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|  | **Revitalise Enabler (Fixed Term - 3 years)****Mission and Ministry team**  |
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With its network of parishes covering the country, the Church of England plays an active role in national life, bringing an important Christian dimension to the nation, as well as strengthening community life. The Church of England is arranged geographically into 41 Dioceses, each under the care of a Bishop, and covers every part of England.

The Diocese of York takes in much of North and East Yorkshire, an area which includes the cities of York and Hull, as well as Middlesbrough and Selby, two National Parks, and the incomparable Yorkshire coast. We are a family of 579 churches and 125 schools across 442 parishes. We are led and guided in our faith and work by the Archbishop of York, Stephen Cottrell. York Minster is our principal church.

As a diocesan family, we are renewing our commitment to our vision and goals. We are putting fresh energy into Living Christ’s Story, and delivering strategic programmes focused on our aims: *becoming* more like Christ; *reaching* those we currently don’t; *growing* churches of missionary disciples; and *transforming* our finances and structures.

**The Context**

As part of implementing our vision – Living Christ’s Story – our Mission and Ministry team aims to enable Churches to engage in God’s mission to the whole of life and to ensure that the Diocese has the right kinds of lay and ordained ministries to enable churches to serve God’s mission. Through national project funding, we are seeking to resource deaneries, parishes, chaplaincies and new worshipping communities in these five ways:

* Deepening discipleship in everyday life and become more Christlike;
* Growing healthy, safe and inclusive churches which in turn grow missionary disciples within a church where a mixed ecology becomes the norm;
* Reaching those we currently don’t reach, building upon Multiply (work reaching 20-40s) and Mustard Seed (work in our most deprived communities) and engaging with work to place children at the centre of our life;
* Widening our vision for renewed lay and ordained ministries which will enable churches to serve that mission;
* Developing lifelong formation programmes to sustain those ministries.

**The Opportunity**

As part of *Living Christ’s Story* the Revitalise programme of work has been put in place supported through national funding. This is a full-time, fixed term, funded opportunity to join the Growing Healthy Churches team for three years. We would consider also two half-time appointments.

The Revitalise programme works, at the moment, with 40 benefices (split into five cohorts) which have been identified initially as those which for missional and financial reasons would benefit from an intensive process of accompaniment and intervention. This takes the form of:

* a community of benefices (Cohort) selected and recruited by the Bishops and Archdeacons
* all the parishes within a benefice covenant to join Revitalise and a Revitalise Learning Community with the prayerful and intentional purpose of growing missionally and financially,
* the clergy and 2-4 lay leaders, selected by the benefice, join the Learning Community
* in return, the wider diocese covenants to journey with the benefices by providing resources, support and an accompanied two-year journey towards growth, delivered by the Growing Healthy Churches Team,
* a Growing Healthy Church team member will act as a missional mentor accompanying each benefice as an encourager and critical friend.

The Bishops and Archdeacons have invited benefices to join Revitalise which are:

1. in need of help and resourcing to achieve missional growth and increase their financial sustainability by 2026 (***missionary disciples***: <https://www.churchofengland.org/about/vision-strategy/our-priorities/missionary-disciples>)
2. strategically located in places where there are church and / or community schools, further or higher education institutions, children, young people and young adults (0-30yo and families) and / or people of different ethnicities and backgrounds, but have stalled in loving and serving them and making disciples with them (***growing younger and more diverse***: <https://www.churchofengland.org/about/vision-strategy/our-priorities/younger-and-more-diverse>)
3. only offering a limited number of opportunities to explore worship and discipleship (***mixed ecology***: <https://www.churchofengland.org/about/vision-strategy/our-priorities/mixed-ecology>)
4. in locations of need or poverty but are unconnected with the wider community in kingdom-shaped activities and ministries (***growing good***: <https://www.theosthinktank.co.uk/research/2000/01/31/the-grace-project>)

With an additional team member in place, the hope is to work with another two cohorts (18 benefices in total). Together, the team is part of enabling significant culture change. As such, the whole team is required to work in a supportive and encouraging manner with parishes, benefices and individuals across the whole range of Church of England traditions.

The appointment would be for a fixed term of three years whose primary, but not exclusive, work will focused on four areas:

1. **Enabling churches in the Diocese, especially in Revitalise, to grow into healthy, outward looking communities engaging in God’s mission:**
* To help the benefices grow into healthy, outward looking communities engaging in God’s mission in order that they might be missionally and financially sustainable.
* Help the Growing Healthy Churches Team leader to deliver Revitalise through the Learning Community (meets 4 times per year) and visits to each benefice. The Enabler will be accompanied by a lay or clergy volunteer. The Enabler will also be key to ensuring that the wider learning from the whole programme is captured and reflected upon to inform both current practice and future development of the work.
1. **Measuring impacts and working with parishes to agree measures for growth:**

The role will involve working with a designated number of parishes to agree with them measures for the growth of mission and finance. These will be taken from an agreed set of 12 measures used by the National Church of England in their Outcomes Framework. This work has begun but more is needed both in terms of baseline assessments and with what targets are going to be realistic to meet.

