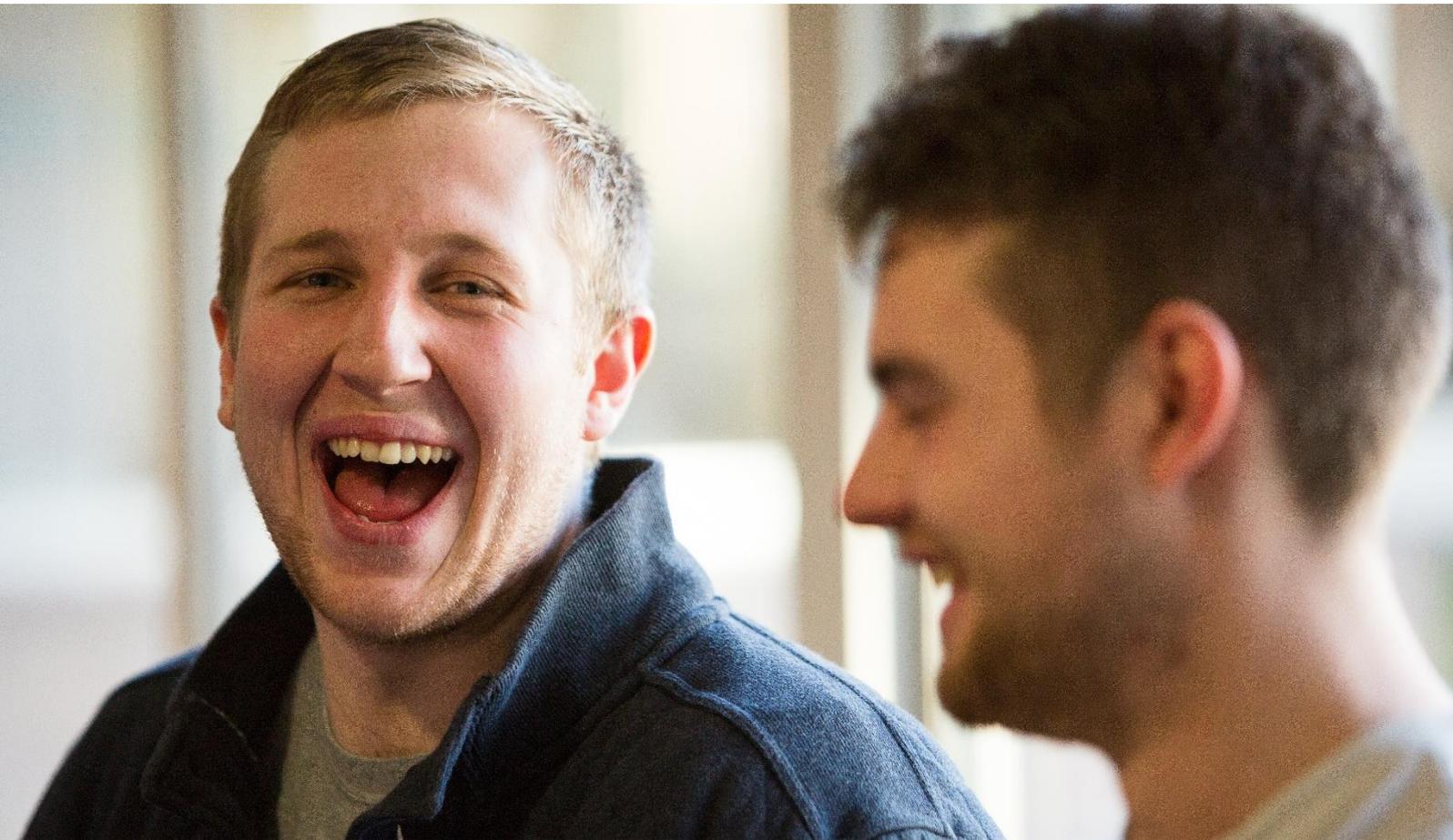


CHURCH ARMY
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Meithrin Gobaith
ESGOBAETH TYDDEWI
DIOCESE of ST DAVIDS 
Growing Hope



PIONEER EVANGELIST

Impact 242 Haverfordwest

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 DIRECTOR OF OPERATIONS



I am delighted that you are interested in the role of Pioneer Evangelist for the Impact 242 Haverfordwest Centre of Mission with Church Army. 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 the UK and Ireland 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 over 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 to make an impact that brings about real-life change. Our Centres of Mission, created in partnership with Dioceses, 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 a project in Cardiff called Ty Bronna, working with homeless young people (aged 16-21) to provide them with accommodation, help them into independent living and give them a fair chance in life. Our Amber Project in Cardiff helps over 100 young people each year who battle self-harm.

