JOB PROFILE 2019

INTERCULTURAL PIONEER MINISTER

St Paul's Church, Oadby
Thank you for your interest in the Intercultural Pioneer Ministry job at St Paul’s, Oadby. I am delighted that you are exploring the possibility of applying for one of these roles and I want you to know that there are many of us here in the Diocese of Leicester who are praying for those seeking to discern God’s calling in this area.

Here in Leicester Diocese we have been blessed to receive a £2.5 million grant from the Strategic Development Fund of the Church Commissioners to enable Black, Asian & Minority Ethnic (BAME) mission and ministry within our city and county. As a diocese the primary way in which we are seeking to do this is through what we are calling Intercultural Worshipping Communities.

The Intercultural Worshipping Communities (IWCs) are a model for the renewal of Anglican Church life across the Diocese of Leicester. They are missional church communities where people from different cultural and ethnic heritage deliberately interact with one another in order to deepen their understanding and experience of God and of each other. They learn and grow together to build communities which are transformed, shaped, and moulded from each other’s experiences.

There is an element of risk to this new venture – we are looking for more that something tangible or measurable. A significant part of this project is about changing culture within the wider diocese and Church of England as a whole. We don’t know every detail of the journey that God has called us on for this project, but we are trusting the calling none the less and committed to the vision.

If this is something that you find exciting and daunting, then perhaps God is calling you to this role. Please keep reading, and get in touch with Lusa Nsenga-Ngoy (BAME Enabler) or Steve Bailey for an informal chat.

Yours in Christ

The Rt Revd Guli Francis-Dehqani
ABOUT THE DIOCESE

The Diocese of Leicester
Founded in 1926, Leicester is one of the youngest dioceses in England. The present Diocesan Bishop, the Rt Revd Martyn Snow, was welcomed in May 2016, and the Suffragan Bishop of Loughborough, the Rt Revd Guli Francis-Dehqani was welcomed in December 2017.

The boundary of the Diocese is almost coterminous with the county of Leicestershire which has a total population of just over one million people. There are nine local authorities in the diocese and the county is diverse, including urban, ex-mining towns and deep rural. There are areas of significant poverty as well as some areas of considerable wealth.

The Diocese is divided into two archdeaconries, broadly covering the west and east of the county. 244 parishes are served by 110 stipendiary, 25 self-supporting clergy and 97 Readers. In addition, 40 licensed pioneers are developing fresh expressions of churches. There are also 97 Church of England schools and academies.

The city of Leicester lies at the centre of the diocese and has a population of just over 500,000 (including its outer suburbs). It was one of the first cities in the country to have a majority of residents who are black, Asian or minority ethnic. The 2011 census revealed that Leicester residents trace their heritage to over 50 different countries across the globe, making the city one of the most ethnically and culturally diverse places in the UK. 19% of the population are Muslim; 15% Hindu; 4% Sikh. Leicester is proud of this diversity although new international conflicts, terrorism and extremism pose new challenges. The city is also proud that it is now known around the world for football and for King Richard III.

Leicester city has a significantly younger population than many other parts of the UK. Approximately 27% of the population
are aged 0-19 compared with a national average of 24%. Leicester also has high levels of income deprivation affecting children - 34% of families officially live in relative poverty (21% national), with 64% classified as 'low income'.

Beyond the city and its expanding suburban communities are numerous rural villages, many with medieval churches, together with market towns such as Loughborough, Market Harborough and Melton Mowbray as well as areas with an industrial and manufacturing heritage such as Coalville and Hinckley. On a simple count of churches, the diocese is predominantly rural with urban heartlands.

Leicester Cathedral is located in the Heritage quarter of the city and works closely with the Bishop and the Diocesan Boards of Finance and Education, notably through the neighbouring St Martins House. This award-winning centre was opened in 2011 in a refurbished former school building as a focus for mission and administration for the diocese. More recently the diocese has also opened St Martins Lodge with 28 bedrooms and bed-and-breakfast accommodation.

