

Diocese Of Worcester Director of Mission and Ministry

Director of Mission and Ministry

Role

This is a significant role within our diocese. We seek to appoint an imaginative and confident leader who will be committed to shaping the future of mission and ministry in the Diocese. In the past eighteen months the Mission and Ministry Team has been largely reconfigured and refocussed to address the Diocese's strategic priorities. We are seeking a leader with a vision for future shapes of ministry who can take the team and their work into the next phase of development and delivery.

A key aspect of the Mission and Ministry Team's role is to facilitate fresh thinking about models of ministry and leadership appropriate for the emerging environment, and this role offers significant scope for creativity and innovation.

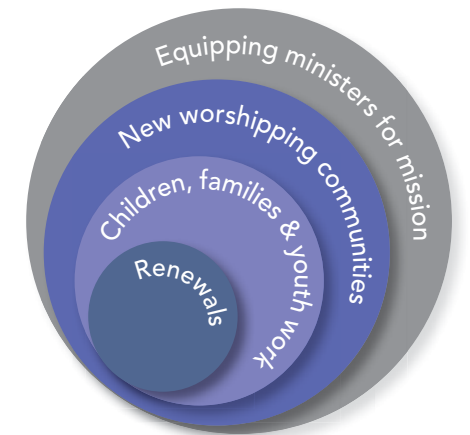
Background

The Diocese of Worcester is the Church of England across Worcestershire and the Metropolitan Borough of Dudley. Dudley alone has a population the size of Cardiff, whilst the city of Worcester, and smaller towns like Malvern, Redditch and Kidderminster, alongside our many rural village communities, present different contexts for ministry.

Our diocesan vision is to grow as Kingdom People, sharing the good news of Jesus' love in Worcestershire and Dudley through churches that are growing in health and sustainability. As Kingdom People, we join together to worship God, make disciples, share hope, and transform communities as we seek to live out values of love, compassion, justice and freedom.

Alongside our Kingdom People vision, as part of our Transformation Strategy over the next few years, we aim to:

- **Double** the number of children and young people worshipping in our churches.
- **Create 100 new worshipping communities** offering a range of ways for people to come to faith and worship God.
- **Invest in the renewal** of around a dozen churches to ensure that each major area of population has at least one church with 150 people attending weekly, enabling them to support other local churches.
- **Equip** Ministers for Mission, enabling clergy and lay leaders all to grow and feel supported and equipped for their part in God's Kingdom work.



The Context

In line with the national vision and strategy for the Church of England, we long to become a simpler, bolder, humbler church of missionary disciples which is Christ centred and Jesus shaped. A church that is younger and more diverse, determined to double the number of children and young people over the next eight years. A church where parishes thrive as the bedrock and springboard for mission; with healthy and sustainable churches serving their community and developing new worshipping communities and a range of discipleship pathways. Working in partnership with other churches we are committed to ensuring that there is a credible Christian witness in every community in Dudley and Worcestershire.

We wish to ensure that all Christians in the Church of England are envisioned, resourced and released to live as disciples of Jesus Christ in the whole of life, bringing transformation to the Church and world. Ministers, lay and ordained, stipendiary and self-supporting will be equipped for mission so that in all our churches people are able to grow in faith, and discover their vocation in the world.

Equipping Ministers for Mission is the underpinning priority of our Transformation and Change programme. Further developing and delivering this priority will be the key responsibility for the Director of Mission and Ministry.



Relationships

Responsible to:

The Director of Mission and Ministry reports to the Diocesan Secretary.

Working relationships:

- The Bishop of Dudley, who acts as 'Ministry Bishop'
- Bishop of Worcester's Senior Staff Team
- DBF Senior Leadership Team
- Diocesan Trust representatives
- Bishop's Council
- Diocesan Synod

Management responsibility:

The following team members are accountable to the DMM:

- Director of Ordinands and Vocation (0.7)
- Clergy Development Officer (0.5)
- IME 2 Officer (0.3)
- Discipleship and Lay Training Officer (FT)
- Training and Events Administrator (0.5)
- Team Administrator (FT, shared 0.5 with Transformation Hub)

Job Description

Purpose:

The Director of Mission and Ministry will have primary responsibility for:

- **Equipping Ministers for Mission.**

This is the underpinning priority within the Diocesan vision. The Director of Mission and Ministry works with others to develop a training, review and support programme to enable all our ministers to flourish. This priority emphasises the vital importance of all ministry – both lay and ordained – within the Diocese.

- **Leading and Developing** the Mission and Ministry Team in line with Diocesan Vision and Strategy. The Director of Mission and Ministry will set direction within the diocese, and connect with national networks and initiatives.

- **Offering Support for Ministry** which listens to the missional needs of parishes and enables an appropriate contextual response. This includes overseeing appropriate discipleship, vocational and ministry pathways, lay and ordained.