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 our amazing team and Organisation.

Neville Willerton

Director of Operations Church Army

WE ARE CHURCH ARMY

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

FROM THE ARCHDEACON OF NEW CHRISTIAN COMMUNITIES



Led by +Joanna the 129th Bishop of St Davids, the diocese is one of the most ancient of Wales and was one of the four original dioceses of the newly created Province of Wales at Disestablishment.

The Diocese is exceptionally rich in its historical traditions both secular and sacred. The history of Welsh Christianity is bound up with sites from St Davids in the south, Llandeilo

in the central eastern part and Llanbadarn and Llanddewi Brefi in the north. These places have an importance that is felt outside the Christian community to the wider nation, but are particularly important to an area that is proud of its heritage and devoted to its own sense of location and identity.

Most of the Diocese is bilingual and the use of the Welsh language in schools, colleges and in wider society is increasing.

Growing Hope - The Diocesan Strategy for Growth

- Restructuring the Diocese
- Reimagining Ministry
- Revitalising the Churches
- Rejuvenating the People

Impact 242

The second element of the Diocesan Strategy is what gave birth to the Archdeaconry of New Christian Communities and Evangelism, which came into existence in April 2018. The three Centres of Mission within the Diocese of St Davids in partnership with the Church Army (in Haverfordwest, Cross Hands and Llanelli) are referred to as Impact 242. Impact 242 sits within and belongs to the Archdeaconry of New Christian Communities and Evangelism and is led by Archdeacon Mones Farah.

The word ‘impact’ is important in terms of the Centres of Mission making an impact on individuals, in body soul and spirit, which are all connected. Beyond this, the Centres of Mission also make an impact on communities, as when individuals are transformed, the transformation of communities will follow. The second part of the word ‘impact’ incorporates ‘act’, reminding us of the Book of Acts. The number 242 refers us specifically to Acts 2:42: ‘They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.’ Through the Impact 242 partnership, we want to create church and new worshipping communities across the diocese which reach out to the needy and to those who need to be positively influenced by the love of God, moving individuals and communities towards being positively influenced around being faith focussed and focussed on the sacrament in future.

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

ACTIVATING CHANGE



ROLE OF PIONEER EVANGELIST

In this role as Pioneer Evangelist, you will support the Impact 242 Haverfordwest Centre of Mission in all activities related to developing and building fresh expressions of worshipping communities and faith families in Merlin's Bridge and Haverfordwest amongst the unchurched. You will be active in the local community working amongst partner organisations to provide Christian love and outreach. Specifically, this will be to those living on the estate in Merlin's Bridge and within Haverfordwest who come from troubled backgrounds. You will be involved with the various evangelism, prophetic evangelism and discipleship taking place throughout the Centre of Mission across Merlin's Bridge and Haverfordwest. You will also be involved in the current healing outreaches in the Centre of Mission and looking to develop your own impactful ministries.

Part of the role will be to support work within the diocese relating to mission and evangelism. You will train people in pioneer evangelism, and work with those within the diocese to create a culture where sharing faith is part of their everyday Christian faith. This role will need someone who is experienced in pioneering Christian communities among the unchurched, and with a record of winning people for Christ - especially amongst people with troubled backgrounds and substance abuse issues. There is already exciting work taking place, and we are looking for someone with energy, passion, enthusiasm and faithfulness to both Jesus and the team to be involved with missional activities of the Centre of Mission. You will help develop links within the community. In this role, you will need to be able to work independently and as part of a team, as well as being able to work alongside all people and communities. As a Christian, you will keep Jesus as your top priority and be able to explore new ways of living out the gospel.

This post is a full partnership position between the Diocese of St Davids, Church in Wales and the Church Army.

For more information about the Impact 242 Haverfordwest Centre of Mission please contact Mike Dare (Lead Evangelist) at Mike.Dare@Churcharmy.org.

For Church Army employment related queries please contact Leoni Oxenham (Regional Development Officer, Church Army) Leoni.Oxenham@Churcharmy.org.



