

JOB DESCRIPTION – Lead for Revitalise (Revitalisation of parish mission & discipleship)

Job profile	
Job title	Lead for Revitalise
Team	Ministry & Discipleship
Reports to	Director of Ministry & Discipleship
Principle Location	Peninsular House, Portsmouth
Travel required	Regular within the Diocese
Work pattern / hours	Full time 35 hours Mon- Fri Some weekend and evening work
DBS check required (Yes/No)	Yes
Special conditions of employment	This role is time-limited for 5 years in the first instance.
Date written/updated	October 2024
Start Date	Q1 2025

Role context

The Diocese of Portsmouth has been awarded £5.3m by the Church of England’s Strategic Mission and Ministry (SMMI) board to support delivery of its £8.75m rejuvenate strategy (Rejuvenate).

Our diocesan-level vision and strategy provide a framework for the life and ministry of parishes, chaplaincies, and deaneries of the diocese. It speaks of a diocese longing to be “a rejuvenating community of Jesus-centred, Kingdom-seeking disciples”.

As a diocese we have been inspired by a vision of Christ’s Body, the Church. A prayerful community which seeks God’s Kingdom in and for the world. A community where older people are treasured as the Church of *today* (rather than yesterday) and younger people find their place and voice as the Church of *today* (rather than of tomorrow).

Over the past 2 ½ years we have seen the extraordinary growth of Anna Chaplaincy within our diocese. By God’s grace we trust this vital ministry will go from strength to strength in the years ahead. Rejuvenate, and the investment which has now been awarded to support it, applies our collective focus and energy to the challenge of connecting with younger generations *that they might discover Jesus Christ and the Kingdom for themselves.*

Jesus-centred, Kingdom-seeking

So, as a diocese we would like to double the number of children and young disciples in our churches and ensure there is a thriving ministry to children and young people within reach of every household across south-east Hampshire and the Isle of Wight. We want to reverse the decline in attendance and to equip and encourage clergy and lay leaders in prayer and discipleship.

Our strategy for delivering Rejuvenate includes three main elements:

- to **REVIVE** the well-being and spiritual leadership of our diocese by growing a host of little communities ('Cairns') which create space for God's Holy Spirit by prayerful reading of scripture, eating and studying together
- to **REVITALISE** and encourage our churches, to create pathways by which those currently unconnected to church can connect with the Christian message and make their journey towards becoming committed disciples.
- to **RENEW** the Church in areas where it currently has little presence, including the planting of new congregations and worshipping communities. Some of this work has already begun, with church planting over the past eight years creating new and growing churches in central Portsmouth, Southsea, Gosport, and Ryde. Hundreds of children, young people, students, and young families have joined thriving congregations at Harbour Church in Portsmouth, St Margaret's in Southsea, Haven Church in Gosport, St Mary's in Rowner, and All Saints in Ryde.

The new investment will allow us to expand this work, and to start new projects that aim to rejuvenate our diocese, including:

- **Cairns**, a network of sustaining and inspirational little communities meeting regularly to pray, break bread and to encourage one another in ministry.
- **Pathways to discipleship**, in which parishes will be given funding to create ways of engaging their communities and equipping new disciples for mission.
- **Choir Church**, a way that churches can use a love of singing to create new worshipping communities.
- **Flourish**, the creation of midweek, voluntary, worshipping communities for children and families, based in their schools.
- **Mission projects** in Paulsgrove and Leigh Park, to create new worshipping communities with young people and families as the heartbeat of each congregation.
- **Church plants**, both in urban Portsmouth and suburban Fareham, moving towards a worshipping community in the new major development of Welborne; and

Jesus-centred, Kingdom-seeking

- **Training in youthwork from Youthscape**, establishing expertise and new leaders to work with children, families, and young people.