Principal Duties:

- The Director of Mission and Ministry (DMM) should expect to divide their time between developing strategy, team leadership and delivering aspects of the Team's work and responsibility, depending on their own gifts and the need within the team. They will draw together and build up the Mission and Ministry Team, looking at the following areas of work:
- **Vocations.** Supporting the Diocesan Director of Ordinands and Vocation and the Discipleship and Lay Training Officer in encouraging and discerning lay and ordained vocations, ensuring adequate numbers of Vocations Advisors, ADDO's and enabling the support and development of all types of vocation at parish, deanery and diocesan levels.
- **Formation.** Shaping a diocesan approach to ordination and lay training. This will involve working to review and develop the diocesan Auxiliary Pathway for locally focussed ordained ministry, IME1, IME2 and CMD in a way that is responsive to need, financially prudent, deliverable locally as well as centrally, and fit for the needs of the future. In common with the wider Church of England, the Diocese faces significant challenges in sustaining our mixed ecology of ministry alongside identifying and supporting emerging patterns. The DMM will work closely with senior colleagues to develop a sustainable strategy for ministry which will take the Diocese forwards to 2030 and beyond.
- **Ministerial Training and Development.** Embracing the development of both lay and ordained ministries to help parishes to grow creatively in mission and imaginatively in ministry. Stipendiary clergy are increasingly called to exercise oversight across a number of churches and parishes. Equipping them to do this in a way that is healthy and sustainable is key to their wellbeing. The DMM will lead on collaboration with other West Midlands dioceses through the Regional Training Partnership. The DMM will have oversight of the diocesan Ministerial Development Review (MDR) scheme and ensure its integration with diocesan strategy. Continuing Ministerial Development (CMD) needs to connect with MDR alongside a focus on our underpinning priority to Equip Ministers for Mission.
- **Discipleship.** Supporting the work of the Discipleship and Lay Training Officer in building a culture of healthy, supportive and mature discipleship out of which vocations might grow in the church, and the church be better enabled to serve God in the world and society.

Occupational Requirement

The person appointed will:

- Have responsibility for contributing at a senior and strategic level to the development and promotion of diocesan policies and practice generally and specifically in the work of training and Christian discipleship.
- Be eligible, whether lay or ordained, under the Canons to be licensed by the Bishop to preach and lead / conduct acts of worship in the diocese.

These constitute Occupational Requirements under the Equality Act 2010 Schedule 9, Part 1 meaning that the successful applicant will be an active communicant member of the Church of England or a church in full communion with it.

The appointment is subject to a satisfactory outcome of a DBS "enhanced plus" check.

Memberships & Attendance

The Director of Mission and Ministry will, amongst other groups:

- Play a full part in the Bishop of Worcester's Senior Staff Team, contributing to the collective strategic leadership necessary to deliver our vision to grow as Kingdom People.
- Be a member of the DBF Senior Leadership Team.
- Collaborate with the Diocesan Lead for Transformation and Change (currently the Archdeacon of Dudley), the Transformation Programme Director, and Key Priority Leads, particularly through participation in the Transformation Delivery Steering Group (TDSG).
- Attend meetings of the Bishop's Council and Diocesan Synod.

Person Specification

Qualifications and Knowledge:

Essential:

- Higher Education at least to degree level, with appropriate theological training.
- Knowledge of the structures of the Church of England
- DBS and Barring Enhanced level clearance will be required, along with willingness to undertake Safeguarding training level: Senior Leadership

Desirable:

- Coaching qualification
- Qualification or proven ability in management of teams and/or adult education

Skills and Experience:

Essential:

- Leadership experience in a church or charitable organisation
- Experience of managing people in a changing environment
- Experience of strategic planning in a team context, including setting targets and effective monitoring
- Ability to work with differing theological traditions for the mutual flourishing of all
- Commitment to the lifelong learning and formation of all God's people for the whole mission of God
- Experience of facilitating adult formation and learning in a church context
- A proven record of working effectively with a wide range of stakeholders
- Driving licence or other means of transport is needed to reach the whole Diocese

Desirable

- Experience of leading people through a change programme in another context
- Significant experience of facilitating adult formation and learning through a blended approach of onsite and innovative digital methods

Personal competencies:

- Exceptional interpersonal skills and the ability to give and receive meaningful feedback
- Theologically reflective, able to distil learning from experience (both personally and with others) and use that learning to inform developing good practice
- Emotionally intelligent, able to relate to the experience of ministers in the diocese and respond in ways that engage, motivate and encourage
- Ability to manage up as well as down
- Ability to think and plan strategically
- Ability to think creatively and introduce innovation
- Inspiring presentation style and clear written communication skills
- Organised leadership style to oversee multiple projects simultaneously
- Open to, and respectful of, all mainstream theological traditions
- Commitment to personal ongoing development and learning
- Personal commitment to maximising diversity and inclusion
- Understanding of and commitment to safeguarding within the whole Church
- Able to embody our Kingdom People values of Love, Compassion, Justice and Freedom.

The Church of England is for everyone, and it is a priority for us to reflect the diversity of the community the Church serves across the whole diocese. We welcome all applications from interested and suitably qualified people, and particularly welcome applications from those of global majority heritage and people with disabilities and women, who are underrepresented at this level in our team.

Benefits and How to Apply

- Salary: £58,000 (full-time) plus a generous non-contributory pension
- Hours: 35 hours per week (Monday to Friday) with some evening and weekend work where time off in lieu will be agreed.
- Holiday: 25 days plus 13 further days including 8 bank holidays
- Location: This post will be based at the Diocesan Office in central Worcester with some home working possible and will require travel around the diocese. We can offer a grant up to £1,500 for anyone needing to relocate for the position.
- To apply: Complete the on-line application form [here](#)
- For more information and to apply please refer to this candidate pack, also available from:
www.cofe-worcester.org.uk/vacancies

Closing date for applications: 13 January 2025

Interviews: To be held in Worcester, 23 January 2025



The Church of England is committed to the safeguarding, care and nurture of everyone within our church community. In the Diocese of Worcester we follow and are committed to the Church of England's House of Bishops' Safeguarding Policies and the relevant statutory legislation and guidance "Working together" to ensure the welfare of children and young people is paramount.



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