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# Church Planting Missioner

Role Description

Context

Our Diocesan purpose is sharing God’s life, coming to know more of God personally and together with others. Our vision is to participate in Jesus’ mission of the Kingdom of God – living the mission of Jesus, particularly through the Five Marks of Mission.

The aim is to become a mission-shaped Diocese, implementing mission action plans and project programmes to encourage the mission of Christian communities and of individual Christians in their everyday lives. We value the virtues found in the church’s sustainable growth for the common good, recognising that the goods of church growth are missionally oriented to the goods needed in wider society. Thus, missional virtues stretch across all elements in a scale of values: religious, moral, cultural, social, and vital, expressing the ever-greater fullness of God in the whole of life.

In becoming a mission-shaped Diocese we have agreed four strategic priorities that express our mission:

* Making disciples: grow by deepening and sharing our faith as authentic disciples of Christ
* Reimagining church: combine the best of traditional and new forms of church
* Transforming society: make a distinctive Christian contribution to the common good
* Living generously: commit to mutual support and self-giving, as we belong together in Christ.

Re-imagining Church evokes the mission-shaped church commitment of the Church of England. Mission-shaped church is understood as a mixed economy or mixed ecology of the church’s mission and ministry. In the Diocese of Winchester, we have developed a network of resource churches across each of our largest urban areas that will resource church growth through diocesan wide church planting and revitalisation. Our ambition is to establish 30 new church plants by 2030.

Main Purpose:

Under the oversight of the Suffragan Bishops as missional leads, taking direction from the Director of Ministry, the Church Planting Missioner will lead the development of the Church Planting Network (CPN). The Church Planting Missioner, working closely with church plant leaders, the Director of Ministry, and the Director of Strategic Development, will build the capacity of the CPN to ensure delivery of the church planting strategy. Central to this will be creating a framework of self-sustainable structures for the discernment, training and deployment of leaders for church plants and revitalisation.

Responsible to:The Director of Ministry

Hours:35 Hours per week

Salary:£41,862 (Spine point 16) fixed term for 3 years (initially)

Responsibilities:

Key Tasks:

1. To work under the direction of the Suffragan Bishops (as Missional Leads) in establishing the CPN and building confidence in the Diocese as a network resource for building church planting capacity.
2. To work closely with the Suffragan Bishops, the Director of Ministry, and the Director of Strategic Development to ensure the high-level integration of church planting activities within the scope of the Diocesan Church Planting and Revitalisation Strategy.
3. To transition church planting and revitalisation towards sustainable resourcing of leaders, laity, finance, and facilities.
4. To support the School of Mission in the ongoing development and delivery of church planting training, and to involve the CPN to evolve an expert centre in church planting training influencing the theological and practical training of laity, ordinands, curates and in continuing ministerial development.
5. To create a framework of self-sustainable structures for the discernment, training, and deployment of leaders for church plants and revitalisation.
6. To build the capacity of the CPN to support itself, sharing learning and expertise between church leaders and creating a safe place for acknowledging issues and challenges.
7. To bring creative possibilities to the CPN, encouraging and inspiring social action and entrepreneurship as a basis for evangelism ministry.
8. To establish a support and mentoring scheme for church plant and revitalisation leaders, leading by example in the personal support of some leaders.
9. To assess the potential strategic opportunities for church planting and revitalisation, including location, leadership, resourcing, and scheduling, working with the Church Planting Strategy Group to maintain an up-to-date Church Planting and Revitalisation Plan.

Key Relationships:

• Diocesan and Suffragan Bishops

• Director of Ministry

• Church Plant Leaders

• Director of Strategic Development and senior leaders

• Church Growth Missioner

Person Specification:

Education and Professional Qualifications:

1. Educated to at least degree level, preferably with a relevant post graduate qualification and evidence of continuing professional development.
2. It will be a requirement of the appointment that basic and foundation Safeguarding Training (Online) and face to face Leadership safeguarding training be completed along with:
   1. Equality and Diversity
   2. GDPR
   3. Fire Safety Awareness
   4. DSE for Home workers/office workers
   5. First Aid refreshers
   6. Office Health and Safety

Background and Experience:

1. Demonstrable record of leading church growth through church planting, revitalisation and evangelism in a leadership capacity.
2. Experience of delivering consultancy, training or CPD support is desirable.
3. Evidence of creativity and able to give examples of entrepreneurship.
4. Proven ability to influence others in support of significant change, particularly in situations of uncertainty and potentially conflicting objectives.
5. Proven ability to coach and guide others in improving their practical application of church planting and revitalisation approaches.

Skills and Personal Competencies:

1. Ability to engender confidence and respect when working across different church traditions and contexts.
2. A skilled organiser and planner with ability to manage complex processes across multiple stakeholders.
3. Willing and able to work within a complex structured organisation of devolved decision making and responsibilities with multiple stakeholders.
4. Have a high degree of self-management, be motivated and able to operate with a degree of ambiguity.
5. Able to build strong working relationships with high emotional intelligence, relating to a range of people and parishes in different contexts and stages in their journeys of discipleship.
6. Have an exploring nature, able to listen, develop and equip others.
7. Be willing to release potential in other people, be gifted in discerning the call of entrepreneurial missioners and evangelists and include them in church’s mission.

Other

1. Confidential and able to handle sensitive information.
2. As the post holder will be required to travel about the diocese, sometimes outside usual business hours and to remote locations, having access to one’s own transport will be essential.
3. An understanding of and a commitment in principle to the Church’s ministry and mission is essential.
4. The person appointed will be already committed, or willing to commit to, the strategic priorities of Winchester Diocese.

Notes:

The following general principles should be observed:

1. This role will be based at The Diocesan Office, Wolvesey (Diocese of Winchester, Wolvesey, Winchester, Hampshire, SO23 9ND).
2. The role is full time - 35 hours, worked flexibly to meet the requirements of the role. The post requires the post holder to regularly work evenings and weekends as necessary to attend appointments and meetings, training and events. Evening and weekend work will be considered part of the full-time hours allocated to this role. Some homeworking will be expected.
3. The role is fixed term for 3 years and maybe extended.
4. An Occupational Requirement exists for the post-holder to be a practicing Christian in accordance with the Equality Act 2010.
5. The role is offered on the basis of the role holder having a right to work in the UK.
6. If the successful candidate is an Ordained Minister in the Church of England, a License or Permission from the Bishop will be sought. It will therefore be necessary offer the role on the basis of a satisfactory Enhanced DBS report and satisfactory CCSL.
7. As training is sometimes held in church halls and other locations that are not always set up for meetings/training use. The setting up and packing away of equipment is often the responsibility of the Church Planting Missioner. This expectation from the venue managers may be something that could be avoided with planning.
8. The Employer will be The Winchester Diocesan Board of Finance. As such the role is under the leadership of the Chief Executive Officer. WDBF policies and procedures are directly applicable to the role. WDBF Employee Terms and Conditions apply.

This job description and person specification is not an exhaustive list of the tasks and responsibilities involved.

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Agreed MC/ML SMB 31032021