



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

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FROM OUR CEO

I'm delighted that you are interested in the role of Pioneer Evangelist for the Impact 242 Haverfordwest Centre of Mission. I hope that as you read through this job pack you get a clearer sense of who we as Church Army and the Diocese of St. Davids are.

In all our work Church Army seeks to support and empower those most in need in the UK & Ireland. We walk alongside and love those who are struggling, especially the marginalised. We are a mission organisation committed to enabling the transformation of lives and communities in and by the love of God.

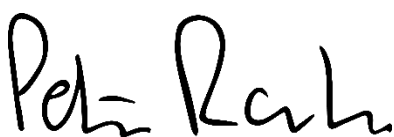
The work of Church Army makes a real difference in people's lives. Every role offers the opportunity contribute to making our vision a reality. The work that you do with Church Army really will make a difference, and we are thankful for every one of our committed and passionate staff. Our GRACEUP values are at the heart of all that we do across Church Army, in our work and in our relationships. They serve as cultural cornerstones, compass points and anchors. In joining Church Army, you will belong to a community of remarkable people who are proud to do what they do. Together we work hard to make sure our team know that they are valued for their contributions and moreover valued for who they are.

This is an exciting time to join us. As we implement our DARE strategy Church Army is growing its frontline work and growing its impact. We are proud to work in some of the toughest communities across the UK and Ireland. Our Centres of Mission, in partnership with Dioceses, are where evangelists live in local communities sharing faith, and empowering & equipping the local church in mission and evangelism. In Marylebone London, we run the biggest women's only hostel and the only 24/7 emergency drop-in centre in the UK. Marylebone empowers women to end their homelessness and live their lives to the full. In Cardiff, we run the Amber Project, which helps young people who battle self-harm, and the Ty Bronna Project, which is a hostel for homeless young people. Elsewhere one of our Projects befriends, serves and supports vulnerable women involved in the sex industry.

It can be challenging work. Church Army is often found where others won't go and doing things that others can't or won't. Yet it is joyful and fulfilling work. We serve in a broad range of settings, with people from all walks of life, and of all faiths and none. I am thrilled and humbled to work for an organisation that does this in God's name and your name.

I hope that you will be inspired and encouraged to want to join our amazing team.

Yours,



Peter Rouch



FROM THE ARCHDEACON OF NEW CHRISTIAN COMMUNITIES & EVANGELISM



Led by +Joanna the 129th Bishop of St Davids, the Diocese of St Davids 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.

ROLE OF PIONEER EVANGELIST

In this role as Pioneer Evangelist at the Impact 242 Haverfordwest Centre of Mission, you will be involved with supporting the Centre of Mission to pioneer a new church community amongst unchurched people in Merlin's Bridge. The primary responsibility of this role is to be an evangelist to the community of Merlin's Bridge and connect with people of peace for whom God has been working in their hearts. As a Christian, you will keep Jesus as your top priority and be able and willing to explore new ways of living out the gospel.

You will contribute to the Centre of Mission fulfilling our local vision of "bringing healing by building a family that hears God's voice together", living out our values of honesty, humility, hunger (for God), honour and humour. As a Centre of Mission we will be using the Journey's with Jesus: 12 Piece journey to freedom and peace program as our discipleship platform and pathway and you would be expected to learn and model this through the missional activities in which we are involved.

You will support the 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 with unchurched people. You will be active in the local community working with partner organisations to provide Christian love and outreach, with a focus specifically on people living on the estate in Merlin's Bridge and people living in Haverfordwest with complex and chaotic lives. You will engage in evangelism, prophetic evangelism and discipleship as part of the Centre of Mission across Merlin's Bridge and Haverfordwest. You will be involved in the Centre of Mission's current healing outreaches and will look to develop and pioneer ideas for future impactful ministries.

You will need to be able to work independently and as part of a wider collaborative team, maintaining and developing good working relationships with other pioneers and colleagues. You will help to develop links and relationships within the community as well as with local partners and will need to be able and enthusiastic to work alongside all people and communities.

