

THE CHURCH
OF ENGLAND
DIOCESE OF
WORCESTER



Diocese of Worcester

Mission Accompaniers



Kingdom People
love • compassion • justice • freedom

Becoming a Mission Accompanier



Dear Colleague

Thank you so much for your interest in becoming a Mission Accompanier as part of our vision to grow as Kingdom People in healthy and sustainable churches.

We are delighted that you are willing to consider serving God in this way, coming alongside local churches to enable them to understand and implement what it means to be healthy and sustainable in their context.

We are praying that over the coming years we will see churches become clearer about who God is calling them to become, how they can put that into practice & how they can learn, grow and develop in their worship of God, share hope, make more disciples and transform their communities.

As we work with you to discern how and where you might play a part in that, we would ask that you:

- ~ Read the information about Mission Accompaniers at www.cofe-worcester.org.uk/mission-accompaniers
- ~ Read this application pack
- ~ Pray about whether God is calling you to make this commitment
- ~ Complete this [short application form](#) (also on our website) and send a short CV or copy of your LinkedIn profile to our Mission Accompanier Co-ordinator Simon Barrington (MACoordinator@cofe-worcester.org.uk)

Once we have received your form we will contact you to arrange a short interview with me, Simon Barrington and Ceri Harris (Mission Accompanier Huddles facilitator). The first set of interviews are taking place on 1 & 2 March 2022.

At the interview we will not only be considering your skills and experience, but also whether there is a potential match with a local church that is currently seeking a Mission Accompanier. If we can see a fit, after the interview we will arrange for you to meet with the local church leaders and ourselves to determine if there is a willingness for all of us to move forward together.

We are planning to have these initial sets of meetings between Mission Accompaniers on 22, 23 & 24 March 2022.

Once you have been appointed as a Mission Accompanier there will be a training day on 27 April 2022 where you will be able to meet other Mission Accompaniers, and learn more about the programme and our approach

In the meantime, if you have further questions, please do not hesitate to contact Simon or me and we would be glad to talk those through with you.

Every blessing

A handwritten signature in black ink, appearing to read 'Nikki Groarke'. The signature is fluid and cursive.

Nikki Groarke
Archdeacon of Dudley
Diocesan Leader for Transformation and Change

Our diocesan vision is to grow as Kingdom People, sharing the good news of Jesus' love in Worcestershire & Dudley. As the body of Christ, we join together to worship God, make disciples, share hope, & transform communities.



Following two rounds of Open Conversations about the future of our Church, we are now working with deaneries and parishes through a series of local discussions.

We want to enable church communities across the Diocese to grow in health and sustainability by:

- ~ **Inspiring local** church communities to be ambitious in generating appropriately local responses that enable them to flourish and grow.
- ~ **Equipping and strengthening** church communities by providing training, and by establishing new approaches and forms of support.
- ~ Adopting **leadership** models that support and develop ordained and lay leaders in enabling local church communities to be adaptive, and to grow spiritually, numerically and in depth of discipleship.
- ~ Promoting **wise stewardship** that ensures financial stability and provides the space to deliver a robust growth programme, that increases the number of healthy and sustainable churches.

In support of this aim, and as part of the Diocese's encouragement and support for healthy and sustainable churches, we are now looking to instigate a Mission Accompaniers programme. The aim of this programme is to offer external support to all the parishes within the Diocese, so that together we can be thriving people in thriving churches for thriving communities.

The Mission Accompanier's key role will be to come alongside the parishes, churches, benefices or wider groups, to listen and to help with how that community might grow and develop to become healthier and more sustainable.

Mission Accompaniers will work with the clergy and lay teams to help the community establish priorities for the next few years, and then to provide support and input in reaching these.



Purpose of the role

The role will be for 18 months, with the first cohort starting in April 2022. Support/guidance for the role will be provided by our Mission Accompanier Co-ordinator, Simon Barrington and Huddles Co-ordinator Ceri Harris.

The key objectives of each Mission Accompanier are to:

Facilitate, support, equip and pray with your assigned church to enable them to:

- ~ **Understand** what it means to become a healthy and sustainable church in their context
- ~ **Participate** fully in becoming a healthy and sustainable church
- ~ **Develop** a bold and courageous plan that is contextually relevant, specific, focussed and kept under continual review.
- ~ **Evaluate** progress, amend course & develop a learning culture.
- ~ **Collaborate** with others who are also seeking to become healthy and sustainable churches

As a Mission Accompanier you will be expected to do this by:

- ~ Providing a combination of experience and expertise, coaching, constructive challenge and practical support.
- ~ Being a critical friend, walking alongside, listening deeply, challenging, questioning, supporting, encouraging and cheering on.

It is anticipated that a Mission Accompanier will work with parishes for around 10-12 sessions over a couple of years, coming alongside and supporting the clergy and/ or church team in a particular parish, church or benefice.

Through attentive listening and challenging questions, Ministry Accompaniers will work with parishes to enable discernment of clarity of approach, to identify possible ways forward and to assist in planning to make things happen. The Mission Accompanier will also be able to help parishes access support and resources.