PROFILE OF MERLIN'S BRIDGE

Merlin's Bridge is a village situated in on the outskirts of Haverfordwest, about a mile from the centre of Haverfordwest. The area is mainly residential but includes a small number of business and manufacturing premises. The village has a large housing estate of mostly rented homes, including a significant number of council and housing association properties. Many of these houses are arranged in linking streets and cul-de-sacs, which can feel rather "maze-like." The area also includes a variety of owner-occupied houses of varying sizes and conditions. There are visible and invisible barriers between "pocket communities" within the area.

In parts of the estate there is a high level of poverty, with high levels of unemployment and those who have never been employed. There is known drug and alcohol use and the police have a regular presence. There are also a significant number of domestic and social incidents in some parts of the estate. Although many residents are local there is constant movement of occupants and the area is regularly used to rehouse those who are leaving a "refuge" or those who have been moved from other areas, either local or further afield, because of difficult relationships or to give families a fresh start. Despite the difficulties there is a high level of loyalty towards living "in the Bridge" and many families do support each other well. There are a couple of local shops, but apart from a park area, a village hall and the school there are few facilities in the locality. The local Haverfordwest Rugby Club is based at the far end of the village, and there is a boxing club near to the "McDonald's roundabout!" The geography of parts of the estate means that without finances and transport it is difficult for people to access activities and recreation.

There are many social problems in the area and these are compounded by a lack of opportunity. Loneliness and financial difficulties can be a weighty and complex issue for some families, and there a significant number of adults dealing with mental

health issues, often related to family breakdown. The estate missed out on the “Flying Start” initiative of the Welsh Assembly Government, from which other similar areas hugely benefitted, due to its smaller size and location.

St. Mark’s Primary School is a voluntary aided Church in Wales school situated in the village of Merlin’s Bridge on the edge of the estate. Pupils attend the school from the village and the surrounding areas, although some families choose to send their children into Haverfordwest. The school is committed to working in partnership with the Impact 242 Haverfordwest Centre of Mission. St Marks V.A. Church in Wales Primary School currently has 130 pupils aged from three to eleven years. It is organised in five mixed-age classes. Pupils come from a range of backgrounds with a significant number, over 40%, entitled to free school meals, and therefore are targeted by the Welsh Assembly Government with additional money for the school to endeavour to reduce the impact of poverty through the Pupil Deprivation Grant. This figure is well above national and local averages, but does not reflect the true number of families in need of support, as many do not claim FSM entitlement or are not entitled to FSM as one parent may be in some form of employment, but often in these cases still struggle with significant financial difficulties. Many children have additional learning needs. A number of children are in the care the local authority and there is a significant number from a traveller family background/community. English is the predominant language in the community and the school teaches Welsh as a second language. COVID-19 has highlighted the digital deprivation within many parts of the community, with an inability to access digital content. Many families have need to access the local food bank and the community fridge. The school plays a significant role in the community and is a “haven” for children and families. The school seeks to support families through 1:1 support and family group activities, as well as working in partnership with many other agencies, but recognises that the needs of the community are larger than the remit of the school.

Church Army workers work closely with the school in various ways, continuing previous activities as well as building fresh since coming out of lockdown. Holiday Club/activities are regularly advertised by the school. Centre of Mission evangelists have close links with community events within Merlin’s Bridge. They are a visible presence within the community in many ways. There is a “Family Service” currently being developed to be held in the school. The Centre of Mission has developed youth outreach, with a local weekly drop in. There was a weekly “chill and chat” session running in the local secondary pre-COVID19, which is being redeveloped as restrictions allow. The Centre of Mission is building links to work with people in recovery from substance abuse issues and looking to develop street outreach in the local town area.

Impact 242 Haverfordwest Centre of Mission sits within the pastoral area of Haverfordwest and Camrose, which is one of four pastoral areas within the Daugleddau Local Ministry Area (LMA). The LMA ministry team view the Centre of Mission as a full member of the Team and the lead evangelist will offer occasional ministry across the LMA at their discretion and in consultation with the LMA Dean.

JOB DESCRIPTION

Job Title:	Pioneer Evangelist for Impact 242 Haverfordwest Centre of Mission
Location:	Haverfordwest
Responsible To:	Lead Evangelist for the Impact 242 Haverfordwest Centre of Mission
Purpose:	To create new worshipping communities for the Centre of Mission.
Objectives:	<ol style="list-style-type: none"> 1. To support and be involved in the Evangelism and Prophetic Evangelism in various locations around Merlin's Bridge and Haverfordwest with the Centre of Mission. 2. To reach families living in difficult circumstances or living with substance misuse issues in Merlin's Bridge and Haverfordwest. 3. To create new worshipping communities amongst the unchurched, especially around the Heol Derwen/ Freemans View estate. 4. To develop 20% of your time to provide training and outreach across the Diocese. 5. To participate in raising funds and prayer support for Church Army and Impact 242.