Part of the role will involve supporting learning and development across the diocese relating to mission and evangelism. You will train people in pioneer evangelism and new forms of Christian community, 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 passionate in pioneering Christian communities among unchurched people and has a heart to win people for Christ - especially amongst people with complex and chaotic lives, facing issues such as substance misuse and homelessness. There is already exciting work taking place through Impact 242 Haverfordwest Centre of Mission, and we are looking for someone with energy, passion, enthusiasm and faithfulness to both Jesus and the team to further support our missional activities.



PROFILE OF MERLIN'S BRIDGE

Merlin's Bridge is a village situated on the outskirts of Haverfordwest, about a mile from the town centre. 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 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 in the area due to this and the 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.

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 which are compounded by a lack of opportunity. Loneliness and financial difficulties can be weighty and complex issues for some families, and there is a significant number of adults dealing with mental health issues, often related to family breakdown. The estate missed out on Welsh Government's "Flying Start" initiative from which other similar areas hugely benefitted due to its smaller size and location.

Despite the difficulties there is a high level of loyalty towards living “in the Bridge” and many families 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!”

St. Mark’s Primary School is a voluntary aided Church in Wales school situated in 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 for schooling. The school is committed to working in partnership with the Impact 242 Haverfordwest Centre of Mission. St Marks V.A. Church in Wales Primary 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 many children locally having additional learning needs, being in the care of the local authority and coming from a traveller family background/community. A significant number of pupils, over 40%, are entitled to free school meals, and therefore 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 the area in need of support. Many do not claim and may not be entitled to FSM as one parent may be in some form of employment, but often these families still struggle with significant financial difficulties. English is the predominant language in the school 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 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. The Centre of Mission work closely with the school in various ways, having a visible presence within the community and developing close links with community events within Merlin’s Bridge. A “Family Service” to be held in the school is currently in development and the youth outreach local weekly drop ins and “chill and chat” sessions are being redeveloped as restrictions allow moving out of the pandemic. The Centre of Mission is building links to work with people in recovery from substance misuse and is looking to develop street outreach in the local town area.

The 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 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, Impact 242 Haverfordwest Centre of Mission
Location:	Merlin's Bridge / Haverfordwest
Responsible To:	Lead Evangelist for the Impact 242 Haverfordwest Centre of Mission.
Accountable To:	The Archdeacon for New Christian Communities and Evangelism in The Diocese of St Davids and the National Development Officer for Wales in Church Army.
Purpose:	To share Jesus with people and be an evangelist to the community of Merlin's Bridge, discipling people in the faith as part of the Centre of Mission.
Objectives:	<ol style="list-style-type: none"> 1. To support and be involved in the Centre of Mission's community evangelism and prophetic Evangelism, predominantly around Merlin's Bridge. 2. To reach families living in difficult circumstances with complex and chaotic lives in Merlin's Bridge. 3. To create worshipping communities amongst unchurched people around the Merlin's Bridge estate. 4. To use 20% of your time to develop work in the wider diocese providing training and outreach. 5. To participate in raising funds and prayer support for the Centre of Mission.

RESPONSIBILITIES AND KEY TASKS:

1. **To support and be involved in the Centre of Mission's community evangelism and prophetic Evangelism, predominantly around Merlin's Bridge.**
 - 1.1 To work as part of a shared ministry with the other staff and volunteers within the Centre of Mission and the wider Impact 242 project.
 - 1.2 To engage with the rest of the team in creating and developing appropriate and accessible entry welcoming points, activities and events in order to draw unchurched people together and facilitate engagement and belonging in a new worshipping community.
 - 1.3 To be a frequent visible presence in Merlin's Bridge, creating developing connection points to make and build relationships amongst unchurched people and making links across the community.