It is envisioned that the Mission Accompaniers will utilise a number of different skills or approaches, as appropriate, to help parishes in their particular contexts, (eg coaching, consultancy or mentoring), but they won't tell parishes what to do or prescribe a fixed agenda or way forward.

Reporting to:

- ~ In the first instance the Huddles Co-ordinator
- ~ The Mission Accompanier Co-ordinator
- ~ The Archdeacon of Dudley/ Diocesan Leader for Transformation and Change

Key connections:

- ~ The Archdeacon of Dudley/Diocesan Leader for Transformation and Change (Nikki Groarke)
- ~ Mission Accompanier Co-ordinator (Simon Barrington)
- ~ Huddles Co-ordinator (Ceri Harris)
- ~ Diocesan staff (& Deanery Leadership Teams as appropriate)
- ~ Relevant church leaders and Learning Community teams
- ~ The cohort of Mission Accompaniers

Key tasks

Key tasks:

With God's help, you will:

- ~ Work with the church leadership team (Incumbent, PCC/DCC, Learning Community team) in your partner church to get beneath the surface of church life to help describe where things are at the start of the process.
- ~ Undertake your own research, making use of church spotlight reports and dashboards (ask Simon Barrington for details), to help inform the understanding of where the church is now.
- ~ Help the church team identify parish goals for moving forward that are well-defined and will make a step change for growth using a mixture of coaching, consultancy and mentoring.
- ~ Help the church leadership team to keep on track with agreed plans.
- ~ Complete a report at the end of the period, together with the Learning Community, to record the learning and progress you have seen over the 18 months and making recommendations for the church's future growth.
- ~ Meet twice a year with the Mission Accompanier co-ordinator to facilitate learning, reflection & supervision of the Mission Accompanier. Write a review of progress for these meetings.

- ~ Ensure expenses claims are supported with relevant receipts & are submitted together with invoices promptly (not to exceed 3 months after the expense was incurred).

Key expectations:

- ~ To connect with the Church every month, including:
 - ~ Meeting with the Learning Community at least every other month
 - ~ Meeting with the Incumbent/Learning Community lead at least every month
- ~ To pray regularly for the church(es)
- ~ To keep sensitive information & conversations confidential
- ~ To meet via zoom/in person in a huddle with 6-8 other Mission Accompaniers for 75 minutes each month with the Mission Accompanier Co-ordinator/Huddles Co-ordinator and to seek help whenever needed
- ~ To submit invoices (if appropriate) and expenses regularly (as requested)



Characteristics of a Mission Accompanier:

- ~ A practising, prayerful Christian.
- ~ Enthusiastically supportive of the vision to see churches in the Diocese of Worcester grow in health and sustainability and willing to play a key part in this.
- ~ Experience of church growth, most likely in a clergy, senior leadership role or consultancy/coaching role but not necessarily.
- ~ Experience of coaching a team and/or individual in a church, charity or business context, or in providing consultancy or mentoring to a church, charity or business.
- ~ Have an understanding and appreciation of the Church of England and its structures and values.
- ~ Able to understand a church's current situation and imagine what could be – creating a vision of health and sustainability that is relevant to the church's context and history.
- ~ Able to work alongside an incumbent and build good relationships with the PCC and leadership team.
- ~ Able to challenge a church, as well as provide support to work through difficult problems.
- ~ Motivated and focused – able to take the initiative and work with a church to move it forward.



Remuneration and expenses

We recognise that each Mission Accompanier's circumstances are different. In some instances, Mission Accompaniers will undertake this role as part of their current role within the Diocese of Worcester or the wider church.

In other instances, Mission Accompaniers will see this as part of their service to the church and will want to volunteer their services free of charge and claim necessary expenses.

Some Mission Accompaniers however will wish to undertake this role as part of their professional business in which case a fee of up to an agreed amount per session, plus any out-of-pocket expenses, is payable.

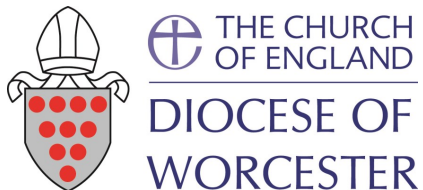
We will discuss your individual circumstances with you as part of the interview process and agree any remuneration and expenses with you at that point.

Support

You will join a cohort of Mission Accompaniers, each working with their partner church(es) to deliver the goals of health and sustainability for churches across the Diocese of Worcester. The cohort of Mission Accompaniers will be grouped into clusters/huddles for a regular programme of face-to-face or online sessions with the Mission Accompanier Coordinator/Huddles Co-ordinator, covering progress updates, shared learning and peer support.

You will also meet 1:1 with the Mission Accompanier Co-ordinator/Huddles Co-ordinator twice a year to review progress and the Huddles Co-ordinator will be available to speak in between times to address any urgent needs.

Thank you for being willing to join us on this exciting journey to grow God's kingdom in Worcestershire and Dudley.



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