Pioneer Development Officer
(Department of Pioneering Ministry & Fresh Expressions)

Job Information Pack

Closing date: 9th February 2020

Interviews: TBC
16th January 2019

Dear Applicant,

I am delighted that you have expressed interest in the role of Pioneer Development Officer. I hope that you will find the information provided in the pack helpful.

The Diocese of Southwark is at an exciting point in its journey as it develops the new department of Pioneering Ministry and Fresh Expressions. We have seen significant fruit already in our integrated approach towards pioneering and fresh expressions and we very much wish to grow this further.

Fresh expressions of Church are an important part of our Southwark Vision 2017-2025 which builds on our strategic plans, and has set out our vision and goals for the future in which we will see:

- Growing churches, new worshipping communities and new Christians
- Deepening discipleship: engaged, prayerful and informed Christians
- Growth in vocations to existing and new ministries
- Generous giving and prayer supporting all we do
- Justice and peace built up, and violence challenged, in our local and global community
- A shared commitment to the common good and the integrity of creation
- A church for all which reflects our diverse community in membership and leadership

This post offers the right person a unique and interesting opportunity to make a difference to the development of pioneering and fresh expressions in the Diocese of Southwark. If you feel called to be part of our journey have the necessary enthusiasm, skills and experience then we would be delighted to hear from you.

With best wishes,

Canon Will Cookson, Director of Pioneering Ministry & Dean of Fresh Expressions
JOB DESCRIPTION

Job Title: Pioneer Development Officer
(full-time, 35 hours a week, five years fixed term)

Reporting to: Director of Pioneering Ministry and Dean of Fresh Expressions

Key Relationships: Potential pioneer ministers, their Incumbents and other officers within parishes
Archdeacons
Director of Mission & Evangelism and his team
Director or Strategic and Operational projects
Project Manager and the Core Project Team

Background:
The Diocese of Southwark has been on an exciting journey in the past few years as we have explored imaginative and creative ways of being Church. Using the idea of a Pioneer Spectrum we have developed a missional approach to fresh expressions/ new Christian communities that has encouraged innovation, diversity and experimentation.

To embed and encourage this approach within the Diocese the Bishop has created a new department of Pioneering Ministry and Fresh Expressions. By 2025 we expect to have 100 Pioneers (lay and ordained). We have 100 fresh expressions of Church and expect that having a focus on encouraging, resourcing and supporting pioneers will see a significant increase in this number. Pioneering has played a key part in our past two successful Strategic Development Fund (SDF) bids. We wish and expect this focus to continue in future bids.

Job purpose:
The post-holder will be part of an exciting new team led by Canon Will Cookson, Director of Pioneering Ministry and Dean of Fresh Expressions. The Diocese has a vision for growth and the new team is expected to play its part in helping the Diocese to grow and innovate. Some of the key ways that we anticipate that this will happen are:
- Encouraging and supporting Lay and Ordained Pioneer Ministry
- Growing fresh expressions of Church/ new Christian communities
- Supporting a culture of innovation and risk taking in the Diocese
The role of Pioneer Development Officer will play a key role in ensuring that our goals are met through supporting churches and lay teams across the Diocese, through consultancy, training and learning communities.

**Key responsibilities**

**Developing Pioneering and Fresh Expressions**
- Help clergy and lay leaders to identify Pioneers and FX leaders in their churches across the Diocese
- Help to develop a greater appetite for Pioneering and FX across all traditions, ethnicities and geographies
- Work with our new Pioneer Hub churches to help them develop and support Pioneers and fresh expressions.

**Training and Support**
- Develop and lead learning communities of churches looking to work in mixed-mode
- Develop and support Action Learning Groups for Pioneers focussed on a particular type of FX/need
- Accompany churches involved in Mission Shaped Ministry (MSM) training to help them explore new FX/Pioneering opportunities. Look at how we might use new resources to develop MSM
- Contribute to training across the Diocese to nourish and support Pioneering and FX
- Help with developing our Lay Pioneer pathways
- Help develop mission accompaniment and mentoring for pioneers and FX teams
- Help with supporting our SDF Pioneers.

