

**CHURCH ARMY**  
ESTD 1882



# **Pioneer Evangelist**

## **Ipswich Centre of Mission**

### **Application Pack**

BE THE TRAILBLAZER  
ACTIVATE CHANGE  
STRENGTHEN LIVES  
BUILD COMMUNITIES  
EMBRACE THE CHALLENGES  
BE THE HELPING HAND  
FAITH TAKING ACTION  
PURPOSEFUL ACTION  
REAL PEOPLE  
REAL FAITH  
RISK TAKERS

# FROM THE CEO

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I am delighted that you are interested in the role of Pioneer Evangelist with Church Army & the Diocese of Suffolk. I really hope that as you read through this job pack you get a clearer sense of who we are as Church Army and how this role fits into our desire to see communities across these islands transformed.

This is an exciting time to be part of Church Army as we continue to grow our frontline work in addition to implementing the new strands of our DARE strategy in the next three years to further our impact and reach our vision.

We are passionate about seeing communities transformed which is why Church Army is proud to work in some of the toughest communities across the UK and Ireland and make an impact that brings about real-life change. Our Centres of Mission, which are created in partnership with Diocese, are where we deploy evangelists into communities to share faith and empower and equip the local church in mission

and evangelism. We are working hard in our aim to increase to 50 Centres of Mission by 2027. In Marylebone London, we run the biggest women's only hostel which empowers women to end their homelessness and live their lives to the full. We also run the Amber Project in Cardiff which helps over 100 young people each year who battle self-harm; as well as a hostel for young people.

Our GRACEUP values are at the heart of all that we do. We are proud of our committed and passionate staff team who all contribute to our vision of seeing communities transformed. In joining Church Army, you will belong to a community of gifted people who are proud to do what they do, and we work hard to make sure our team know that they are valued for their contributions and know that they are making a difference to the lives of hundreds of people.

I hope that as you read through this job pack, you will be inspired and encouraged to want to join amazing team and Organisation.

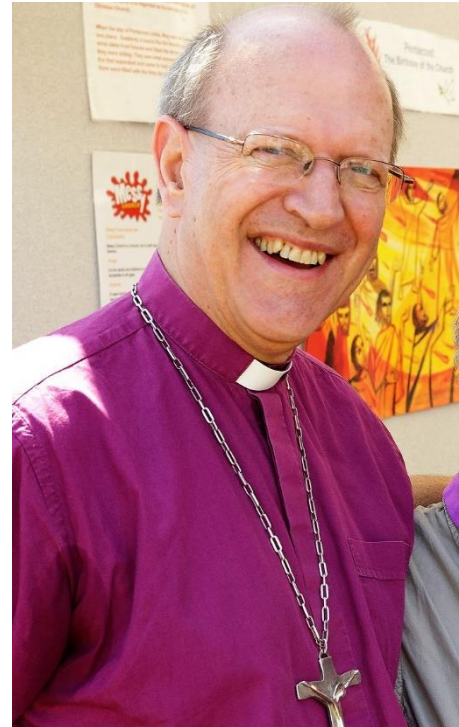
A handwritten signature in black ink that reads "Des Scott". The signature is stylized and includes a large, sweeping flourish that loops around the name.

**Des Scott**

# From the Bishop of St Edmundsbury and Ipswich

This is a great time to be looking at this post! Exciting changes are afoot within the South West area of Ipswich at present with a renewed focus on mission and in particular with young people and children. In addition, the whole deanery of Ipswich are working together on a six-year initiative, *Inspiring Ipswich*, which seeks to add 1500 new disciples and 25 new worshipping communities to what God is already doing across the town.

It's not going to be the easiest of jobs. St Francis 'parish' is large, and Covid 19 certainly presents a number of challenges, but if you are ready for an adventure, happy to take risks and eager to love and serve the Lord then Bishop Mike and I would love to welcome you!



We think of ourselves as a friendly diocese with good support for ordained and lay ministers, and we know the missional partnership in South West Ipswich and the Inspiring Ipswich team in particular will give you a warm welcome.

Our prayers will be with you as you discern God's calling.

**Bishop Martin**

# WE ARE CHURCH ARMY

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We are Church Army. We are catalysts; strengthening lives and communities. We do not shy from the gospel because we believe it changes lives.

## Our vision

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

## Our values

Everything we do is underpinned by our GRACEUP values:

**Generous** - We want to model God's generosity to others.

**Risk-taking** - We have a long heritage as a pioneering movement, prepared to take risks and give colleagues permission to seek to do new things.