1. **Delivery of specific resources to Revitalise benefices:**
* Be able to listen carefully to the context of each benefice and be flexible and experienced enough to discover what may assist each context and deliver a toolkit of resources which embrace the varying contexts and traditions of each benefice.
* Learning Community days and the individual visits to benefices will explore how a benefice might grow. Each may include, for example, running vision and training days, and developing and implementing a year-on-year a Mission Action Plan
* It will involve advice and consultancy on parish growth and development and the Five Marks of Mission (Tell, Teach, Tend, Treasure, Transform), helping the Revitalise benefices to grow healthy, safe and welcoming churches where people can find and grow in faith.
* The Team leader and Enabler will draw in Diocesan colleagues and speakers to help deliver the specific equipping each Learning Community and benefice requires.
1. **To work in partnership with other Diocesan staff**

To ensure that this work is joined up and held in partnership with other Diocesan staff who offer resources and service to parishes so that we use resources efficiently, promote teamwork and serve the parishes well. Work will also include partnership with the Lifelong Learning team so that connections are made between growing healthy churches and the flourishing of lay and ordained ministries.

**Job Description**

1. **Enabling churches in the Diocese, especially in Revitalise, to grow into healthy, outward looking communities engaging in God’s mission:**
2. In order to ensure that becoming more Christlike is embedded in the church as the body of Christ, the role will involve developing resources, especially benefices in Revitalise, for parishes, chaplaincies and new worshipping communities so that they can grow as healthy churches which grow missionary disciples. The resources will be focused around Robert Warren’s seven marks of healthy churches
* Being energized by faith
* Outward looking
* Seeking to find out what God wants
* Faces the costs of change and growth;
* Builds community as they enable the gifts of others;
* Makes room for all
* Does a few things well
1. In order to best develop this work, the post holder will, along with the Team Leader, grow and develop a team of mentors who would be volunteer enablers to share in the work of accompaniment in Revitalise. We want to be flexible about what that team will look like in terms of how they accompany benefices. The focus of Revitalise is to grow a relationship of encouragement, challenge and invitation with each benefice which enables healthy churches to flourish and which also enables them to confront the challenges of a change in our Diocesan Mission and Ministry Culture.
2. **Measuring impacts and working with parishes to agree measures for growth:**

The role will involve working with a designated number of parishes to agree with them measures for the growth of mission and finance. These will be taken from an agreed set of 12 measures used by the National Church of England in their Outcomes Framework. This work has begun but more is needed both in terms of baseline assessments and with what targets are going to be realistic to meet. These are the outcomes which might be used as measures:



This measuring work has been curated in conjunction with learning from the Multiply and Mustard Seed mission projects.

1. **Delivery of specific resources to Revitalise benefices**
2. There is a range of resources that might be deployed and around which deanery planning has been based. The post holder will need to be responsive to need but in the context of recognizing as a Diocese, that we need help to:
3. Develop resources for Revitalise churches (and the Growing Healthy Churches ministry) to engage in all five marks of mission. The work of the Growing Healthy Churches Team and Diocesan colleagues cover all five marks, but the Living Christ’s Story strategy of ‘reaching those we currently don’t, evangelism, particularly sits within the Growing Healthy Churches Team. There is also the need to focus in the two areas of Transform: becoming bolder in our communal fight against racism, and Treasure: to respond to the climate emergency through our work to become a carbon neutral church by 2030.
4. Signpost and develop resources for churches to become part of the “Growing Faith Adventure” which links schools, churches and households.
5. Grow everyday faith which is based on discovering the mission of God to the whole of life.
6. The role will also include advising parishes as they explore new ways of being church and new forms of ministry as we move as a Diocese to become a church where the mixed ecology of church is the norm.
7. Advise churches on how they might access resources to aid their mission planning such as Leading your Church into Growth from which the Diocese has gained a great deal but also exploring other resources such as Partnership for Missional Church and the Heartedge network.
8. As required, assist with the general Growing Healthy Churches ministry on an occasional basis
9. **To work in partnership with other Diocesan staff**

The post holder will work with a network across the Diocese of colleagues engaged in resourcing churches so that resources are used efficiently. It will be vital to work with the Bishops and Archdeacons as key parts of this network. Examples would be work with the Generous Giving Team; the work with the Education Team to build the capacity to engage with the “Growing Faith Adventure” which explores the interface between schools, churches and households; To work with the safeguarding team to ensure that this work is placed at the heart of what it is to be a safer and healthier church.