The area outside the Cathedral, St Martins House and St Martins Lodge is the centrepiece of a major new public gardens development, largely funded by the City Council and the European Regional Development Fund, a sign of the growing partnership between Church, Local Government and the University of Leicester. This partnership has been strengthened since the discovery of the remains of King Richard III under a car park just a few yards from the Cathedral where the King was reinterred with dignity and honour in March 2015.

Shaped by God – Every Day.
In 2006, the diocese developed a statement of purpose called ‘Shaped by God’ to guide our ministry and mission to meet the challenges of the future.

Shaped by God in our lives and communities we seek the growth of His Kingdom in:
- the depth of discipleship,
- the number of disciples of Jesus,
- loving service of the world.

This central focus on Christian discipleship is now being worked out in a number of key areas with some exciting new initiatives:
- Each church is being asked three key questions, the answers to which will help them develop an action plan:
  1. how are you growing, and enabling others to grow in the depth of their discipleship?
  2. how are you enabling growth in the numbers of disciples of Jesus?
3. how are you serving your community, and enabling others to love and serve those around them?

- For a season, these three key questions are being expressed in terms of ‘Everyday Faith’ i.e. everyday prayer (depth of discipleship); everyday witness (numbers of disciples); and everyday action (loving service of the world)

- Alongside these ‘Three Key Questions’, we are also working with ‘Five Lenses’ (or cross-cutting themes) through which we want to reshape our work. These are:

4. Children and young people
5. Black, Asian and minority ethnic people (we have received a Church Commissioners grant for this work)
6. Rural areas (we have started work on implementing the Bishop of Leicester’s Rural Commission, and are appointing a Rural Discipleship Enabler)

7. Areas of deprivation
8. ‘Setting God’s People Free’ (we are part of a national learning community)

- We have set ourselves the goal of having as many fresh expressions of church as inherited churches by 2030

- We have set aside £5 million in grant funds to support local churches’ initiatives for growth.

- We have established six ‘Resourcing Churches’ (2 within the city, one on the edge of the city and the other three in towns around the diocese) which are involved in an ambitious programme of church planting and fresh expressions of church over the coming years.

- We have launched a ‘new monastic community’ in Leicester (The Community of the Tree of Life) which will be a diverse community of young adults, committed to prayer, celebration, service, study and mission.

- In the next year or so we will be launching a significant review of ministry provision in the diocese, focussed on increasing vocations to ordained ministry and a whole variety of ‘Associate Minister’ roles.

Further details of diocesan strategy and vision can be found on our website www.leicester.anglican.org

Details of our ‘Everyday Faith’ resources, including downloads of key leaflets can be found at www.leicester.anglican.org/everydayfaith


The Community of the Tree of Life: www.leicestertreeoflife.org/

News about our BAME Initiative can be found at www.leicester.anglican.org/about-us/world-in-a-diocese/
ABOUT THE PROJECT

Enabling Black, Asian & Minority Ethnic Mission & Ministry

1. PROJECT SUMMARY
1.1. Description
From its inception in 1926, the Diocese of Leicester has witnessed a radical transformation to the context in which it is called to minister the gospel. Today it is serving a cosmopolitan population with people from diverse geographic, cultural, religious, and ethnic backgrounds. Developing ministry capacity to attend to this diversity has become a key strategic priority of Leicester Diocese. Building upon our Fresh Expression of Church (FXC) projects and aligning aspects of this strategy to the diocesan Resourcing Church (RC) strategy, we have embarked upon a long term project that has the potential to fundamentally transform our ability for mission and ministry.

During autumn 2017 we carried out SDF funded research on the status of black, Asian, and minority ethnic (BAME) mission and ministry within the Diocese of Leicester. This is highlighted the following key insights which have shaped our proposed new project:

- Active presence and participation of people of BAME heritage is limited within Anglican worshipping communities, and at all levels of leadership within the current governance structures of the diocese.
- Very few Anglican churches in the Diocese of Leicester consider BAME mission and ministry as a priority or have a clear understanding/experience of what specific resources and strategies are available/required.
- Cultural and ethnic homogeneity is the current strategy for church growth.
- Cultural assimilation, not integration is the leading assumption in BAME mission.
- Limited resources (people, time, finances) are allocated to BAME mission.
- Immigration and ‘transfer’ were the main sources of BAME growth in churches across denominations. There is low engagement with established BAME Communities.
- BAME leadership gifts do not seem to be effectively harnessed, developed, and released in the Church.
- No systematic and consistent measuring and monitoring of ethnicity.