**Accountable** - We are accountable to God and others. We want to be reliable and live responsibly to high professional standards.

**Collaborative** - We are committed to partner with those who share our values; we believe it enhances our work.

**Expectant** - We are hopeful, expecting God to do new things amongst us.

**Unconditional** - God loves everyone and everyone is significant in his eyes; we will serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.

**Prayerful** - We listen for God's voice and want to be obedient to him. We want to be like Jesus in our actions and witness.

See our [We are Church Army](#) video here

BE THE HELPING HAND  
FAITH TAKING ACTION  
PURPOSEFUL ACTION  
REAL PEOPLE  
REAL FAITH  
RISK TAKERS

# ACTIVATING CHANGE



## ROLE OF PIONEER EVANGELIST

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(Known locally as Schools-worker)

Lead Evangelist, Captain Andrew Payne, has been ministering across the area for 2 years and has a long history of evangelistic ministry with Church Army elsewhere. We are now looking for a second evangelist to reach out to the young people, children and families of St Francis Parish (population of almost 20 000 people) through the many local schools.

We are keen to be as open as possible in finding the person that God is calling to this area and are therefore proposing to shape the final job description to suit an evangelist whose gifting is to work with *either* Youth (11+) *or*, Children (under-11) and Families.

The successful applicant will be the sort of person who is prepared to take calculated risks, go the second mile and demonstrate the love of Christ in word and action to every young person or family they come into contact with. They will be someone who is a self-starter who sees opportunities to share faith and follows through with them to build new worshipping communities. They will have the enthusiasm to start new things, sometimes in challenging circumstances, and the spiritual and emotional resources to keep trying if something doesn't work out.

This work will be supported by Church Army, the parish of St Francis and also by *Inspiring Ipswich (II)*. *Inspiring Ipswich* is an exciting project in Ipswich Deanery to transform the reach of the Church of England in the town and to achieve ambitious goals of at least 7,500 more people exploring faith and 1,500 becoming Christian disciples, with 25 new worshipping communities planned before the end of 2024. It is hoped that this initiative will help *Inspiring Ipswich* to meet these goals and the II team are keen to support the post-holder both practically and in prayer and fellowship.

The successful applicant will be joining us at an exciting time of transformation and growth. We also recognise that with the COVID-19 pandemic it is a time of challenge however the work of the Lead Evangelist and the II team provide a good platform and network into which the Pioneer Evangelist will be able to develop. So, if you are looking for a role within which you will have the opportunity to develop and implement innovative and creative ways of working - this job is for you.

*Emma Sivyer (Regional Development Officer) & Rhiannon King (Archdeacon of Ipswich)*

# **Local Community**

St Francis church was built at the same time as the Chantry Estate in South West Ipswich and celebrated its 60<sup>th</sup> birthday in June 2019. The church lies at the heart of the community and sits across the road from a parade of shops which include the East of England Coop as well as a variety of independent stores and takeaways. Hawthorn Drive is a main route that runs from the Pinewood Estate towards the railway station. While few would identify as members of the Church of England there is still a strong connection to ‘their church’ and annual fundraising events are well supported.

The local Roman Catholic Church (St Marks) sits 100 metres down the road and the Methodist Church sits around the corner and backs on to the St Francis site.

The church and Hall complex is linked by a crush hall with an office and toilets in the link, the hall was pre-COVID used by a variety of community groups including the Rainbows, Brownies and Guides, Zumba and dancing classes. The Church has been running a Pop-Up Shop at St Francis for the last 4 years (the first in Ipswich) which takes surplus food and sells customers a bag to fill with the items they choose.

For almost 25 years St Francis church has been part of the South West Ipswich Team Ministry but we are currently exploring making St Francis a parish in its own right. If the current plans go ahead St Francis parish will have a population of almost 20 000 and a full-time Pioneer priest-in-charge (or Vicar) as well as the Pioneer Evangelist.

Chantry is one of the top 4 of the most deprived council wards of Ipswich and the Diocese and the church is involved in a partnership with the County Council to alleviate Holiday Hunger and supports the ‘Fit and Fed’ initiative.

Of the schools in the parish almost all of the students at Chantry Academy live within 1.5 miles of the school and approximately 500 of the students walk past the church each morning and afternoon.