- 1.4 To model and develop discipleship in the life of every individual, loving unconditionally.
- 1.5 To support, participate and develop outreach throughout Merlin's Bridge and Haverfordwest which leads to people having significant spiritual encounters with God.
- 2. To reach families living in difficult circumstances with complex and chaotic lives in Merlin's Bridge.**
 - 2.1 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.
 - 2.2 To model and develop discipleship in the lives of individuals living in difficult circumstances and with complex and chaotic lives, walking alongside some of the most vulnerable people in the community.
 - 2.3 To participate in existing pathways and develop new pathways for people to receive freedom in their relationship with Jesus through holistic prayer ministry.
 - 2.4 To engage with the rest of the team in assessing the needs of the local community, exploring ways of serving the community and groups within it which are contextual and appropriate to their circumstances.
 - 2.5 To partner with local agencies, services and community groups to develop and provide pathways for people to receive freedom from complex issues such as substance misuse, vulnerability of living situation, family life chaos, etc.
 - 2.6 To develop regular community outreach with at least one mission week in a year.
- 3. To create worshipping communities amongst unchurched people around the Merlin's Bridge estate.**
 - 3.1 To model, encourage and facilitate the formation of holistic Christian families amongst unchurched people in line with the Centre of Mission and Impact242's wider vision.
 - 3.2 To lead, pioneer and develop new worshipping communities which proclaim the gospel for the people of Merlin's Bridge and Haverfordwest and create a culture where engaging with faith is considered to be exciting and accessible for the local community.
 - 3.3 To facilitate, encourage and protect expression of gifting in each person connected with new worshipping communities and to discern and identify leadership and calling in those who are connecting and maturing as disciples.

- 3.4 To participate in and model the culture built throughout the Centre of Mission and live out the values of the Centre of Mission and wider Impact 242 partnership, using shared tools and approaches including discipleship platforms such as Journeys with Jesus, “Lifeshapes” language and other emotionally healthy spirituality tools.
 - 3.5 To support, participate and develop outreach throughout Merlin’s Bridge and Haverfordwest which leads to people having significant spiritual encounters with God.
- 4. To use 20% of your time to develop work in the wider diocese providing training and outreach.**
- 4.1 To provide informal support for those in the Diocese who are attracted to the Centre of Mission because they share in our hope to reach unchurched people with the Christian Good News.
 - 4.2 To have an openness to inner healing or similar ministries which promote and encourage an emotionally healthy spirituality.
 - 4.3 To use various resources, including those 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 Impact 242 in sharing, supporting and developing learning of good practice 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.
 - 4.6 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 Local Mission Area teams.
- 4. To participate in raising funds and prayer support for the Centre of Mission.**
- 4.1 To build a support base that would sustain your work and the wider ministry.
 - 4.2 To engage fully with the process of ‘Recording the Journey’ and the collection of the story of impact.
 - 4.3 To provide newsletters for supporters to update them on your activities, request their support and to advocate for the Centre of Mission, Impact 242, Church Army and the Diocese of St. Davids.
 - 4.4 To inform Church Army, the Diocese and others who share an interest in evangelism of what can be learnt from the experience of Centres of Mission.

General:

- To actively engage in the high accountability/low control structures in place as a team member at the Impact 242 Haverfordwest Centre of Mission, 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 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 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 minimise and mitigate risk.
- 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 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 and the Diocese of St Davids at all times.

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.



ROLE REQUIREMENTS

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	
A person with active demonstrable Christian faith and faith engagement, including being Jesus focussed and demonstrating a Trinity based life and ministry.	An understanding and appreciation of the Church in Wales and Church Army.
A person who keeps their relationship with God as their top priority.	A strong understanding of the Gospel and how to communicate it in a variety of contexts.
A love for evangelism, and an openness to prophetic evangelism and charismatic spirituality.	Theological training, Bible training, or relevant ministerial vocational training.
An evangelist with a working understanding and appreciation of the Anglican church.	

Experience	
An evangelist with proven experience of and a heart for communicating the Christian faith and helping bring people closer to Jesus.	Experience of having pioneered new Christian communities or led evangelistic projects among profoundly unchurched or de-churched people.
Experience of having gathered unchurched people together and started groups, showing passion about transformation in the lives of individuals and communities.	Experience of having gathered and started groups with unchurched people with complex and chaotic lives, facing issues such as substance misuse and homelessness.
Experience of having worked with a wide range of people, including those with complex and chaotic lives.	Experience of having trained or encouraged people in pioneering evangelism and new forms of Christian community.
Experience of working within a team ministry as a collaborative team player and of working effectively alongside others to achieve a shared vision and goal.	A knowledge, understanding and appreciation of Welsh culture.
Experience of working effectively and appropriately with sensitive and confidential information.	
Skills and abilities	
To bring people to faith and disciple, resource and enable people (particularly unchurched people) through prayer, support and mentoring.	To be gifted as an evangelistic worship leader.
To be confident and at ease loving and working sensitively alongside families and individuals with complex and chaotic lives, exploring issues affecting them and understanding how to communicate the Gospel to them contextually with love.	To be confident in working with young people in youth drop in/mentoring settings, creating and making the most of opportunities for discipleship.
To see potential and be able to develop creative, innovative and flexible new initiatives and fresh expressions based on the specific needs of the community, taking risks appropriately.	
To be a proactive initiator and able to work alone as well as understanding accountability to line management, in a high accountability/low control context.	