From our findings we want to:
- Develop 2 different models of church that will be intentional in fostering cultural and ethnic integration. These models of church will be known as Intercultural Worshipping Communities (IWCs).
- Build on the opportunities for effective BAME mission and ministry within Leicester Diocese as a whole, focussing
our energy in those contexts where we have discerned significant missional energy.

• Effectively set a process towards a long-term diocesan culture shift in respect to ethnic and cultural integration.

1.2. Key Pillars of the project

1.2.1. To create a network of 6 Intercultural Worshipping Communities (IWC) in key areas across the diocese with high energy for BAME mission and ministry. This network, chosen for their missional energy will be made of:

1.2.2 An inner core comprising three inherited churches and one IWC plant. These churches will receive additional capacity and resources and would typically aim to plant/graft a new IWC by year 5 of the funding.

1.2.3. An outer core comprising two additional churches with missional energy for BAME ministry in which some capacity and resources will be invested.

1.2.4. To work with another 15 identified inherited Churches and accompany them in a process of building trust to slowly transition towards a more culturally and ethnically integrated expression of Church. These churches have already demonstrated a degree of energy and vitality in BAME mission and ministry by engaging with our research and attending a discernment evening. We want to grow this potential and help shape a renewal of mission and ministry that leads towards culturally and ethnically integrated expressions of Church.

1.2.5. For those Anglican Church communities with low/no energy for BAME mission and ministry, as well as those mono-linguistic and mono-cultural worshipping communities, we will produce a set of resources and provide opportunities for mutual learning in order to encourage greater confidence and engagement in BAME mission and ministry.

This bid will allow each IWC to receive extra resources in order to develop and in time establish (in partnership with surrounding parishes as appropriate) several new IWCs within the diocese. The exact investment will be tailored according to the context and vision of each IWC, but in broad terms the whole provision over 5 years, will consist of:

• 5 new Pioneer Minister posts to help grow discipleship capacity and vision
• 3 stipendiary Pioneering Curates
• A centrally deployed Intercultural Worship Enabler
• A Project Lead (already in place)
• 6 Context based Ordinands
• A Project Manager who will add capacity and expertise in terms of planning, execution and delivery (already in place)
• A full time Project Administrator (Currently part time in post)
• Additional support to allow IWCs to participate in the diocesan Mission Apprentice Scheme
In the wider context, the SDF funding will also help:

- Establish a Community of Practice for IWCs to facilitate shared learning across the churches at the core of the project. This will create a wider resource to inform the strategy and efforts to improve BAME mission and ministry within both Leicester Diocese, and the national context.
- Provide coaching and mentoring expertise to support the IWC’s and Leadership Teams.
- Work with one or more external partners
  - For research and measurement
  - For storytelling to ensure that learning can be shared with the wider Diocese
  - For leadership development and capacity building

1.3. Key Outcomes
Our research has driven some key outcomes which will be framed around the Leicester diocesan vision, Shaped by God framed around three key measures: Number of disciples, depth of discipleship, and loving service of the world. These outcomes are essentially informed by a commitment from Leicester Diocese to see its vision expressed in an inclusive and comprehensive manner. Our objectives, by the end of the funding would be:

1.3.1 Number of Disciples – Everyday Witness:
- A network of at least 6 intercultural and intergenerational worshipping communities whose mission and ministry will enable greater integration of those from the global diaspora.
- Up to 15 inherited churches participating in relevant areas and seeing growth in BAME presence, representation, and participation.
- Develop discipleship pathways offering a global perspective in engagement with faith and society. The aim will be to lead to all members of our churches to visibly deepen their discipleship and encouraging others into discipleship, especially those of BAME heritage. As a result, we would expect to see an increase in baptisms and confirmations of people of BAME heritage.
- By the end of 2024, we would anticipate seeing near to 900 new people of BAME heritage worshiping in Anglican churches within the diocese (including at least one third aged 18-30). Of this number, we expect that near to 50% of new BAME Anglicans will come from the churches closely aligned with the objectives of the project.
- The remaining 50% is expected to be drawn from growth resulting in greater confidence in BAME mission and ministry engagement across the...
wider diocese. Through a ripple effect, we anticipate to see all churches in Leicester diocese witness measurable growth of the BAME make up of their congregations. Leicester diocese currently utilises its own Statistics for Mission forms, and is intending to continue to do this, thereby enabling an ethnicity styled question to produce, first a baseline, and then a replicable measure in future years.

1.3.2 Depth of discipleship – Everyday Prayer:
- Our aim is to see at least 50 new BAME lay leaders in licensed and authorised ministry, a leadership that truly reflects context. (Reader, Pastoral Assistant, Pioneer, Evangelist, Children/Youth Worker, etc.)
- 100 new people of BAME heritage involved in the governance structures at diocesan and parish levels (Synods, Diocesan Committees, PCC, Church Wardens, etc.).
- 20 people of BAME heritage exploring vocation to ordained ministry with the hope that at least 70-75% will be recommended for training (in line with diocesan forecasts).
- An increase in BAME clergy applying to roles in Leicester Diocese and BAME clergy being appointed to incumbent roles within Leicester diocese. While an ideal outcome would be diversity in clergy numbers that would reflect the local context (currently below 3%), our long term aspiration (is for the proportion of BAME clergy in incumbent roles to be at least double the national average (currently just over 3%). Typically this would mean at least an additional 7 BAME incumbents by 2024.

1.3.3 Loving Service of the world/community – Everyday Action:
- We anticipate seeing a deepening of diocesan partnership with our four Anglican link dioceses.
- We expect to see stronger links with majority BAME/BAME-led congregations meeting on Anglican premises and possibly other unattached ones. This increase in levels of partnership will be evidenced in the wider engagement with issues of social justice and social need in context (e.g. leadership development, money matters, translator services, etc…).
- Contributing to missiology that recognises and responds to changing demography (local and national).
- The publication of the results of our learning and its dissemination through seminars, workshops and champions.
ABOUT THE JOB

Diocese of Leicester – Intercultural Pioneer Ministry
St Paul’s, Oadby

JOB TITLE
Intercultural Pioneer Minister (this is a Licensed post open to lay and ordained candidates).

PURPOSE
The Pioneer Minister will lead the creation and establishment of a thriving Intercultural Worshipping Community in Oadby. The Pioneer Minister will work under the incumbent and alongside colleagues to provide leadership to an intercultural and intergenerational core team.

INTERCULTURAL WORSHIPPING COMMUNITIES
The Intercultural Worshipping Communities (IWCs) are a model for the renewal of Anglican Church life across the Diocese of Leicester. They are missional church communities where people from different cultural and ethnic heritage deliberately interact with one another in order to deepen their understanding and experience of God and of each other. They learn and grow together to build communities which are transformed, shaped, and moulded from each other’s experiences.

This is an exciting opportunity for a pioneering leader with a passion for growing a culturally and ethnically diverse church and the ability to share our vision and draw people to it.

CONTEXT
St Paul’s is a vibrant church in the open-evangelical tradition. It is part of the Church of England and its Parish serves Oadby, east of the A6. It is also part of a larger group of parishes, called a “Benefice,” which includes St Peter’s Oadby, Great Glen and Burton Overy with Carlton Curlieu.

Our Vision Statement is ‘A church for all ages, backgrounds, cultures and nationalities, growing and following Jesus.’ This vision was conceived with the recognition that as a church we did not represent well the community in which we are set. By the grace of God we have seen growth in recent years in the number of people from a BAME background. We rejoice in this and long for more! We have a congregation of about 80-90 at our main Sunday service and are known as a friendly and welcoming church family.