There are also links to be made with the lifelong learning team. Our lay and ordained ministers will need considerable help to engage in the culture change that is needed to develop this kind of church leadership where there is an attention to the flourishing of ministry as well as church growth. As a mixed ecology grows, we will need a wider range of being church and a wider range of ministers to enable us to engage in God’s mission. This work will need careful communication and handling with current lay and ordained ministers.

**General Responsibilities**

* Attend relevant meetings and have involvement in other projects and diocesan initiatives, drawing on the skills and gifts of the post-holder.
* Participate in an annual review and appropriate continuing professional development, including participation in professional networks extending beyond the diocese.
* Demonstrate a collaborative and professional approach to the role.
* Encourage good relationships with immediate colleagues, other staff and external contacts.
* Undertake such other duties as reasonably requested.

**Key Working Relationships**

* The post holder will be part of the Mission and Ministry Team
* The Growing Healthy Churches Team Leader
* Area and Lay Deans, Archdeacons and Bishops
* Head of Lifelong Learning
* Colleagues within the Diocesan office working in related areas
* Regional and National networks of those working in parish development
* The National Ministry Team

The job description provides an outline of the key responsibilities of the post and is not intended to be an exhaustive list. The job description may be amended over time, in consultation with the post holder, to meet the needs of the Diocese. The role will require travel across the diocese. It is important that the post-holder is able to be flexible with their time as their working hours will include evenings and weekends.

**Person Specification**

1. A person of proven ministerial experience in the Church of England or a church in communion with the Church of England with a track record of growing healthy churches and working with parishes with empathy in their development and renewal.
2. Has a passion for the growth of the church in a way that is holistic in terms of spiritual depth, of discipleship, of impact as well as of numbers.
3. Grounded in worship, prayer, reading the scriptures and serving others.
4. A passion for the ministry of the whole people of God and a commitment to the priorities of the Diocesan Vision: Living Christ’s Story.
5. Is committed to a model of adaptive cultural change within churches and organisations.
6. Has a knowledge of and experience of using a range of resources for missional strategy and growing healthy churches.
7. Experience of and empathy to understand the variety of distinctive traditions and contexts of parishes and so to be able to journey with them into their flourishing and growth.
8. An ability to analyse complex situations and to be able to discern ways forward.
9. Proven ability to inspire, create and lead teams, especially of volunteers.
10. Strong relational and emotional intelligence
11. The capacity to read the contours and cultures of a diverse diocese and to be alert to the missional needs of the Diocese and the vocational responses to which that leads.
12. A track record of forming collaborative working relationships with a diverse range of people; able to demonstrate engagement with people who are different from themselves and hold this with integrity.
13. A good knowledge of safeguarding practice and the ability to work with a high degree of sensitivity, confidentiality and professionalism.
14. Very good interpersonal skills and pastoral sensitivity, particularly the ability to speak truthfully to others and give clear feedback.
15. A commitment to lifelong learning, including paying attention to their own formational development and where they have both received and given leadership development.
16. Self-motivated; comfortable with accountability, and able to supervise and guide others, work well within teams and work independently as required.
17. Very good communication skills, including the ability to speak and write for a range of audiences.
18. Able to manage a budget.

**Summary of Terms and Conditions**

Employer The York Diocesan Board of Finance (YDBF)

Line Manager the Growing Healthy Churches Leader

DBS Disclosure An enhanced DBS check is required for this post.

Probationary Period Appointments are subject to a 6-month probationary period.

Location The post is designed to be home-based but with an expectation of regular travel around the diocese. Meeting spaces will be made available at Diocesan Office as required.

Hours The post is full-time; however, two half-time appointments will be considered. Our normal office hours are Monday to Friday, 9 am to 5 pm. The post holder will be required to attend meetings outside normal working hours.

Salary Grade 4. Starting salary will be around £40K FTE.

Pension The YDBF offers a contributory pension scheme (“the Scheme”) organised by the Church of England (the “Church”) Pensions Board. For each 1% of contribution paid by the employee, up to a maximum of 7%, the employer will pay a contribution equivalent to double the amount.

Holidays In addition to Bank and Public Holidays, DBF employees are entitled to 5 weeks annual leave in any year. Should this role be offered part-time, those holidays will be pro-rata accordingly.

Mileage A mileage allowance will be paid in respect of journeys undertaken in connection with the duties of the post. These will be remunerated at currently 45p per mile for the first 10,000 miles in accordance with Travel Expenses Policy. If a postholder lives outside the Diocese of York, the remuneration will begin and end at the Diocesan boundary.

*Non-contractual Benefits*

Employee Benefits We provide free parking at our York office, and our other non-contractual benefits currently include eye care vouchers and a cycle to work scheme.

Pastoral Care We have an Employee Assistance Programme, and our Diocesan Adviser and Coordinator of Pastoral Care offers the space to talk through pastoral, professional or personal matter, providing or arranging counselling and / or mediation if required.