Role purpose and objectives

The purpose of the role is to enable church growth through church revitalisation. The role-holder will lead the Revitalise work stream of our diocesan strategy with key priorities to:

- Provide a method for each church leadership team and parish to assess their spiritual health & vitality for themselves
- Coordinate the Revitalise pathway of the diocesan strategy
- Build capacity for revitalisation measures and projects
- Identify and prepare for further revitalisation opportunities in 2026 and beyond

Key responsibilities

Provide a method for each church leadership team and parish to assess their spiritual health & vitality for themselves

- With colleagues, develop a health assessment for parishes
- Train/support/facilitate parishes to assess their health
- Put in place a cycle of meetings with every parish/benefice (typically biannually) to inform and facilitate mission action planning

Coordinate the revive/revitalise pathway, initially with 9 pilots, then rolling out beyond:

- Coaching 'Cairn' networks on mission action planning including development of discipleship pathways for enquirers/new disciples
- Bring revitalisation proposals to the Programme Board for review and release of funding
- Support networks in delivery of their plans, including ongoing monitoring of outcomes
- With the Lead for Revive, arrange 1-2 learning conferences per year
- Work closely with the Lead for Revive to support a smooth transition of Cairns from the Revive phase of our strategy to the Revitalise phase
- Apply learning from the pilots to improve the approach

Identify and prepare for further revitalisation opportunities

Jesus-centred, Kingdom-seeking

- Prepare a forward plan for parish revitalisation opportunities to be evaluated/facilitated
- Bring forward an agreed number of feasible and impactful parish revitalisation opportunities each year.
- Be an advocate for parish revitalisation around the Diocese speaking with and training people to understand parish revitalisation
- Provide encouragement and oversight across revitalisation pilots secured through our successful 2024 SMMI bid

Build capacity for revitalisation

- Facilitate training in evangelism and mission across our parishes
- Work with colleagues to develop a pipeline of ordained and lay leaders to lead new parish revitalisation schemes
- Represent Portsmouth Diocese (and being the first port of call) regionally and nationally in revitalisation/mission development networks
- Line manage the:
 - Diocesan Children, Youth & Families Officer
 - Anna Chaplaincy Coordinator

Essential and desirable skills, knowledge and experience required for the job

Essential

- Experience of leading a church through an effective period of revitalisation and growth
- Experience of leading a variety of fruitful local mission initiatives
- Experience in investing in and training other leaders, both clergy and lay
- Experience of leading a church who have grown new disciples of children, youth, families and young adults
- A dedicated disciple committed to their own personal renewal of relationship with Christ
- Committed to the revitalisation and renewal of God's church
- Strategic thinker coupled with faith filled vision
- Ability to communicate the gospel clearly and creatively
- Ability to show the life and love of Jesus confidently with actions and words
- Strong ability to communicate ideas effectively with a range of people across the traditions of the church, partner agencies and the wider community
- Collaborative and able to work across the cross-section of traditions, personalities and theological perspectives within the Church of England
- Relational, with an ability to win the trust and goodwill, of a wide range of people and stakeholders
- Secure enough to work with senior staff and humble enough to listen to less heard local voices and leadership

Jesus-centred, Kingdom-seeking

- Ability to work cheerfully, prayerfully and flexibly in a team working closely with colleagues and the Director of Ministry & Discipleship
- Ability to influence and develop leaders and parishes through example and encouragement, rather than positional power
- Experience of delivering training
- Experience of meeting/workshop facilitation
- Experience of developing mission action plans and discipleship pathways

Desirable

- Knowledge of missional theory, practice and models across the C of E, other UK churches and the church worldwide
- Mentoring/Coaching qualification
- Project management
- Budget management
- Bid writing

Work expectations

- Working hours are 35 hours a week usually anytime between 8am-6pm, Monday – Friday.
- There will be some evening and weekend working. TOIL can be taken for these.
- The Diocesan office will be the working base alongside colleagues in the Ministry & Discipleship Team with the expectation of travelling out to parishes to meet with people as required
- In negotiation with your line manager, we realise that sometimes it may be helpful to work from home depending on the tasks of the day
- Regular travel will be required across the Diocese, including areas which are not well-served by public transport. Therefore, a full driving license and access to a vehicle is required.
- There is a Genuine Occupational Requirement for the post holder to be a practising Christian of a denomination which is a member of Churches Together in Britain and Ireland in accordance with Schedule 9 to the Equality Act 2010.
- It is expected that the role-holder will be or will become an active member of an Anglican church within the Diocese of Portsmouth.