Oadby is a large suburban town with a population of approx. 23,000 people. Situated on the southern outskirts of Leicester, there is a wide range of ethnic diversity and other faiths among the population. Oadby is relatively well off with much private housing for a large number of professional people. There are lots of schools in the parish (5 state primary and 3 state secondary including Beauchamp College with A level provision), all with good or outstanding reputations and much sought after.
There is good ecumenical and interfaith links leading to a strong community. As such Oadby is an ideal place for a Pioneer Minister to engage in Intercultural work.

St Paul’s is a young church, just over 35 years old and some of the congregation were there when it began! It is a very friendly and welcoming church which is well supported by its people. They are dedicated and committed, are genuinely seeking to grow their faith and are open to the work of the Spirit.

Prayer is very important and there are some significant stories of answers to prayer for the church and its people. St Paul’s has been busy trying to reinvent work with children and young people over the last 7 years. Many who started the church came with their children who have now grown up and moved on. They are keen to welcome the next generation and thanks to much prayer and an investment in youth work we are starting to see the fruits of this. Our full-time Youth Worker has been with us for 7 years and has good links with the three Secondary Schools and runs a well-established Friday Night Youth club which now has some Young Leaders who have grown up through the group.

For St Paul’s the vision and priorities at this time are to continue to build on our work with young people. We long to see more of the people we are working with come to faith in Jesus. Another aim is to continue to grow our congregation in its faith as well as its diversity; we are open to where the Spirit is leading us next. Finally we need to build on our community relationships; St Paul’s is fairly well hidden on a housing estate but is a very friendly and welcoming place. As we seek to share the good news of Jesus Christ we pray that we will see more people of all ages, cultures, nationalities and backgrounds come to place their faith and trust in him.

**MAIN DUTIES**

This is a pioneer post which focuses on creating new forms of mission activities reaching out to the diverse community within Oadby. It is not easy to define the tasks which make up such a pioneering role, but it is envisaged that it will include some of the following:

- A Pioneer post licensed to the parish, where for a substantial amount of their time (five days), the post holder would be released from maintaining inherited church worship/activities in order to focus on new worship gatherings/fresh expressions and new forms of mission activities reaching out to people beyond the church community.
- The remaining portion of their time (one day) would focus on cascading learning across other contexts within the team ministry or across the diocese.
- Initial focus for the pioneering ministry would be in the parish where the first twelve months would be spent becoming embedded within the church community and, through a collaborative
approach, discerning and identifying at least one new fresh expression/mission activity. It is anticipated that this will be launched at the beginning of the second year.

- It is expected that St. Paul’s would be the base for such new initiatives, drawing upon the momentum generated by ongoing initiatives, with particular attention to the work carried out by the Youth Minister in local schools.

- Such new initiatives would intentionally aim to reflect the wider ethnic diversity present in the local community (including the student community).

- During this initial phase the pioneer would also offer support within the Team Ministry. (This provision will naturally vary depending on whether the post holder is an ordained minister or not.)

At the end of the initial two-year phase, as potential for new mission initiatives emerge at St. Peter’s Oadby (or elsewhere in the Team Ministry), there may be opportunities for the pioneer to develop one or more new inter-cultural mission initiatives there also with the view of an IWC graft/plant by year 5.

**THE ROLE REQUIRES**

**Calling**
- A clear calling from God to serve in this exciting and challenging position.
- A commitment to intercultural and intergenerational ministry
- A calling to reach people who are not yet part of any church community

**Character**
- Prayerful
- Imaginative, Innovative, and Creative
- Resilient
- Compassionate and Courageous
- Emotionally mature
- Ready to learn
- Collaborative worker

**Chemistry**
- Relationships
  - Ability to maintain healthy relationships and boundaries
  - Ability to engage well with conflict
  - Approachable to people of all ages, cultures and ethnicities

