

JOB DESCRIPTION FOR: Ebbsfleet Parishes Development Mentor (EPDM)

Location:	Diocesan Offices, Coventry, and Bishop of Ebbsfleet's Office, Reading, with regular travelling across the 13 Dioceses of the Ebbsfleet area, and occasionally nationally and internationally as required.
Salary:	£45,408 (Ordained priest. No accommodation provided).
Hours:	35 hours per week.

Background to Role

The Diocese of Coventry has a commitment to healthy churches in fulfilment of its Mission Purpose of Worshipping God, Making New Disciples and Transforming Communities. We try to achieve this by the application of 8 'Essential Qualities' (8EQs) of healthy churches based on research by Christian Schwarz of Natural Church Development (NCD). Further details can be found at www.healthychurches.org.uk.

The Diocese was awarded a grant of £638,000 in June 2015 from the Church Commissioners Strategic Development Fund for our '**Acceler8**' project, to enhance our existing capacity to mentor the integration of these 8EQs across the whole Diocese by the addition of 2 part-time paid mentors, and additionally to apply these 8EQs strategically into the 20s-30s age range in churches across the Diocese by the appointment of paid 20s-30s Development Leaders. One condition of this funding is to share our learning about trying to implement this strategy with the wider Church of England. Christian Schwarz and NCD International are also taking a keen interest in our approach.

We have a well-established and effective process along with a long-term mentoring strategy to assist leaders and churches across the range of size, background and traditions in the Diocese (including parishes under oversight of the Bishop of Ebbsfleet), in fulfilling the 8EQs. Over 70% of parishes in the Diocese are now voluntarily engaged in the process, and the 8EQs now form the basis of all parochial appointment processes in the Diocese (including Ebbsfleet parishes).

The Ebbsfleet 'Lay Congress' in March 2016 saw over 400 lay people from different Ebbsfleet dioceses coming to Coventry Cathedral to hear an outline of the 8EQs. Encouraged by very positive feedback from the Congress, the Bishop of Ebbsfleet has requested assistance from the Diocese of Coventry in developing this approach within the parishes served by the Bishop of Ebbsfleet. We have incorporated Ebbsfleet therefore into a new funding bid for the development of discipleship based around the 8EQs. As part of this project therefore we are seeking an 'Ebbsfleet Parishes Development Mentor' to begin to implement this approach across Ebbsfleet parishes, with support from the Diocese of Coventry. This role will involve a clearly catholic and sacramental approach to the issues of healthy parish development and evangelism, promoting the flourishing and growth of parishes provided for by the House of Bishops 2014 Declaration, and thus sustaining the wider diversity of the Church of England. We hope that this will also give evidence and replicability of the 8EQs approach leading to spiritual and numerical growth across a statistically significant wider range of traditions in the Church of England.

The EPDM will have access to a team of mentors consisting of the HCDM (Coventry), two half-time Healthy Church Mentors (one of whom is the Director of NCD UK who will be able to support the post-holder by drawing on national expertise and experience), our 20s-30s Development Leader, 5 Learning Mentors, and a bespoke digital learning portal called the 'EQuip Hub'.

The post-holder will be an employee of Coventry Diocesan Board of Finance.

The continuation of this post during the time-scale of the project (2018-2022) is subject to on-going funding being received from the Church Commissioners and will be subject to annual reviews of progress. This is a condition of our funding. The continuation of the post after the time-scale of the project (post-2022) is subject to progress, and on-going funding through Ebbsfleet parishes support.

Role Profile:

The role of the Ebbsfleet Parishes Development Mentor will be to develop the integration of the 8EQs into the long-term thinking and practice of Ebbsfleet parishes. This will include, with Catholic imagination, the task of translating the principles, approach, and language into an Anglo-Catholic sacramental context, and to develop a team of volunteer mentors who will help mentor churches in delivering these qualities in their individual and unique contexts. The ECDM will be a primary point of contact for Ebbsfleet parishes interested in this approach.

Key Relationships:

- Line-managed by, and accountable to, the Archdeacon Missioner of the Diocese of Coventry, in close conjunction with the Bishop of Ebbsfleet. (The reason for this line-management is that Ebbsfleet as yet has no legal structure which can employ people).
- HCDM, NCD mentors, 20s-30s Development Leader and Learning Mentors of the Diocese of Coventry.
- Ebbsfleet Representatives, parishes and church communities in the 13 Dioceses covered by the Bishop of Ebbsfleet.
- Designated members of the 13 Diocesan Staff teams.
- NCD UK and International

Main Activities and Responsibilities:

- To play a key role in the shaping and implementation of a parish development strategy across the Ebbsfleet parishes, especially in relation to the 8EQs of healthy churches, so that they continue to be woven into the DNA of Ebbsfleet parishes. This will include, with Catholic imagination, the task of translating the principles, approach, and language into an Anglo-Catholic sacramental context, and to develop a team of volunteer mentors who will help mentor churches in delivering these qualities in their individual and unique contexts.
- The ECDM will be a primary point of contact for Ebbsfleet parishes interested in this approach, whose work will be based on healthy personal relationships with Diocesan staff, clergy and laity, and in a way which will seek to enhance, not undermine, existing Diocesan and/or parish strategies for growth.
- To develop an excellent communication strategy which will enable the maximum potential engagement of Ebbsfleet parishes and positive responses within the wider Dioceses.
- To develop and promote the work of a team of volunteer mentors, and line manage any additional Healthy Church Mentors.