## **Schools in the proposed St Francis Parish**

<b>School</b>	<b>Number of Pupils/Students</b>
Gusford Primary	595
Sprites Primary	402
Oaks	391
Chantry Academy	900
Suffolk One (Post 16)	2,000 approx
Stone Lodge Academy (Special School for those with learning and emotional special needs)	5 - 16 age range no published numbers
Bridge School - Special Needs School for those with mainly physical disabilities	No Published Admission Numbers
St Marks Roman Catholic Primary School	210

The church has some connections already with some of the schools, in particular the current Team Rector (Priest in Charge Designate of St Francis) is the vice-chair of the Chantry Local Governing Body and is a trustee of CYM-Ipswich. The Oaks come into the church for RE lessons and at Harvest and Christmas. This year a video is being prepared for upper Key Stage 2 about the church building and a virtual Christingle will be offered to all primary schools in December 2020.

## **Housing & Office**

A house, in Holcombe Crescent, will be provided for the Pioneer Evangelist. It is a 4-bedroom extended semi-detached house with garage and parking. It is close to St Francis Church and within easy reach of all of the local schools. The post will be mostly based in schools but administratively the successful candidate can have the option of working from home, or from an office in St Francis Church.



# JOB DESCRIPTION

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<b>Job Title:</b>	Pioneer Evangelist
<b>Location:</b>	Ipswich Centre of Mission
<b>Responsible To:</b>	The Lead Evangelist Ipswich Centre of Mission
<b>Relating To:</b>	<ul style="list-style-type: none"> <li>• Priest in Charge and members of St Francis Church</li> <li>• The Missional Partnership churches and congregations</li> <li>• Local Head teachers and school pupils/students</li> <li>• The Centre of Mission steering group</li> <li>• The Archdeacon of Ipswich and the Inspiring Ipswich Wider Team</li> <li>• The Mission Accompanier for St Francis Learning Community</li> <li>• CYM (Christian Youth Ministries in Suffolk)</li> <li>• Diocesan Youth Adviser or Diocesan Children and Families adviser</li> <li>• Chantry Methodist Church</li> </ul>
<b>Purpose:</b>	To share the good news of Jesus Christ with the people of South West Ipswich making disciples and building appropriate Christian communities (“fresh expressions of church”), particularly amongst either Children and Families or Youth with little connection with church.
<b>Objectives:</b>	<ol style="list-style-type: none"> <li>1. To reach <i>either</i> the children and families, <i>or</i> youth of South West Ipswich, sharing the Christian faith in word, action and presence.</li> <li>2. To pioneer and establish at least 2 new and sustainable worshipping communities, focussed on either children and families or youth, appropriate to the context, which nurture the faith of people being attracted. (These worshipping communities should include a significant proportion of people who are new to faith).</li> <li>3. Alongside the Lead Evangelist, create a missional community, building a team who are called to share in the work of the Centre of Mission</li> <li>4. To encourage, as part of the DARE<sup>1</sup> strategy, wider lay pioneering and evangelism by other churches in the Diocese, especially in Ipswich.</li> <li>5. To participate in raising funds and prayer support for the Centre of Mission., including to prosper the work and witness of Church Army and The Diocese of St Edmundsbury and Ipswich and take an active part in the Church Army Mission Community.</li> </ol>

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<sup>1</sup> DARE = Do, Advocate, Resource, & Enable Evangelism: Church Army’s strategy



## RESPONSIBILITIES AND KEY TASKS:

1. To reach *either* the children and families, *or* youth of South West Ipswich, sharing the Christian faith in word, action and presence.

Children and Families Focus	Youth Focus
1.1 Express the Gospel through actions, words and presence, 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	1.1 Express the Gospel through actions, words and presence, 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
1.2 To provide regular context-appropriate opportunities in local primary schools to learn about and explore the Christian Faith	1.2 To provide regular, context appropriate opportunities in local secondary schools and the Sixth-form College to learn about and explore the Christian Faith
1.3 To provide safe spaces for families within the community to meet and socialise with the aim of building relationships and trust	1.3 To provide safe spaces for young people within the community to meet and socialise with the aim of building relationships and trust
1.4 Build life-enhancing relationships with people and develop groups for exploring discipleship which are appropriate to the needs of families.	1.4 Build life-enhancing relationships with young people and develop ways for them to explore discipleship
1.5 To link families with other local agencies for wider support	1.5 To network with other local agencies to ensure joined up support for young people
1.6 To explore the planning and delivery of regular Holiday Clubs and after school clubs and to plan for prayer spaces in schools	1.6 To engage with the Inspiring Ipswich Pioneer Developer, Andy Jefferson at 'Chantry Academy' and the CYM staff at 'Suffolk One'

2. To pioneer and establish at least 2 new and sustainable worshipping communities, focussed on either children and families or youth, appropriate to the context, which nurture the faith of people being attracted.