**Communication, Evaluation and Monitoring**
- Work to share stories and good practise through social media and Diocesan communication channels to encourage and help other fresh expressions and pioneering to develop
- Work with Strategic & Operational Projects Department to ensure that we can track and evaluate progress and growth

**Key anticipated outcomes**
- 100 Pioneers (lay and ordained by 2025) leading to a significant increase of fresh expressions
- Increased number of fresh expressions of Church across the Pioneer Spectrum
- Planting new fresh expressions with national/ international significance
- Pioneers and fresh expressions across traditions, ethnicities and geographies
- 6 Action Learning Groups focussed on key areas of learning
- 3-4 learning communities of mixed-mode pioneers
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<th>Essential</th>
<th>Desirable</th>
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<td>A mature Christian faith with a passion for mission</td>
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<td>Exceptional emotional intelligence and soft skills</td>
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<td>Passionate about fresh expressions of Church</td>
<td>Experience of mission training (especially of the MSM course or similar) and mentoring</td>
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<td>Demonstrable and practical experience of Pioneering/fxC/Contextual mission</td>
<td>Theology degree or Diploma</td>
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<td>Experience of Fresh Expressions and/or Pioneering</td>
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<td>Able to inspire and influence others</td>
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<td>An appreciation for, and a commitment to work positively within, the breadth of the Church of England</td>
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<td>Excellent communication skills (written and verbal)</td>
<td>An understanding of social media</td>
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<td>Able to facilitate conversations with and between different groups</td>
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<td>Great networking skills</td>
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<td>The ability to think strategically and realise what will make a difference</td>
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<td>Experience of building and leading functional, successful teams</td>
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<td>Able to learn from failures</td>
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This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act
DIOCESE OF SOUTHWARK

Pioneer Development Officer

Outline terms and conditions

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

Your normal place of work will be Trinity House, with extensive travel throughout the Diocese.

Length of contract

The post is funded for a fixed term for 5 years

Salary

The post has the salary of £36,000 per annum. The Diocese welcomes applications from both lay and ordained pioneers.

The post is open to ordained clergy, who if they wish can choose to be appointed to clergy equivalent terms and conditions, with a salary of £27,071, provision of housing within the Diocese linked to some ministry in the Diocese, and continuing membership of the Clergy Pension Scheme.

Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work

35 hours per week over 5 days per week including evening meetings, with the need for flexibility to work evenings and at weekends as part of the role.

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years’ service. There is also an entitlement to 2 local and 8 national bank holidays. The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.
**Season Ticket Loan**

An interest free season ticket loan is available upon satisfactory completion of the probation period.

**Pension**

A non-contributory pension will normally be arranged with the Church Workers’ Pension Fund, currently a 15% employer’s contribution. Existing members of the Clergy Pension scheme may choose to continue as a member of the scheme, with the salary and housing option outlined above.

**Working Expenses**

Reasonable out of pocket expenses will be reimbursed.

**Termination of Employment**

During the six-month probationary period one week’s notice is required on either side. Thereafter you will be required to give three months notice should you wish to resign and will receive a minimum of three months’ notice.

**Equal Opportunities**

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

**Disciplinary and Grievance Procedures**

Further details would be provided in the contract of employment that would be issued on appointment.

**Ineligibility for Election**

Employment in this post means that you would be ineligible for election to the General Synod of the Church of England or the Southwark Diocesan Synod.
Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion. The Diocese covers primarily the area of Greater London which is South of the Thames, together with the Eastern part of the county of Surrey. It is one of the largest dioceses in terms of population and parishes as well as one of the most diverse.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese of Southwark serves a growing population of 2.8 million people across south London and East Surrey, an area of rich variety and diversity, through its network of 292 parishes, 358 churches, 190 of which are listed places of worship. There are 106 church schools across the Diocese, 15 of which are secondary schools.

