



Church Planting Project Lead Role Description

September 2024

Come and play a key part in Church of England Birmingham’s Church Planting and Revitalisation Strategy over the next decade.

Church of England Birmingham is on a journey of growing churches at the heart of every community. In the last few years we have developed a strong track record in revitalising parishes and planting thriving new churches and congregations, beginning with Gas Street back in 2016. This activity is a key part of our strategy to increase the number of disciples across Church of England Birmingham.

To accelerate this work we are recruiting a Church Planting Project Lead who will work closely with the Director of Mission Support to inspire, initiate, develop and implement Mission Designs for up to 40 new Church Plants or Revitalisations over the next decade through Church Commissioner funded activity.

We are looking for an inspiring, missionally-minded, strategic individual who believes in church planting as a way of welcoming people into the family of God. They will be respectful and appreciative of the breadth of traditions, theological convictions, demographics and ethnicities within Church of England Birmingham and their excellent people skills will enable them to draw different groups together in seeing new congregations established. They will be committed to growing churches that reflect and embrace this rich diversity.

The successful candidate will be part of the Mission Support Team and benefit from the gifts, experience and insights of their colleagues. There is a genuine occupational requirement that the post holder is a practising Christian who will play a full part in the prayer culture within the team, bringing leadership that enables others to join them in praying for the flourishing of these new Christian communities.

JOB DESCRIPTION

The successful post holder will work with the Director of Mission Support and the Archdeacons of Aston and Birmingham to agree on the sequencing of Church Plant and Revitalisation activity. They will work closely with the leadership of the planting or revitalising church, inspiring and encouraging the development of fresh vision that is firmly rooted in prayer and the acknowledgement that Christ builds His church.

Building on proven best practice they will take on responsibility for a number of new Church Plants or Revitalisations where they will establish and chair Project Steering Groups to work through questions ranging from shared identity, governance, worship, mission, employment, buildings and finance to develop coherent and achievable Mission Designs. They will play an accompanying role as these new congregations are formed.

The role requires sensitivity to differences in theology, ecclesiology, demography and ethnicity, playing close attention to power dynamics to ensure that every voice is heard. This is an exciting opportunity for a missional leader to play a significant role in developing growing churches at the heart of each community. At present this post is funded for five years. It is our intention to review our long-term needs before the end of this funding and therefore also the future of this post.

Key responsibilities include:

- Supporting the development and implementation of the Diocesan Church Planting & Revitalisation Strategy through:
 - *Establishing and chairing Project Steering Groups; inspiring, encouraging and challenging local lay and ordained leaders*
 - *Generating Mission Designs for each Plant or Revitalisation and working with colleagues in the Project Management Office to develop project plans for our Diocesan Change Management structure*
 - *Liaising with the Director of Mission Support and other colleagues to ensure that these plans are realistic and achievable*
- Collaborating with colleagues including the Director of Mission Support to develop a New Congregations Leadership Network, enabling effective lay and ordained leadership for Church Plants and Revitalisations.
- Engaging with learning and networking opportunities as relevant to role and continuing professional development (for instance CCX, New Wine and National Estate Church Networks).
- Collaborating with colleagues within the Mission Support and wider Church of England Birmingham teams and contributing to other projects that support local mission as agreed or required by the Director of Mission Support.
- Looking for connections with other within Church of England Birmingham to enable effective teamworking and avoid duplication.
- Liaising with the Communications team and Programme Manager to collect and disseminate positive stories and marks of progress.

Church Planting Project Lead Role Description

JOB DESCRIPTION *Continued*

- Working with colleagues including the Programme Manager to monitor the progress of activities, ensuring all reporting deadlines, agreed targets and milestones are achieved.
- Working alongside colleagues to play a full part in the prayer culture of the Mission Support Team.

PERSON SPECIFICATION

We are looking for someone with a strong Christian faith, a love for God's Church, and the following qualities and experience:

- Missionally minded with a commitment to establishing new and renewed expressions of church in an Anglican context.
- Clear strategic thinking with a proven ability to creatively respond to local mission opportunities.
- Equipped to support local leaders in developing local context-informed mission design.
- Experience of leadership within a Church Plant or Revitalisation would be desirable.
- A friendly and warm character with natural ability to inspire, relate to and build trust with a diverse range of people.
- Excellent people and stakeholder management skills with the ability to 'read the room' and adapt approach accordingly.
- Sensitive to power dynamics and able to ensure that all can play a full part in church planting and revitalisation.
- Collaborative and able to work across the cross-section of traditions, personalities and theological perspectives within Church of England Birmingham.
- Knowledge of different traditions' approaches to mission and evangelism across the breadth of the Church of England.
- An understanding of the structure and culture of the Church of England, including some knowledge of how dioceses, parishes and churches work.
- Organised and motivated to manage their own workload to specified timelines and see tasks and projects through to completion.
- IT literate and able to communicate and present information effectively using MS Office software.
- Must be able to travel the length and breadth of the Diocese and work evenings and weekends as required.
- Confident in participating and leading corporate prayer.
- There is an Occupational Requirement that the post holder is a practicing Christian.

WORKING RELATIONSHIPS

The successful candidate will become an active member of the Diocesan Mission Support Team and will be line managed by the Director of Mission Support.

APPLICATION PROCESS

Application Deadline: **Thursday 31st October 5pm**
Interviews scheduled: **w/c Monday 11th November**

Please contact Andy Winmill, Director of Mission Support, via **andy.winmill@cofebirmingham.com** if you would like an informal conversation prior to applying.

TERMS AND CONDITIONS

- The role is full-time with an annual salary of £41,000 - part-time/flexible working proposals may be considered.
- The contract is for 5 years.
- Holiday of pro-rata 5 weeks per year, 3 discretionary days and bank holidays.
- The post is subject to a DBS disclosure and satisfactory references
- The role requires weekend and evening availability with an accompanying Time Off In Lieu policy.
- The employer is BDBF (Birmingham Diocesan Board of Finance)

EQUALITY & DIVERSITY

The Church of England Birmingham is committed to promoting a diverse and inclusive community - a place where all can be themselves and bring their unique identity to their ministry and/or work.

We welcome applications from any individuals who feel that they meet the person specification for any post, in particular from those who are currently under-represented in our staff teams such as those from Global Majority Heritage or UK Minority Ethnic backgrounds, those with visible or invisible disabilities and those who identify as LGBTQI+.

We offer a range of inclusive employment policies, flexible working arrangements and other services to our staff teams.

The Church of England Birmingham is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders are expected to share this commitment.