



Living Christ's Story

Heart for Hull Enabler

Fixed Term (3 years) 21 hours / week

Salary: £38-40k FTE (depending on experience) reduced pro rata

Location: Home – in and around the City of Kingston upon Hull

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 Diocese of York takes in much of North and East Yorkshire, including the beautiful city of Hull. As a diocese we are a family of 579 churches and 125 schools across 21 deaneries encompassing 442 parishes. Of these, Hull Deanery is the largest – in fact, the largest in England and comparable in size to some entire dioceses.

The City of Kingston upon Hull has suffered from prolonged economic deprivation. Church attendance has fallen by 16% in the last ten years, with 0.8% of the population attending. It is also a place of deep cultural heritage and fresh creativity, which was seen particularly when Hull became the City of Culture in 2017.

The Deanery is full of contrasts. There are significant areas of deprivation with the multiple implications that this brings across the City. 36% (122,000) of the Deanery's population live in the 10% most deprived LSAOs with most of this population living in the Central and Eastern parts of the deanery. However, towards the west especially, there are areas of relative wealth and significantly many of these are within the East Riding and although in the Deanery, they are not actually part of the City.

Strategic Context

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.

To live Christ's story is to be part of God's mission of love in and for the world today and we need a flourishing and sustainable church of missionary disciples to make this happen.

The Christian faith was a story long before it became a statement. It is the story of God's love for us in Jesus Christ. It is a story that is continued in the life of God's church today. We, God's church in this part of Yorkshire and Humber, are called to live and share the story of Christ in all that we do, because we believe this is good news for all the world, for the communities we serve and for every person. We will do this by enabling every person to grow in their discipleship and for every church community to become a school for disciples. And in order to do this, and to reach out to those who do not yet know Christ, we need to ensure there is a sustainable and flourishing Christian presence in every community and ordained and lay ministers trained and available to serve the church and oversee this ministry.

The story of God's love for the world begins with the creation of the world and God choosing a people through whom God's love for everyone would be made known. That story reaches its climax in the life, death and resurrection of Jesus Christ. In Christ, God dwells with us. Jesus, the one who is close to the Father's heart, invites us to be close to his heart. Consequently, the Christian faith is best understood as a story and a relationship and a community, rather than a set of statements or even an organisation.

This story continues through the outpouring and indwelling of the Holy Spirit. It is the story we can read about in the Acts of the Apostles and in the lives of the Saints and the history of the Church from Pentecost right up till yesterday. Today, we continue to be called to live and share that story in the communities we serve. We are invited to write the next chapter in the Acts of the Apostles: the life of the church here in the Diocese of York.

For several years York Diocese has been establishing a deanery structure through which engagement and involvement in implementing strategy can be conducted. A great deal of work has recently taken place on development and implementation of Deanery Plans. The Deanery Plans form key building blocks of strategic missional growth within Living Christ's Story and have been developed with Deanery Leadership Teams and Diocesan leadership.

Hull Deanery Plan – Heart for Hull

As part of *Living Christ's Story* Hull Deanery has developed a plan aimed at contributing to the achievement of its vision and four strategic goals. Part of this plan is to explore, assess and engage with sources of additional resource to support city-wide strategic investment. This exploration takes place on the foundation of prior work which has created strategic programmes such as Mustard Seed and Multiply within the Diocese of York. Particular foci of Deanery-wide strategic work already identified include youth and young adult ministry; missional discipleship; church planting; directly addressing the Gospel hope in the context of poverty; supporting the unique challenges of our current parishes serving in vulnerable communities.

Once in a generation

Bishop Eleanor in a letter to the Deanery members said:

Finally, I do believe that today we have a once-in-a-generation opportunity to seek to be a tributary of God's grace and favour to this city in which we all serve. My deep prayer is that God will call out of us whatever God most desires, in order to bless the people in this city now and for the generations yet to come.

The Opportunity

We now seek a new externally funded role, to enable Hull Deanery in their efforts to achieve their bright vision for the future of the city of Hull and working together within the wider Diocesan strategy of *Living Christ's Story*.

It has been recognised that the current Deanery Leadership Team (DLT) does not have the capacity to support and enable all aspects of the Plan, and especially if this is to include the preparation for a bid for external funding. However, this role is not simply about preparing a funding bid but rather, under the leadership of Bishop Eleanor and in close collaboration with the DLT and Diocesan Project Management Office, it is to provide extra capacity to support the delivery of the whole Deanery Plan and the inevitable development of this Plan as it occurs.

