



Sorted



PIONEER YOUTH EVANGELIST

BRADFORD 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 Youth Evangelist for Sorted, Bradford, with Church Army, I hope that as you read through this job pack you get a clearer sense of who we 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.

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 BISHOP OF BRADFORD

Sorted Church is the fantastic fruit of our long-term partnership with Church Army in sharing the life-transforming good news of Jesus Christ with the young people of some of the neediest communities in north east Bradford.

Our vision as a Diocese is about equipping confident Christians to live and tell the good news of Jesus Christ. Our emerging Diocesan Strategy identifies growing young people as Christians as one of our five strategic goals for the next five years. Sorted Church is a key part of realising that

goal, but the approach pioneered by Sorted over the past 13 years also has much to contribute to our other strategic goals, especially reimagining ministry, nurturing lay discipleship and building leadership pipelines.



In appointing to this post of Pioneer Youth Evangelist, we are therefore looking for someone who has a joyful and confident faith which can build on the good work that has been done so far, and inspire further church growth, both numerically and spiritually, among teenagers and young adults from challenging estate backgrounds.

Sorted sits within the Deanery of Outer Bradford, now two years old. The Deanery is comprised of parishes similar in demographic context to the area in which Sorted works, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. Sorted's leadership will therefore find a group of creative and supportive colleagues in the Deanery, all of whom will be deeply familiar with the joys and challenges that each other faces. The new post holder will therefore be expected to work with a spirit of generosity in sharing wisdom and insights about ministry within the Deanery of Outer Bradford and also across the Episcopal Area and Diocese.

+ Tony Bradford

BRADFORD CENTRE OF MISSION

The main focus of Bradford Centre of Mission is Sorted Youth Church, which reaches teenagers from a number of social housing estates around north Bradford.

Andy and Tracy Milne began pioneering Sorted with a small team of local church volunteers in late 2003. Working with young people, from deprived areas with no church background; these are mainly disadvantaged young people often with challenging behaviours and complex needs.

Sorted developed as relationships were built and a small community formed.

By 2007, young people would come to Sorted as a result of connections made through secondary school's work including chaplaincy work and lunch time clubs.

A big Friday night youth activity session became a place where teens began to become part of the community. Short testimonies were often shared and Christian values such as love, forgiveness & fairness were modelled and used to inform the ground rules. Small groups had formed to enable young people to explore the Christian faith whilst a new worship service had also started.

Sorted today

Since those early days, Sorted has multiplied from 1 to 3 fresh expressions. New groups have formed with young adults and young families as our first teenagers became twenty somethings. We run:

- Social youth work in two localities
- Lunchtime clubs at Hanson Academy and Immanuel College
- After school teen group
- 2 Big Activity social sessions on Fridays
- Young adult group
- 3 small groups for faith exploration/discipleship
- Sunday evening worship



Young people gather to worship on a Sunday evening. As some have grown up and had children of their own, this has become increasingly an all-age worship service. There are

still more young people than either young adults or young families, but the breadth of the congregation has increased.

‘**By young people, for young people**’ is a phrase that was coined by a young person to describe the increasing numbers of young people getting involved in Sorted’s teamwork, (albeit with adult supervision). Some young people have since joined Sorted’s leadership after becoming young adults, and have been employed part time. Sorted also works with adult and younger volunteers.

Sorted is the outworking of an ongoing partnership between Church Army and the Diocese of Leeds, and is a charity and company limited by guarantee. The ministry of Sorted is under a Bishops Mission Order across 6 parishes in the Bradford Episcopal area, and is a [Church Army Centre of Mission](#).

Sorted continues to grow as a worshipping community and we are keen for the right person with the necessary skills join our core team to deliver good youth work and share our Christian values.

Over the past few difficult years, Sorted adapted and enabled youth work to happen by: wellbeing contacting; social media; meals for families; garden gate detached work to name a few. We are seeing the fruits of this hard work with new growth at our different sessions.

The Pioneer Youth Evangelist can expect to be part of an exciting core team, be enabled and empowered, be supported and receive appropriate training whilst bringing their own gifts and experience to Sorted. The role is supported by the Lead Evangelist (0.5) Tracy Milne.

He or she will be someone with a real heart for working with young people including those with challenging behaviours. Applicants should be able to demonstrate passion and experience through some of the existing work that they do. Although experience is important, good youthwork practice is essential for working with young people, particularly acknowledging working within policies and procedures, a willingness to learn, relevant administration tasks and to be accountable.