- To work closely with the 20s-30s Team Leader and 20s-30s Development Leaders of the Acceler8 project and see how learning can be applied to Ebbsfleet contexts. This will include meetings, training days and collaboration on reports.
- To work closely with Diocesan staff in all 13 Dioceses covered by Ebbsfleet.
- To identify and fulfill training needs across the dioceses gained from Ebbsfleet-wide evaluation of survey results.
- To mentor, coach, encourage and organise ongoing training for the application and assessment of these 8 qualities in ways appropriate for churches of Ebbsfleet tradition across the Dioceses, drawing on wider expertise nationally and internationally where appropriate.
- To enable the application of all 8EQs from the outset in all Ebbsfleet pioneering church initiatives.
- To work with parishes in vacancy in preparation of parish profiles reflecting the 8EQs, in co-operation with Diocesan recruitment processes.
- To identify, train and support effective coaches and mentors to enable long-term sustainability of the strategy.
- To maintain models of strategic and sustainable development of the 8EQs resulting in sustained qualitative and numerical growth which may become a help to other Dioceses.
- To oversee the effective administration of the Ebbsfleet 8EQs Process and Team.
- To assist in the development of appropriate legal structures to enable longer term sustainability of this and other roles serving parishes served by the Bishop of Ebbsfleet.

Monitoring and Evaluation

- The Healthy Churches Development Mentor will participate in reviews of progress every 6 months and an annual review.

Person Specification

Essential

- An Anglican priest with a generous and mature personal Christian faith and presence, inhabiting and nourished by Anglo-Catholic tradition.
- A pleasant personality with an ability to 'win' and empower others.
- Good coaching and mentoring skills.
- Able to win the respect of key strategic Diocesan staff and the Bishop of Ebbsfleet's Representatives in the relevant Dioceses, and the clergy and people of the parishes.

- Experience of senior leadership in churches in different contexts (ideally including both urban and rural) leading to growth across all ages and backgrounds. **PLEASE NOTE: candidates with flourishing churches may not be familiar with the language of 8EQs but if the churches are growing they will recognise the principles as they will be present in growing churches. Therefore, lack of direct exposure to NCD principles and language should not therefore prevent good candidates from applying as training will be given.**
- Experience of implementation of vision and strategy, creation and adaptation of appropriate processes, and evaluation and analysis of systems and results.
- Self-motivated and ability to work on own initiative, as well as collegially as part of a team.
- Good time-management skills.
- Experience in recruiting, motivating and training volunteers.
- Willingness and ability to travel (frequently throughout designated dioceses in the Midlands, and Central and South-West England, occasionally nationally and overseas).

Desirable

- Knowledge and understanding of the joys, challenges and idiosyncrasies of working within the Church of England.
- Previous leadership at a multi-church strategic level in an area or denominational church context.

The Ebbsfleet Parishes Development Mentor will be mentoring Christian leaders and churches in the application of 8 Essential Qualities which include Inspiring Worship and Passionate Spirituality in a Christian context. It is therefore an Occupational Requirement (Schedule 9 part 1 of the Equality Act 2010) of this post to have a committed Christian faith.

If you have a disability or long term illness that otherwise prevents you from meeting any of these criteria, please contact us to discuss whether a reasonable adjustment can be made.

The post holder will need to prove that they have the right to work permanently in the United Kingdom.

For more information please see

http://www.dioceseofcoventry.org/vacancies/current_vacancies

or contact the Bishop of Ebbsfleet via Mrs Catherine Williamson, his assistant, on office@Ebbsfleet.org.uk (0118 947 1038), or the Archdeacon Missioner, The Venerable Morris Rodham, on Morris.Rodham@CovCofE.org (07506 731892) or the current Coventry Diocese post-holder The Revd Tim Mitchell on Tim.Mitchell@CovCofE.org (07496 821460).

Please send completed application forms to:

Email: ryan.finnegan@covcofe.org

or

Post: Ryan Finnegan, Cathedral & Diocesan Offices, 1 Hill Top, Coventry CV1 5AB.
Enhanced DBS disclosure is required for this post.

The deadline for applications is noon, Friday 7th September 2018
Interviews will be held in Coventry on Tuesday 25th September 2018