RESPONSIBILITIES AND KEY TASKS:

1. To support and be involved in the Evangelism and Prophetic Evangelism in various locations around Merlin's Bridge and Haverfordwest with the Centre of Mission.

- 1.1 To engage in developing connection points with the unchurched and to create, with the rest of the team, entry welcoming points and events to facilitate engagement and belonging of the unchurched into the New Christian Community being formed.
- 1.2 To model and develop discipleship in the life of every individual from the youngest to the oldest.
- 1.3 To support, participate and develop outreach throughout Merlin's Bridge and Haverfordwest that leads to people having significant spiritual encounters with God.

2. To reach families living in difficult circumstances, including those affected by substance misuse, in Merlin's Bridge and Haverfordwest.

- 2.1 To model and develop discipleship in the life of every individual, including vulnerable individuals who may have negative life experiences, such as substance misuse, adverse experiences or complex and chaotic living situations.
- 2.2 To model emotionally healthy holistic Christian families to unbelievers through a high accountability/low control relationship with the Centre of Mission which demonstrates strong Christian values, affection and faithfulness.
- 2.3 To participate in existing pathways as well as develop new pathways for people to receive freedom in their relationship with Jesus through holistic prayer ministry.
- 2.4 To partner with local agencies to provide pathways for people to receive freedom from substance misuse and other complex and chaotic life experiences.

3. To create new worshipping communities amongst the unchurched, especially around the Heol Derwen/ Freemans View estate.

- 3.1 To model, encourage and facilitate the formation of holistic Christian families amongst the unchurched, in line with the Impact 242 Haverfordwest Centre of Mission and the wider Impact242 vision.
- 3.2 To facilitate, encourage and protect expression of gifting in each person connected with the new worshipping communities.
- 3.3 To discern and call out calling and leadership in those who are connecting and maturing as disciples.
- 3.4 To participate in, model and utilise the culture built throughout the Centre of Mission using "Lifeshapes" language, emotionally healthy spirituality tools and the values of the Centre of Mission team.
- 3.5 To support, participate and develop outreach throughout Merlin's Bridge and Haverfordwest that leads to people having significant spiritual encounters with God.

4. To develop 20% of your time to provide training and outreach across the Diocese of St Davids.

- 4.1 To provide informal support for those in the Diocese who are attracted to the Centre of Mission because they share in its hope to reach unchurched people with the Christian Good News.
- 4.2 To encourage and train people in pioneering evangelism and new forms of Christian community in the Diocese of St David's in conjunction with the Mission Area teams.

- 4.3 To use the resources of the Diocese and Church Army in equipping the churches to engage in appropriate evangelism in the Diocese.
- 4.4 To be an active part of the Impact 242 team in sharing, supporting and developing learning of good practise so that it can be replicated elsewhere in the diocese.
- 4.5 To inform Church Army, the Diocese and others who share an interest in evangelism of what can be learnt from the experiences of the Centre of Mission.

5. To participate in raising funds and prayer support for Church Army and for Impact 242.

- 5.1 To build a support base that would sustain your work and the wider ministry
- 5.2 To engage fully with the process of 'Recording the Journey' and the collection of the story of impact.
- 5.3 To provide newsletters for supporters to update on your activities and advocate for Church Army and Impact 242.

General:

- To engage in the high accountability/low control structures in place throughout the CoM to maintain good emotionally healthy spirituality. This will include weekly team meetings, team building spaces and fortnightly 'Support and Spirituality' meetings.
- To be active as a member of the Impact 242 Haverfordwest Centre of Mission team and the wider Impact 242 team, demonstrating and encouraging participation in weekly prayer and catch up meetings, the Local Learning Community and the overall objectives and life of the team.
- To undertake any such duties as are commensurate with the post at the direction of the line-manager or their senior;
- To take an active part in the life of the Church Army and diocesan communities, attending local and national gatherings and events as appropriate.
- To attend an annual appraisal and regular one to ones with your line manager;
- To undertake any training as required for the role as identified in an appraisal or supervision;
- To undertake and regularly update assessments of the risks associate with the ministry, and take steps to reduce the risk
- To adhere to Church Army's contractual and non-contractual policies at all times. *NB: These are outlined in the Staff Handbook and on Church Army's intranet document library;*
- To comply with all current safeguarding legislation, including Church Army's Safer Ministry policy and such Diocesan Regulations as may be appropriate;
- To act in the best interest of Church Army 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.