Children and Families Focus	Youth Focus
2.1 To discern how to gather those children and families reached into Christian community, developing Fresh Expressions of Church	2.1 To discern how to gather those young people reached into Christian community, developing Fresh Expressions of Church building on the Sorted/MYCN model
2.2 Build sustainability into these worshipping communities helping them to have fruitful relationships with the local church and develop local lay leadership as part of this	2.2 Build sustainability into these worshipping communities helping them to have fruitful relationships with the local church and develop local lay leadership as part of this

3. **Alongside the Lead Evangelist, create a missional community, building a team who are called to share in the work and witness of the Centre of Mission.**
  - 3.1 Grow a team of mature Christians with right support and accountability to share with the Evangelists in the ministry of the Centre of Mission.
  - 3.2 To identify, recruit, and train local volunteers so that they can share in and sustain this mission and develop their own evangelistic ability.
  - 3.3 With others, develop a life of prayer for the work of the Centre of Mission, St Francis Parish and Inspiring Ipswich
  
4. **To encourage, as part of the DARE strategy, wider lay pioneering, and evangelism by other churches in the Diocese, especially in Ipswich**
  - 4.1 Establish healthy and collaborative relationships with colleagues in the deanery, ecumenical partners and the wider diocese.
  - 4.2 As appropriate, assist the Lead Evangelist in the recruitment and training of Lay Evangelists.
  - 4.3 Contribute to Inspiring Ipswich Team Meetings and attend and engage with other support offered to encourage the sharing of knowledge and good practice.
  
5. **To participate in raising funds and prayer support for the Centre of Mission., including to prosper the work and witness of Church Army and The Diocese of St Edmundsbury and Ipswich and take an active part in the Church Army Mission Community.**
  - 5.1 To build a support base that would sustain your work and the wider ministry.
  - 5.2 Publish at least three prayer letters per year, telling the story of the developing ministry of the Centre of Mission.
  - 5.3 In consultation with Church Army, to visit other churches and invite their prayerful and financial support through the Evangelism Support Scheme.
  - 5.4 Inform Church Army, the Diocese St Edmundsbury and Ipswich, and others who share an interest in evangelism of what can be learnt from the experience of mission in Ipswich.
  - 5.5 To engage fully with the process of 'Recording the Journey' and the collection of the story of impact.

**General:**

- To undertake any such duties as are commensurate with the post at the direction of the line manager or their senior.
- To be active as a member of the team, demonstrating and encouraging participation in team meetings and in the overall objectives and life of the team.
- To attend meetings of the Ipswich Centre of Mission Steering Group, diocesan and deanery meetings as appropriate.

- To engage in other activities across the Diocese as directed by the Bishop or his representative.
- To attend an annual appraisal and regular one to ones with your line manager. To assist with a triennial review of the Centre of Mission generating recommendations for the future of the ministry.
- To undertake and regularly update assessments of the risks associated with the project, and to take steps to manage and reduce the risk.
- To comply with all current safeguarding legislation, the regulations of the Diocese of St Edmundsbury and Ipswich and Church Army's Safer Ministry policy.
- To undertake any training as required for the role as identified in an appraisal or supervision offered or approved by Church Army or the Diocese.
- To take an active part in the life of the Church Army Mission Community, either as a Commissioned Evangelist, or as someone progressing toward Commission, or as an evangelist who has trained elsewhere and wants to join the community as a Covenanted Evangelist.
- To adhere to Church Army's contractual and non-contractual policies at all times. These are outline in the Staff Handbook and on Church Army's intranet document library. To be conversant with and work within the procedures and practices of Church Army, the Diocese and the Church of England.
- Act in the best interest of Church Army, the Diocese and the Centre of Mission at all times.



# PERSON SPECIFICATION

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below.

ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Evangelistic Enthusiasm &amp; Ability</b>		
A burning desire to see people come to a living Faith in Jesus Christ		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
A demonstrable ability to evangelise and communicate the faith effectively to those outside the church and to the relevant age group.		
Experience as an evangelist, with a track record of helping people find faith.	Training in mission to a nationally recognised standard e.g. Church Army Commission or Ordained Pioneer Minister	
Membership of the Church Army Mission Community or willingness to explore membership.		
<b>Building Fresh Expressions</b>		
Experience of having pioneered Christian community among unchurched Children and families or Youth		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
A proven ability in growing a sense of community & making and nurturing disciples		
Demonstrable expertise in crafting creative worship and faith exploration opportunities, targeted either at children and		

their parents/carers that encourage close collaboration within the family unit or Young people that encourage positive and healthy relationships.		
<b>Personal Discipleship</b>		
A person of prayer, robust spirituality and self-discipline with the personal and faith resources to sustain a pioneering ministry		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
Models the values of Church Army		
A commitment to the personal cost involved in incarnational ministry		
<b>Team membership &amp; Collaboration</b>		
Ability to work with and when appropriate lead a community of Christians with shared missional objectives		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
Ability to enthuse and lead volunteers		
Open to learning from others and from disappointment; robust and encouraging		
Ability to enable collaboration between the church members and the wider community.		
<b>Initiative &amp; Imagination</b>		
Taking the initiative, & being prepared to work creatively		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> </ul>

Ability to lead new communities of Christians with imagination		<ul style="list-style-type: none"> <li>• Pre-employment checks (e.g. references)</li> </ul>
Ability to turn reflection into action		
<b>Expertise with key groups and contexts</b>		
Experience of having pioneered a Christian groups amongst either Children and Families or Youth	Ability to create age-appropriate materials online media and video content to support faith exploration and discipleship	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
Experience of planning, organising, and running both outreach and discipleship- focussed events for children and families or Youth	Ability to host zoom meetings, contribute to church-based videos/live-streaming and run small groups online	
Good understanding of children and young people's spirituality and how it changes as children grow and mature.		
<b>Other</b>		
Good understanding of safeguarding		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> </ul>
Good IT and media skills		
Willingness to work flexible hours and weekends in order to fulfil the requirements of the role		
Willing to be subject to an enhanced DBS check		
Own transport or workable alternative		

# OUTLINE TERMS AND CONDITIONS

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<b>Location</b>	Ipswich (St Francis and surrounding Parishes)
<b>Salary</b>	£23,215 per annum
<b>Hours &amp; Working Pattern</b>	37.5 hours per week (including evenings and weekends)
<b>Pension</b>	<p>If a Church Army commissioned, evangelist or ordained, non-contributory, operated by the Church of England Pensions Board.</p> <p>If not, Church Army commissioned, then the employee will be assessed under auto-enrolment pension legislation and if eligible, minimum contributions will be made.</p>
<b>Annual Leave</b>	25 days, plus public bank holidays (33 days in total)
<b>Probation Period</b>	6 months
<b>Contract Type</b>	Permanent. Initial funding is for 5 years and the Centre of Mission will be subject to triennial review.
<b>DBS Requirement</b>	An enhanced DBS check required and compliance with Church Army's Safer Ministry policy.
<b>Notice Period</b>	4 weeks (after probation period).
<b>Occupational Requirement</b>	This post is subject to an Occupational Requirement under the provisions made in the Equality Act 2010 that the post holder has an active faith in Jesus. The successful candidate must be in agreement with the vision and values of Church Army and the Diocese of St Edmundsbury and Ipswich/Inspiring Ipswich.
<b>Housing</b>	A house will be provided in the area.
<b>Employer</b>	Church Army

# APPLICATION PROCESS

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For more information on the role, please contact Emma Sivyer [emma.sivyer@churcharmy.org](mailto:emma.sivyer@churcharmy.org) or the Ven. Rhiannon King, Archdeacon of Ipswich [archdeacon.rhiannon@cofesuffolk.org](mailto:archdeacon.rhiannon@cofesuffolk.org)

To apply, please submit a **Church Army Faith-based Application Form** which is available to download on the advert for the post on our website.

Applications should be sent to: [recruitment@churcharmy.org](mailto:recruitment@churcharmy.org)

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**Deadline:** 14<sup>th</sup> January 2021

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**Interview date:** 2<sup>nd</sup> February 2021

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For more information about Church Army please visit: [www.churcharmy.org](http://www.churcharmy.org)

Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- Two satisfactory references, including one faith-based reference.

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.