

LEAD ORDAINED PIONEER MINISTER MAYBUSH LOCAL PIONEER HUB & SOUTHAMPTON PIONEER CONNECTION



Job Description

Context: The Diocese of Winchester aims to become a **mission-shaped diocese**. Our **vision** statement is '*Living the Mission of Jesus*'. We interpret the **mission** of Jesus in three dimensions:

- Passionate personal spirituality
- Pioneering faith communities
- Prophetic global citizenship.

Furthermore, together as a diocese, our **strategic priorities** are to:

- Grow authentic disciples
- Reimagine the Church
- Be agents of social transformation
- Belong together in Christ, practicing sacrificial living and good stewardship

Responsible to: The Archdeacon for Mission Development

Main Purpose: The Lead Pioneer will be licensed to the Bishop's Mission Order for 'Southampton Pioneer Connection' in order to:
1) Pioneer and establish a fresh expression of Church in Maybush (50%);
2) Co-lead 'Southampton Pioneer Connection' (with the Lead Pioneer Minister of Sholing Local Pioneer Hub) and **lead Maybush Local Pioneer Hub**, developing support, guidance and oversight for lay trainee pioneers and new pioneer projects across the deanery of Southampton (50%).

Responsibilities:

1. To pioneer mission in Maybush (50%), including:

- To undertake a mission audit, and take the lead in exploring and enabling opportunities for pioneering mission in Maybush with the support of the Incumbent/priest-in-charge of the parish;
- To pioneer and establish a fresh expression of church in Maybush – following the 'fresh expression journey' framework and aiming for the 'four self' goals of sustainability (self-governing, self-sustaining, self-theologising, self-replicating) as identified by the national Fresh Expressions team;
- To gather together a supportive community, develop a team of volunteers, and identify/mentor potential leaders and pioneers, who will be able to offer ongoing leadership and support for pioneering mission within the community – and ensure

- suitable processes are in place for their proper support and supervision (including recruitment, training, management, mentoring, and personal development);
- d. To develop and implement a financial and funding strategy that will sustain what is achieved in pioneering mission and developing a fresh expression of church;
 - e. To work in partnership with the Incumbent of Maybush and neighbouring parishes to enable a complementary approach between emerging pioneer projects and other forms of mission;

2. To co-lead 'Southampton Pioneer Connection' and lead Maybush Local Pioneer Hub (50%):

- a. To co-lead Southampton Pioneer Connection (with the Lead Pioneer Minister of Sholing Local Pioneer Hub), a new initiative under a Bishop's Mission Order (BMO) covering the whole of the deanery of Southampton, with an associated Charitable Incorporated Organisation (CIO), providing a framework for developing new pioneers, pioneer projects and fresh expressions of Church across the city;
- b. To develop, organise and oversee the Maybush Local Pioneer Hub and a Pioneer Pod (a missional residential community for four voluntary Associate Pioneers):
 - i) inwards – overseeing the development of a shared rhythm/rule of life among its members (with time for praying and eating together, shared hospitality, work, rest, play, etc);
 - ii) outwards – offering training, guidance and coaching in in order to resource and release its members into pioneering mission and developing fresh expressions of church in their local communities;
- c. To work with Lead Pioneers and others to gather a community of practice which will resource and release local pioneers (lay, ordained, potential) through opportunities for meeting together, mutual support, guidance, oversight, coaching, training, retreats;
- d. To work with Lead Pioneers and others to identify, develop, and signpost a range of opportunities for training and personal development, and to collaborate with the deanery, the School of Mission, and other training providers to enable local delivery of effective pioneer training;
- e. To engage with various communities, congregations and networks to identify, nurture and gather (as appropriate) lay pioneers beyond our current networks;
- f. In partnership with the deanery, parish clergy, and fellow pioneers, to support the development of twenty fresh expressions of church in Southampton over the next three years;

- g. To support Pioneer Advocates in mediating relationships with the wider church, and in collaborating with the Deanery team, clergy and other local leaders to encourage understanding of, and participation in, pioneering throughout the deanery;
- h. To prepare proposals for larger initiatives that would involve the use of substantial resources, and discuss them with the Archdeacon for Mission Development;
- i. To reflect upon what has been learnt as pioneering mission progresses, to identify areas of mission development that could be useful examples of good practice to the wider church, and to bring these to the attention of the Archdeacon for Mission Development with a view to communicating them more widely;
- j. To grow links with other relevant organisations, agencies and colleagues from within and beyond the Church of England, drawing on and sharing best practice and exploring opportunities for joint initiatives where appropriate.

Intended Project Outcomes

- 3. 20 new fresh expressions of church (fxC) launched in Southampton within three years;
- 4. Each new fxC to include at least 20 participants;
- 5. At least 35% of all participants at fxC to be unchurched;
- 6. 25% of all participants at fxC to be under 30 years of age;
- 7. 70% of fxC to be lay-led;
- 8. The support provided for new fxC by the Lead Pioneers and Pioneer Advocates to be consistently assessed as 'good' or 'excellent'.

Person Specification:

- An experienced and proven pioneer with a heart for mission and passion to help others reimagine church and grow as authentic disciples;
- Ability to build strong working relationships with high emotional intelligence, relating to a range of people in different contexts and stages in their journeys of discipleship;
- Skilled organiser with experience of managing complex processes;
- Willingness to help others develop by assigning tasks that stretch their abilities yet allow them to achieve success;
- Ability to understand people and their motivations, build good relationships with, and achieve results through the efforts of others as well as your own;
- willingness and ability to manage difficult situations such as conflict well and in a timely fashion;
- Effective management of resources to achieve maximum productivity;
- Willingness to take responsibility and accountability for tasks and actions;

- Ability to take in a range of information, think things through logically, and plan strategically for the future;
- Ability to engage and enthuse others, using both emotional and rational arguments, so they can understand and commit to a strategy for mission and its objectives;
- Ability to communicate well and put across your thoughts and ideas through a variety of communication approaches;
- Flexible approach to work, and ability to adapt and change practices and processes in a rapidly changing environment;
- Team player and collaborative worker, comfortable working with some direction.

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