

## JOB DESCRIPTION – Lead for Revive (Ministerial development, training & wellbeing)

| Job profile                      |   |
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| Job title                        | Lead for Revive   |
| 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<br>Mon- Fri<br>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.*

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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

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- **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 support and equip church leaders for mission and ministry with vibrant spiritual leadership. Key objectives are to:

- Enable, encourage, and lead the Revive pathway of our diocesan strategy
- Oversee clergy wellbeing and spiritual formation
- Ensure a suitable programme of continuing ministerial development is in place
- Promote lay ministry and equip lay leaders

### Key responsibilities

Enable, encourage, and lead the Revive pathway of the diocesan strategy, initially with 9 pilots, then rolling out across the diocese:

- Put in place a suitable launch plan for Revive
- Support clergy and lay leaders to develop a Rule of Life and to take responsibility for their spiritual formation
- Support and encourage a network of 'inspirational little communities' of 3-6 clergy/lay leaders ("Cairns") to create space for spiritual encouragement one to another (Pray, Eat, Study), to provide facilitation and coaching support as needed, directly or via a 3<sup>rd</sup> party resource
- Establish a suitable method of evaluation of effectiveness of the Revive pathway
- Work closely with the Lead for Revitalise to support a smooth transition of Cairns from the Revive phase of our strategy to the Revitalise phase
- With the Lead for Revitalise, arrange 1-2 learning conferences per year
- Apply learning from the pilots to improve the approach

Oversee clergy wellbeing and spiritual formation

- Take stock of current clergy wellbeing and wellbeing provision, and recommend any changes in approach
- Ensure effective provision for spiritual direction, including developing and recruiting spiritual directors
- Ensure appropriate counselling support is available
- Develop a model for pastoral supervision for roll out across the diocese

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- Be an advocate for wellbeing around the Diocese speaking with and training people to understand the importance of wellbeing and the available resources
- Represent the Diocese of Portsmouth (and being the first port of call) regionally and nationally in clergy wellbeing networks

Ensure a suitable programme of continuing ministerial development is in place

- Support spiritual and ministerial formation at all levels
- Take stock of current continuing ministerial development (CMD) provision, and recommend any changes in approach
- Work with colleagues to ensure CMD supports diocesan strategic objectives of Revive, Revitalise and Renew

Promote lay ministry and equip lay leaders

- Line manage the Warden of Readers
- Ensure suitable training and development in place for a range of lay ministries

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

##### ***Essential***

- Experience of working with/ leading a thriving church in parish ministry
- Experience in investing in and training other leaders, both clergy and lay
- A dedicated, prayerful, disciple committed to the path of joyful obedience and continual conversion
- Committed to the revival, revitalisation and renewal of God's Church
- Strategic thinker coupled with faith-filled vision
- Compassionate and approachable
- 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

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- 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
- 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 or formal authority
- Experience of delivering training
- Experience of meeting/workshop facilitation
- Experience and interest in areas such as counselling, spiritual direction, pastoral supervision, rule of life and spiritual formation

***Desirable***

- Mentoring/Coaching/Spiritual Direction/Counselling qualification
- Budget management
- Line management

**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.

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- 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

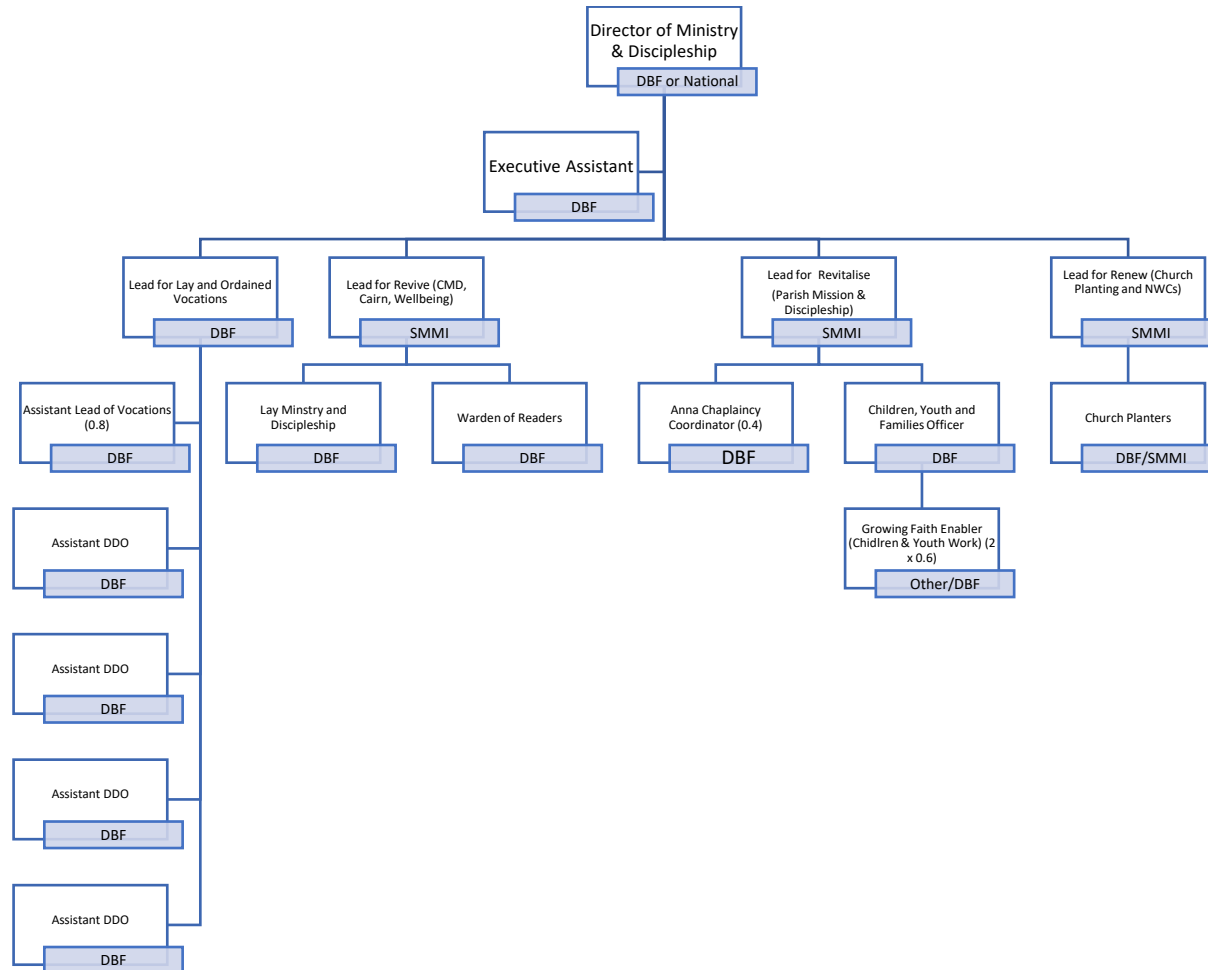
The role is remunerated as a clergy stipend with housing or stipend plus housing allowance, or as a lay role on a salary of £44,000 p.a.

25 days holiday plus bank holidays

Pension scheme

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## Ministry & Discipleship Team Organisation Chart



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