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The priorities of the Diocese are to release gifts, renew vocations and deepen people’s life of faith. We aim to do so by effective stewardship of our resources, by collaborative team working, by respect for all and transparent accountability.

Specific aims which the Diocese is working towards at present are:

- to grow our average weekly attendance;
- to increase the number of worshipping communities;
- to grow our financial resource base to allow investment in growth for the future;
- to increase lay and clergy vocations; and
- to grow leadership and representation that reflects the rich diversity of Southwark Diocese.

The Diocese is committed to providing the resourcing necessary to train and house over 300 clergy to minister in its parishes, alongside laity and clergy in secular employment.

In 2017 ministers carried out 2,860 funerals, 740 weddings and 3,220 baptisms. Surveys indicate that 70% of church members volunteer in their local communities, including as school governors, street pastors and in night shelters and food banks.
As part of the Renewal & Reform programme, the Church Commissioners have been making major grants available to Dioceses for specific projects with clear vision and goals to make a significant difference to their mission or financial strength. The Diocese of Southwark has now been awarded two such grants.

In 2016, the Diocese was awarded a major grant to develop fresh expressions of Church throughout the Diocese and to grow the Church in new development areas, in particular the Nine Elms development on the South Bank in the Vauxhall /Battersea area.

In 2019 the Diocese was awarded a second major grant this time for six specific projects in places identified across the Diocese where there is a clear opportunity for growth and where lessons learned can be replicated to good effect across the Diocese and the wider church. As the Church of England report “Church Growth - From Evidence to Action” makes clear, there is ‘no single recipe for growth’. Yet, there are common factors and as such, we are embarking on diverse approaches in both intervention, church tradition and expected outcomes, whilst ensuring appropriate monitoring and oversight.

The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan Office, located in Trinity House, Southwark.

**Trinity House and the Area Offices**

Trinity House houses the Diocesan Office where most of the professional staff of the Diocese are based under the overall direction of The Diocesan Secretary. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

In 2016 our governance structure was streamlined to align policy and resource decision-making in a new Diocesan Council of Trustees (DCT). The governance of the Diocese is now held by the DCT which incorporates the Diocesan Board of Finance, Bishop’s Council, Diocesan Mission & Pastoral Committee, and Diocesan Parsonages Board, with coterminal membership. The DCT delegates the day-to-day management and leadership of its activities to the Diocesan Secretary who is accountable directly to it and who meets with both the Senior Management Team (comprising Departmental Heads, of which the Deputy Diocesan Secretary is one) and monthly with Archdeacons. In addition, more granular oversight by the DCT is exercised through its two committees, the Policy and Finance Committee (PFC) as well as the Audit and Risk Committee (ARC). These committees each have distinct responsibilities for scrutiny and oversight; the PFC for resource spend and performance against objectives, and the ARC in its ongoing appraisal of risk, including investment risks.
The staff who work across the whole Diocese have a core purpose and values that set out their role in supporting the Diocese achieve its Strategic objectives. These are known under the banner of ‘Lead, Enable, Serve’ and are summarised in the table that follows.
DIOCESAN STAFF PURPOSE
To serve, support, lead, and enable the mission of the God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.

DIOCESAN STAFF AIMS
- To support our parishes and clergy so that they are energised, equipped and empowered through specialist advice, leadership in ministry, training and development, good housing and by building effective relationships.
- To meet our statutory and regulatory obligations, and to be proactive in leading and disseminating good practice.
- To evaluate and allocate resources effectively, in line with the vision, aims, values, and policies of the Diocese.
- To resource, and support mission and evangelism, vocational discernment, training and ongoing development for lay and ordained ministries.
- To ensure that all our structures, policies, practices and the way in which we communicate are fit for purpose now and in the future, through regular review and continuous improvement.