communities Enabler

New Worshipping Communities Enabler Role

To lead on the diocesan priority of seeing a hundred New Worshipping Communities (NWCs) flourishing across the diocese by 2030.

Background

The Diocese of Worcester has embarked on a major transformation programme which will impact church organisation, mission and ministry across Worcestershire and Dudley.

Under God's grace, we want to see a church that is numerically larger in 2030 compared with 2019, with an increase in the number of healthy and sustainable churches, double the number of children and young people worshipping in our churches compared with 2019, and to see 100 new worshipping communities, offering accessible and contextual expressions of church.

You will be the key person in enabling and equipping every benefice to begin at least one NWC, to reach new people in new places. As a NWC practitioner, you will offer experience, creativity, expertise, inspiration and support, enabling a missional culture, encouraging NWC leaders and their teams through the provision of training (including a lay learning pathway), networking and mentoring.

You will be joining a team of highly committed people, who are passionate about change and the love of God, and will work closely with the Diocesan Leader for Transformation and Change who holds the overall brief within the senior clergy team for this priority.

Relationships

Responsible to:

Transformation Programme Director

Responsible for:

NWC part-time administrator

Working Relationships:

(both internal and external)

- Diocesan Leader for Transformation and Change
- Director of Communications
- Director of Mission and Ministry
- Director of Education
- A team of regional and specialist NWC advisors you will form
- Leaders in renewal and resourcing churches

Job Description

Training

You will:

- Be the Hub Leader for our first Myriad Lay Learning Pathway, forming a team that will provide oversight and delivery of in-person training and be the relational core at the centre of the community of lay-teams on their planting journey.
- Promote and develop the Myriad Lay Learning Pathway to include multiple cohorts of leaders and teams as the number of NWCs increases.
- Identify and facilitate other missional training opportunities with different external providers to ensure we have a range of approaches accessible to NWCs from different traditions.
- Establish guidelines and protocols for good practice within NWCs, ensuring appropriate oversight, accountability and authorisation for NWC Leaders.
- Work with existing church leaders to help them identify and invite lay leaders who could lead a NWC.

Principal Tasks

Team Building

You will:

- Form a small team of expert practitioners from across the diocese to lead on this priority with you. These are likely to be those with a track record in starting different types of NWC, and representing different geographical areas, and will become potential Learning Hub leaders as the number of Myriad Learning Communities grows.
- Build a network of all NWC practitioners across the diocese, gathering as needed for networking, inspiring and further development.
- Identify gifting and expertise within this network of missional leaders to assist with the facilitation and delivery of input within the Learning Community Gatherings and as mentors for NWC leaders.

Communications

You will:

- Work with the Diocesan Director of Communications to develop a cohesive communications strategy to share good practice and stories and help inspire people to develop NWCs.
- Visit Deanery Synods and other gatherings to share the vision for NWCs, being the champion for this priority.
- Work to change culture such that NWCs are seen as equal congregations and not a route into inherited/traditional models of church
- Encourage the development of discipleship pathways, enabling clear distinctions to be drawn between community outreach events and NWCs.

Data Collection

You will:

- Oversee the NWC Administrator in collating a database of all NWCs, forming a baseline from which to record growth
- Monitor and record impact, outcomes and key measures, ensuring plans are on track and that learning is captured.

Self Development

You will:

- Keep in close touch with national vision and thinking on Mixed Ecology, NWCs and Fresh Expressions, networking with key leaders and institutions.

Undertake other duties as required to fulfil the role.

Person Specification

Knowledge, Skills and Experience:

Experience

- Experience of starting, leading and growing a New Worshipping Community(ties)/church planting
 - Experience of leading/facilitating a learning community/and or enabling mission within the church/parish/diocese
 - An understanding of the importance of safeguarding children and vulnerable adults.
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Personal attributes and skills

- Strong leadership and influencing skills, with the ability to bring about change without being in a position of direct authority.
 - Relationship building skills; you will be a natural networker, people developer, gatherer of people and team. You will build trust and credibility with a wide range of stakeholders by promoting good practice and dealing with conflict to help address any barriers and resistance to change.
 - An excellent team player. You will be working with experienced colleagues whose knowledge and skills you will need to harness and maximise, challenging where appropriate but also demonstrating sensitivity to the complex tensions they hold in balance.
 - Strong written and verbal communication skills. You will have high level presentation and facilitation skills, giving rise to confidence and credibility.
 - A desire to serve the Church and passionate about enabling the Church to thrive.
 - Missional DNA and heart for mission/enabling new people to encounter God's love.
 - Someone that will inspire passion and creativity around new missional initiatives.
 - Committed to our Kingdom People values: love, compassion, justice and freedom, and able to deliver work within these values.
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Other

- Be willing to work outside normal office hours, as some limited work in the evenings and at weekends will be core to the effectiveness of the role.
- Be able to travel widely and flexibly in both the rural and the urban parts of the Diocese. A current driving licence is essential unless suitable alternative arrangements can be made.
- Have a satisfactory outcome of a Basic Disclosure & Barring Service check.

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.

Benefits and How to Apply

- Salary:** £24,000 (being pro-rata of the FTE £40,000 plus a generous non-contributory pension).
- Hours:** 21 hours per week with some evening and weekend work where time off in lieu will be agreed. Talk to us about how this would work for you.
- Holiday:** Pro-rata of the FTE 25 days plus 13 further days including 8 bank holidays.
- Location:** This post will be based out of the Diocesan Office in central Worcester, with some home working possible, and will require travel around the diocese.
- To apply:** Complete the on-line application - link available at www.cofe-worcester.org.uk/vacancies
For more information please refer to this candidate pack, also available from: www.cofe-worcester.org.uk/vacancies

Closing date: 9am on 4 December 2023

Interviews: To be held in Worcester on 18 December 2023

The Church of England is committed to the safeguarding, care and nurture of everyone within our church community. In the Diocese of Worcester we follow and are committed to the Church of England's House of Bishops' Safeguarding Policies and the relevant statutory legislation and guidance "Working together" to ensure the welfare of children and young people is paramount.

The Church of England is for everyone, and it is a priority for us to reflect the diversity of the community the Church serves across the whole diocese. We welcome all applications from interested and suitably qualified people, and particularly welcome applications from those of global majority heritage and people with disabilities.