Job Description

The purpose of this role is to plan, design, execute and monitor every aspect of the citywide strategy and enable Hull Deanery to achieve its goals in respect of the discerned stream of work relating to the discerned Deanery-wide strategic priorities. The post holder will:

- Support the delivery of the current Deanery – Heart for Hull Plan and its development over the next three years.
- Develop a Deanery Action Plan to set out the steps required to successfully implement the discerned strategic goals.
- Working closely with the Bishop of Hull, the Archdeacon of the East Riding and the Deanery Leadership team, in conjunction with the Project Management Office develop and bid for external funding to enable the Deanery to undertake its Citywide strategic goals.
- The strategy must take into account the challenges that Hull faces both missionally and financially.
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The role will include:

- Work with the Bishop of Hull, Archdeacon of the East Riding and the DLT to identify the strategic plan requirements, timelines and costs, investment needs.
- Develop detailed proposals to guide people and resources based on changing needs and requirements.
- Identify and assign tasks based on the skill sets and experience of the people involved.
- Monitor the activities to ensure they are delivered in line with agreed plans.
- Compile and submit reports on progress against the agreed plans.
- Work effectively with stakeholders across the Deanery and partner programmes such as Mustard Seed and Multiply.
- Work closely with key stakeholders to develop and bid for external funding.
- Monitor the key strategic risks facing the overall work involved.
- Support and enable good practice in the governance and oversight of the activities undertaken.
- Develop excellent leadership, stakeholder relations and communication skills to liaise effectively with all stakeholders, with a view to seeking synergies and avoiding clashes.
- Work with the Diocesan Strategy & Transformation team to ensure alignment with the wider diocesan strategy of Living Christ's Story.

The Strategy Enabler role requires a high degree of proficiency across the domains of:

- Discerning with others the strategic activities and priorities, through prayer and scripture.
- Networking and relationship building ensuring internal data/reporting mechanisms are utilised effectively.
- Communications

- Policy development and advice
- Project Management and Bid writing

Key Relationships:

The City-Wide Strategic Enabler reports to the Bishop of Hull and the Deanery Leadership Team (DLT) and will work closely with:

- The Bishop of Hull
- Hull Deanery Leadership Team
- Parishes within the Deanery
- The Archdeacon of the East Riding
- Members of the Diocesan Strategy & Transformation Team
- The Social Responsibility Officer for Hull and the East Riding

Please note that this post is subject to an occupational requirement that the holder be a practicing Christian under Part 1 of schedule 9 to the Equality Act 2010.

We are committed to equity, diversity, and inclusion and especially welcome applications from disabled candidates and those from UKME heritage as these groups are under-represented in our staff. We are committed to safeguarding and promoting the welfare of children, and an enhanced DBS check will be required.

Person Specification

	Essential	Desirable
Qualifications	Demonstrate the appropriate level of ability holding either a degree or equivalent qualification, or relevant experience	Project Management qualification e.g. PRINCE2 Project Management training
Experience	Experience of high-level support for strategic projects or programmes	Experience of working in the Church of England
	Experience of organizing engaging meetings for a wide range of stakeholders	Confident in leading initiatives
	Experience of strategic fundraising for projects	Change management experience
	Experience of writing reports and business cases	Understanding how and where capacity funding might be sought

		An appreciation of the local context within Hull – socially, economically and culturally
Technical	Excellent written and verbal communication, understanding appropriate communication styles for each audience	Experience in data management and analysis
	Communication information to a range of audiences, both technical and non-technical	
	Confident and competent working with Microsoft IT systems	
	Proficient use of social media	
General	Welcome & receive incoming enquiries and calls, dealing with them promptly and courteously	
	Team player able to work across several different teams	
	Sensitive to the different cultures, traditions, and activities within the Church	
	Commitment to anti-discriminatory policies within the Church of England's legal context	
Personal	Committed to and confident in the aims and ethos of Hull Deanery, the Diocese of York, and of the mission and ministry of the Church of England	Understanding of the structure of the Church of England and issues facing it
	Self-motivated and able to work using own initiative	
	Collaborative and positive	
	Able to work under pressure	
	Excellent time management	
	Task-focused and strategic	
	Able to travel	Full clean driving licence

Summary of Terms and Conditions

Employer	The York Diocesan Board of Finance (YDBF)
Line Manager	Bishop of Hull
DBS Disclosure	A DBS check is required for this post.
Probationary Period	Appointments are subject to a 6-month probationary period
Location	This is a home-based role with travel in and around the City of Kingston upon Hull
Hours	The post is 0.6FTE / 21 hours per week. Due to the varied nature of the work, there will be regular evening and weekend working, the post-holder will work flexible hours ensuring their contracted hours are completed by the end of each calendar month.
Salary	An appointment will be made at Grade 4. Starting salary will be £38-40k FTE depending on experience and reduced pro rata.
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 (adjusted pro-rata) annual leave in any year.
Mileage	A mileage allowance will be paid in respect of journeys undertaken in connection with the duties of the post. This is remunerated at 45p per mile for the first 10,000 miles.
<i>Non-contractual Benefits</i>	
Employee Benefits	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.

Only fully completed applications through Pathways will be accepted; applicants must have the right to work in the UK.

Deadline for applications: **Wednesday, 4 September at 12noon**

Interviews: **Wednesday, 11 September 2024**