Remuneration

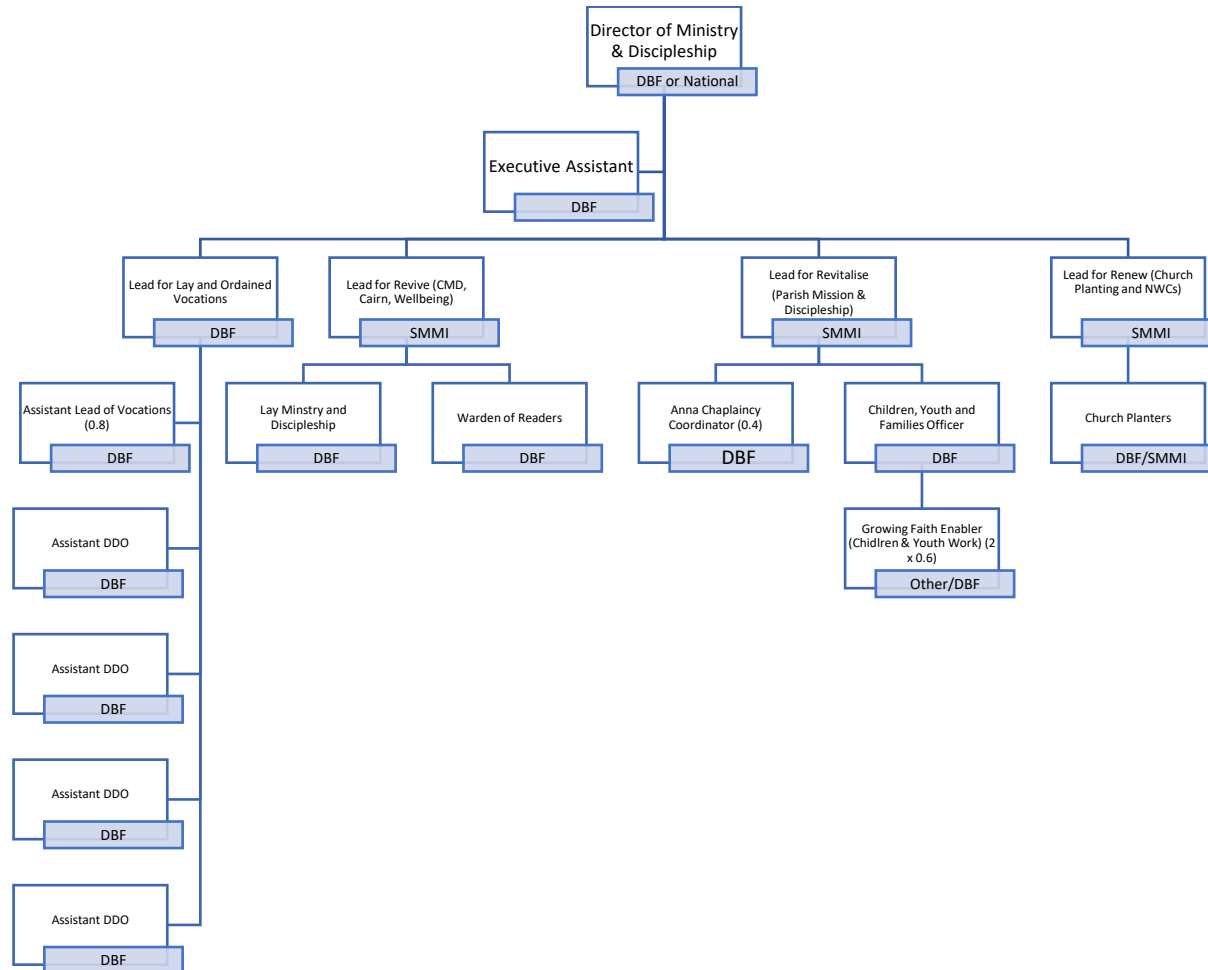
The role is remunerated as a clergy stipend with housing or stipend plus housing allowance, or as a lay role on a salary of £44,000 p.a.
25 days holiday plus bank holidays

Jesus-centred, Kingdom-seeking

Pension scheme

Jesus-centred, Kingdom-seeking

Ministry & Discipleship Team Organisation Chart



Jesus-centred, Kingdom-seeking