- Ministry
  - Ability to work under authority
  - Commitment to work within the framework of the Church of England
  - Experience of leadership in the local church
  - Commitment to share good practice in the Deanery and Diocese

**Competence**
- The gifts necessary to lead the building of a thriving fresh expression of Church that will form an integral part of an IWC in Oadby. These may include but are not limited to:
  - Experience of leading a Church plant and/or fresh expressions of Church
  - Experience of leading contemporary services; preaching; pastoral care; growing disciples discipleship; developing vocations; community engagement; and resourcing and enabling others in ministry.
  - Experience and understanding of life and ministry in culturally and ethnically diverse contexts.
• Ability to harness and release the gifts of others
• Reflective practitioner
• Excellent communication skills (written/spoken)

RESPONSIBLE TO
This is an Associate Minister level post sharing responsibility of ministry within the parish of St Paul’s Oadby. The post holder will be responsible to the Revd Stephen Bailey, Rector of St Paul’s, Oadby and will relate to other members of the team ministry as a peer.

THE ROLE OFFERS:
• The opportunity to work with a gifted and enthusiastic team.
• A chance to actively participate in a key strategic priority for Leicester Diocese and help revitalise the church in Leicester Diocese.
• Opportunity for ongoing personal development including mentoring and coaching
• A chance to build a team to lead an innovative programme to grow the church

• Welcoming congregations and fellow clergy keen to work collaboratively
• The opportunity to engage with the diocesan network of pioneers
• The chance to work and live in a vibrant and dynamic diocese.

KEY RELATIONSHIPS
• The Incumbent
• St Paul’s Ministry team
• Oadby and Great Glen Team Ministry
• The BAME Mission and Ministry Team
• Pioneer Development workers
• The Intercultural Ministry Enabler
• Diocesan Pioneer Community
APPLICATION INFORMATION
Applicants are required to apply by filling in an application form.

The names of three referees must be provided, one of whom must be the current employer or most recent employer for applicants who are not currently in employment. In addition a Clergy Current Status Letter will be sought from the Diocesan Bishop of Anglican clergy applicants. References are normally taken up prior to interview: please indicate any referees to whom an approach should only be made after the interview.

Applications should be sent

- by email to Aletta Carpenter van Barthold: aletta.moyse@leccofe.org
- or by post to Mrs Aletta Carpenter van Barthold, Diocese of Leicester, St Martins House, Leicester LE1 5PZ

For an informal conversation about the post you can talk to Revd Stephen Bailey, Rector of St Paul’s Oadby on vicarstpauloadby@gmail.com or Lusa Nsenga-Ngoy (BAME Mission & Ministry Enabler) on lusa.ngoy@leccofe.org or 07496 824393 | 0116 261 5323

More information about the Diocese of Leicester is available on our website: www.leicester.anglican.org

The closing date for applications is November 28th 2019

Shortlisting will take place on week commencing 2nd of December and every effort will be made to contact applicants as soon as possible after shortlists have been drawn up.

Interviews will take place on 10th December 2019

OTHER INFORMATION

Employment status
This is an employed post. The Pioneer Minister will be an employee of the Leicester Diocesan Board of Finance, based at St Martins House, 7 Peacock Lane, Leicester LE1 5PZ.

Salary
£37,000 - £39,000 per annum depending on experience. Please note this is an employed role and cannot replicate the terms and conditions of clergy office holders.

Housing
Housing is not provided.

Hours
42 hours per week (for a fixed term of 5 years)
This is a full-time post with working times varying according to the needs of the work including unsocial hours. Regular weekend and evening working
will be involved as well as overnight stays at some residential events. Considerable flexibility is required.

**Pension**
Defined Contribution pension of 10% of salary (alternatively, existing members of the Church of England Clergy Pension Scheme may opt to remain a member of that scheme).

**Annual leave**
30 days, plus Bank Holidays

**Probationary period**
6 months

**Anticipated start date**
1st March 2020

There is an occupational requirement that the post holder is a practising Christian. This post is subject to Enhanced Plus DBS disclosure.

The successful applicant will need to provide proof of right to work in the UK before taking up post.