All aspects of the person specification will be assessed via the application form, interview and selection process, and within pre-employment check (e.g. references).

ESSENTIAL	DESIRABLE
Spirituality	
Active proven Christian faith and faith engagement, prioritising their relationship with God.	A strong understanding of the Gospel and how to communicate it in a variety of different contexts.
Proven Jesus focused and Trinity based life and ministry.	An understanding and appreciation of Church Army and the Church in Wales.
A working understanding and appreciation of the Anglican church and Anglican church culture.	An Evangelist who demonstrates an ability to see potential and to pioneer new things.
Experience	
Proven ability, concern and desire for gathering the unchurched and starting groups or new worshipping communities, particularly amongst vulnerable families and people with negative life experiences.	Experience of having pioneered a Christian Community among profoundly unchurched people, particularly those with negative life experiences such as substance misuse.
Experience of working within a team ministry as a collaborative team player and working effectively alongside others to build team.	Theological training, Bible training, or relevant ministerial vocational training.
Experience of working effectively within policies and procedures, particularly in relation to safeguarding and confidentiality.	Ability to work with young people in mentoring/youth drop in settings to enable further discipleship. Worship leading gifting and experience.
Experience of working with communities, with a passion about transformation in the lives of individuals and communities.	An understanding and appreciation of Welsh culture.

Skills and abilities	
A proven love of evangelism and an openness for prophetic evangelism.	The ability to and to inspire, resource and enable others to become who God wants them to be.
The ability to disciple unchurched people, through prayer, support and mentoring.	The ability to develop and lead creative, innovative and flexible innovations based on the specific needs of the community.
The ability to effectively work alongside families with complex and challenging behaviours and an understanding of how to communicate the Gospel with love in this context.	
An awareness and understanding of fresh expressions and new ways of doing church.	
Character	
A person who models the values of Church Army (GRACE UP) and the Diocese of St Davids.	A person who understands their own personality and personality profile.
A demonstratable faithful, humble, honouring, hungry for God and honest character.	
A person with a heart to reach vulnerable families who is confident working with complex families, who will love this community and be comfortable working alongside chaotic families.	
A person who is willing to explore new ways of living out the gospel and being 'Christian community' in a local mission setting.	
A proactive initiator who is also able to work alone, who is teachable of spirit and a self-feeder.	
Other	
If not a Welsh speaker, a willingness to learn the Welsh language using the training and opportunities provided.	A Welsh language speaker.
Full driving license and access to own transport or workable alternative.	

TRAINING

As a responsible employer we value the importance of professional formation and expect our employees to commit to ongoing training towards fulfilling their roles.

As part of your induction within Church Army, the Learning and Development Team will work with you to identify any specific training and formational needs that will be key for enabling you in your role and future ministry. They will draw up a plan with you, for approval by a Training Review Panel, setting out how these needs may be addressed. We also expect that as part of your role you will join the Church Army Mission Community. This again will be picked up with you through induction and through the Community Team.



OUTLINE TERMS AND CONDITIONS

Location	Haverfordwest, Diocese of St Davids
Salary	£23,679 per annum
Hours	37.5 hours per week
Working Pattern	Full time - flexibility is required as the role will require evening and weekend work.
Housing	Housing will be provided in the local area <i>(NB: housing will be confirmed on appointment of a candidate)</i>
Pension	If a Church Army commissioned evangelist, non-contributory, operated by the Church of England Pensions Board. If not Church Army commissioned, then the employee will be assessed under autoenrollment pension legislation and if eligible, minimum contributions will be made.
Annual Leave	25 days per year plus bank holidays (33 days in total)
Probation Period	6 months
Contract Type	Full Time, Fixed Term (5 years)
Notice Period	4 weeks (after probation period)
DBS Requirement	An enhanced DBS check required and compliance with Church Army's Safer Ministry policy.
Occupational Requirement	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 Church of Wales.

APPLICATION PROCESS

For more information about the Impact 242 Haverfordwest Centre of Mission please contact Mike Dare (Lead Evangelist) at Mike.Dare@Churcharmy.org.

For Church Army employment related queries please contact Leoni Oxenham (Regional Development Officer, Church Army) Leoni.Oxenham@Churcharmy.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

Deadline: 4.00pm, Thursday 23rd September 2021

Interview date: Monday 4th October 2021

For more information about Church Army please visit: 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.