Attributes	
A person with a demonstratable faithful, humble, honouring, hungry for God and honest character.	A person who understands their own personality, thinking leadership and personality profile.
An evangelist who is willing to proactively explore new potential, pioneering new ways of living out the gospel and being 'Christian community' in a local mission setting.	
A 'giver' who loves people of all background types and has a heart to reach vulnerable families with complex and chaotic lives and to offer care and support to all in the mission context.	
A person who is faithful, available, and trainable - can show the skills to apply their faith and biblical knowledge to life and seeks to continue to grow in their faith.	
Other	
Welsh language speaker, or willingness to learn and use the Welsh language, using the opportunities and development support provided.	A Welsh language speaker who is able to work through the medium of Welsh.
Models the values of Church Army (GRACE UP) and the Diocese of St Davids.	
Full clean driving license and access to own transport for the use of the role.	
Good understanding of safeguarding and willing to be subject to an enhanced DBS check and to uphold all safeguarding requirements.	



OUTLINE TERMS AND CONDITIONS

Location	Haverfordwest, Diocese of St. Davids, Wales
Salary	£24,390 per annum
Hours	37.5 hours per week (full-time)
Pension	If a Church Army Commissioned evangelist or ordained, 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 annum, plus bank holidays (33 days in total)
Probation Period	6 months
Contract Type	Full Time, Fixed Term (4 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 in Wales
Housing	Housing arrangements to be discussed with applicants.

WHAT MAKES US CHURCH ARMY

Our Vision

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

See our [We Are Church Army](#) video.

Our Values

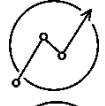
Everything we do is underpinned by our GRACEUP values:



Generous - We believe God is generous and we want to model that generosity to others.



Risk-taking - We have a long heritage as a pioneering movement, taking calculated risks and giving our staff permission to try new things.



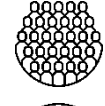
Accountable - We are accountable to God and others, and we want to be reliable and responsible to high professional standards.



Collaborative - We are committed to partnering with others who share our values; we believe collaboration enhances the potential and outcomes of our work.



Expectant - We are hopeful, expecting God to do new things through our frontline work and the Church Army community.



Unconditional - We believe God loves everyone and every person is significant in His eyes. We serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.



Prayerful - We listen to God through prayer, and we want to be obedient to Him. We want to be like Jesus in all we do.



Working with Us

We aspire to see our teams reflect the communities they serve, and to have a diversity of people and views reflected across our organisation. We are a Christian charity working with people of all faiths and none. We ask that our team, where being a Christian is not a requirement, to respect and be sympathetic to our history, work, vision and values.

We welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are an equal opportunities employer and we do not discriminate on the basis of any characteristic, including those protected by the Equality Act.

Church Army staff have access to a wide range of benefits, and you can find some of these listed on our [website](#) below our vacancies.



APPLICATION PROCESS

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

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

For Church Army or wider employment related queries, please contact Leoni Oxenham (National Development Officer, Church Army) at Leoni.Oxenham@Churcharmy.org.

For Impact 242 vision and strategy or St Davids Diocese related queries, please contact the Venerable Archdeacon Mones Farah (Archdeacon of New Christian Communities and Evangelism) at Archdeacon.Farah@churchinwales.org.uk.

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: Thursday 23rd June 2022

Interview date: Thursday 7th July 2022

What to expect from our Recruitment Process:

- Submit your completed application form online or email it to recruitment@churcharmy.org
- One of our team will acknowledge your application
- Applications are shortlisted against the person specification
- You will be contacted as to whether you have been invited to interview

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

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

For more information about Church Army please visit: www.churcharmy.org

