**Pioneer Priest**

St. Cuthbert’s Church, Darlington

**Hours:** Full Time

**Remuneration:** Diocese of Durham Clergy stipend, Pension and Housing

**Key Relationships:** Priest in Charge (line manager), Town Centre communities, Emerging Generations Lead, Community Music Director.

**Background:** This post is part of a new initiative to revitalise St. Cuthbert’s Church as a thriving centre for worship, mission and culture at the heart of Darlington. Through being designated a Resourcing Church, St. Cuthbert’s is building a team of people to help realise the clear worship, mission and cultural potential of the church. St. Cuthbert’s has a rich history of choral Eucharistic worship – we want to build from this to develop a mixed ecology of church. As part of this revitalisation, the church building will be transformed into a space fit for modern worship and mission, including a café within the church. You would join St. Cuthbert’s at an exciting time as the church seeks to open a new chapter in its history.

The Priest-in-Charge at St. Cuthbert’s, Rev’d James Harvey joined St. Cuthbert’s in April 2021 and has been developing plans to revitalise St. Cuthbert’s since. He is also Priest-in-Charge at Holy Trinity Church in Darlington.

**Job Summary:** The Pioneer Priest’s primary role is a pioneering one developing a strategy of mission and church growth, and launching missional groups and new congregations in St Cuthbert’s church and in the town centre. They will reach those in their 20s – 50s, encouraging them in their journey of discipleship as followers of Christ. As part of a wider team-based ministry, there is also an element of support for occasional offices and services and line management responsibilities.

You come at a new and exciting time as St. Cuthbert’s using Resourcing Church investment reaches out in new ways of mission and ministry to the people of Darlington seeking to develop the congregational, compassion and cultural life of St. Cuthbert’s. You will be central to realising this new vision.

The job is funded for 5 years, although building financial sustainability into the programme is part of our vision, so there is scope for extending the post beyond the 5 years.

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**KEY DUTIES AND RESPONSIBILITIES SPECIFIC TO THIS POST:**

The Pioneer Priest will:

* develop a coherent strategy of church mission and growth for those in their 20-50’s based on initial enquirer groups leading to missional communities and resulting in the development of new congregations.
* express the Gospel through actions and words, so allowing people to discover an experience of belonging, to consider the call of Christ upon their lives and to learn to become disciples of Christ.
* foster an entrepreneurial and creative approach towards evangelism within the church, and develop invitational evangelistic and missional initiatives around particular seasons, events and opportunities.
* have responsibility for developing new expressions of worship which are contextually sensitive and accessible for those who are exploring faith in Jesus, as well as develop a programme of seeker courses (Alpha etc.), and training others in personal evangelism.
* exhibit elements of a town centre chaplain, developing relationships with the Town hall, businesses, shoppers and visitors to establish an intentional and visible presence in the town centre.
* develop initiatives to increase the presence of the church and seek to utilise the potential of town centre events run by the Local Council town centre team through offering hospitality and relationship.
* work in partnership with and have line management responsibility for the Emerging Generations Lead and the Community Music Director (seeking to develop choirs and new congregations with children and adults through music).
* assist in recruiting, using safer recruitment guidelines, and supporting a team of volunteers, providing them with opportunities for appropriate training.
* develop new leaders as this will be integral to the post for the sustainability of future missional groups and new congregations.
* be responsible for ensuring that new services are delivered with excellence at all levels, in both worship and teaching.
* be accountable for growing the church numerically, spiritually and financially while working collaboratively with the local team and other stakeholders.
* be engaged in preaching and presiding on a rotational basis, and will have responsibility for some occasional offices as a missional tool. They will also provide occasional cover at Holy Trinity church for the Priest-in-Charge.

*****The main duties and responsibilities of your post are outlined in your job description. This list is not exhaustive and is intended to reflect your main tasks and areas of work. Changes may occur over time. You will be consulted about any changes to your job description before these are implemented.*

**PERSON SPECIFICATION**

The table below also identifies how the criteria will be assessed. Please ensure that you demonstrate and evidence, as a minimum, the ‘A’ criteria on your application form.

**A Application Form**

**I Interview**

**A & I Application Form & Interview**

|  |  |  |  |
| --- | --- | --- | --- |
| **Ref:** | **Criteria** | **Essential /** **Desirable** | **A / I** |
|  | **QUALIFICATIONS** |  |  |
| 1 | The successful candidate should be an ordained member of clergy within the Church of England. | Essential | A |
|  | **EXPERIENCE** |  |  |
| 2 | Experience of leading missional teams and developing new Christian communities.  | Essential  | A & I |
| 3 | Experience of making and nurturing disciples  | Essential | A |
| 4 | A level of pastoral ability and a well-evidenced level of strategic thinking. | Essential | A |
| 5 | Experience of urban ministry | Desirable | A |
| 6 | Experience in strategic implementation of systems and processes for discipling and pastoring individuals and teams. | Desirable | A & I |
|  | **KNOWLEDGE** |  |  |
| 7 | Familiarity with church growth models and pioneer ministry | Desirable | I |
| 8 | A willingness to undertake additional training as required, and committed to ongoing learning. | Essential | A |
|  | **SKILLS & APTITUDES** |  |  |
| 9 | An entrepreneurial and pioneering mindset, identifying opportunities for developing new practices and ministries. | Essential | A & I |
| 10 | A demonstrable ability to evangelise and communicate the faith effectively to those outside the church | Essential | A & I |
| 11 | Strong independent organizational and time management skills with the ability to adapt to a challenging workload. | Essential | A |
| 12 | Excellent communication, leadership and interpersonal skills being self-aware, honest and open | Essential | A & I |
| 13 | Ability to lead worship in creative and imaginative ways, with a wide range of demographics, including diversity of age and race, socio-economic background, and educational experience. | Essential | A & I |
| 14 | Confident IT and social media skills with good knowledge of various presentation tools | Desirable | A |
| 15 | Motivated self-starter with a flexible attitude, demonstrating enthusiasm, resilience and tenacity. Embody a healthy sense of fun. | Essential | A & I |
| 16 | Ability to use social media to enhance the project by reaching a wider audience and marketing and promoting activities. | Desirable | A |
|  | **PERSONAL ATTRIBUTES & COMPETENCIES** |  |  |
| 17 | Able to work flexible day, weekend and evening hours. | Essential | A |
| 18 | Access to own transport, to support travel across the Diocese. | Desirable | A |
| 19 | A deep commitment to a personal Christian faith and passionate to see that grow in others.  | Essential | A & I |