Church Army DARE Strategy

People who work for Church Army are passionate about Evangelism. But to fulfil our vision ‘For everyone everywhere to encounter God’s love and be empowered to transform their communities through faith shared in words and action’, Christians across this nation need to be encouraged and equipped to be living witnesses to Jesus Christ. Every person in this land has the potential to share in God’s mission. So, our strategy is to see all who are part of Church Army:

- Doing evangelism
- Advocating evangelism
- Resourcing evangelism
- Enabling evangelism



JOB DESCRIPTION

Job Title:	Pioneer Youth Evangelist
Location:	Bradford Centre of Mission
Responsible To:	Lead Evangelist, Sorted Directors and Church Army Mission Development Officer (North of England)
Relating To:	Youth & Young Adult Lead
Purpose:	To work with the Lead Evangelist and Sorted team in evangelism, innovative mission, making disciples and continuing to grow Sorted church across the BMO geographical area: to advocate, resource and enable evangelism
Objectives:	<ol style="list-style-type: none">1. To evangelise young people, to build the Kingdom of God and make disciples through activities, mentoring and groups.2. To work with the Lead Evangelist and Sorted staff team in exploring and implementing appropriate mission opportunities and grow Sorted church, make disciples, enabling Sorted members to use their gifts in mission.3. To assist the Lead Evangelist through sharing in aspects of leadership and in fulfilling some of the administrative duties of Sorted as charity, Centre of Mission and BMO.4. To implement the DARE strategy within the deanery and diocese and prosper the work and witness of the Church Army Mission Community.

RESPONSIBILITIES AND KEY TASKS:

- 1. To evangelise young people, to build the Kingdom of God and make disciples through activities, mentoring and groups**
 - 1.1 Lead and develop the ministry to secondary schools, representing Church Army and Sorted and being a Christ-like witness.
 - 1.2 Run and develop in-school small groups and activities, using any opportunity to appropriately share Christian faith.
 - 1.3 Liaise with school staff as appropriate in supporting young people and caring for them pastorally.
 - 1.4 Lead and grow various out-of-school groups and activities where Christian life and faith can be further explored, drawing the young people in to share in this ministry.

- 1.5 To work with Sorted team and local partners such as schools, churches and various agencies; to enable evangelism and pioneering across Bradford Centre of Mission.
- 2. To work with the Lead Evangelist and Sorted staff team in exploring and implementing appropriate mission opportunities and grow Sorted church, make disciples, enabling Sorted members to use their gifts in mission.**
 - 2.1 Work with staff & volunteers to lead, teach, mentor, disciple and pastorally support the young people of Sorted.
 - 2.2 With others, develop and lead one-to-one and small group discipleship programmes and activities
 - 2.3 As Pioneer Evangelist, you will regularly attend and contribute to the worshiping life of Sorted church, and Sorted church council, using your gifts and skills
 - 2.4 Help young people grow into their potential as leaders
 - 2.5 To enable Sorted members to develop their gifts by encouraging good practice, following policies and procedures and ensuring safeguarding in all of Bradford Centre of Mission's ministry.
- 3. To assist the Lead Evangelist through sharing in aspects of leadership and in fulfilling some duties of Sorted as charity, Centre of Mission and BMO, including fundraising.**
 - 3.1 Assist the Lead Evangelist in day-to-day ministry, sustaining and developing existing groups, developing relationships with partners and growing in confidence and capability in various aspects of leadership.
 - 3.2 Update Sorted website and keep Sorted's social media up to date, relevant and informative for both those interested in our work and for the clients of Sorted
 - 3.3 Share responsibility for the sustainability by assisting in fundraising of Sorted and Church Army (through the Evangelist Support Scheme)
 - 3.4 Write sessional reports on the work of Sorted and maintain good record keeping and communication with line managers, colleagues and Directors, and share in general administration.
- 4. To implement the DARE strategy within the deanery and diocese and prosper the work and witness of the Church Army Mission Community.**
 - 4.1 Build a support base that would sustain your work and the wider ministry, including fundraising through the Evangelist Support Scheme and publishing at least 3 prayer letters per year.
 - 4.2 With the Lead Evangelist communicate the ministry of Bradford CoM / Sorted Church such that others may be inspired, and their prayerful and financial support encouraged.
 - 4.3 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.
 - 4.4 Liaise with local churches and develop a plan whereby they are communicated with regularly and visited annually

- 4.5 Through advocacy, resourcing and enabling, support churches / Missional Youth Church Network (MYCN) as they seek to learn from Sorted model and implement missional youth work, ie Sorted open days, gatherings etc.
- 4.6 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 conversant with and work within the relevant contractual and noncontractual policies, procedures and practices of Sorted Church, Diocese of Leeds and Church Army (these are outlined in the Staff Handbook and on Church Army's intranet document library or are available on the relevant websites).
- To take an active part in the life of the Church Army Community, attending gatherings and events as appropriate.
- To attend meetings for the Bradford Centre of Mission; regular one to ones with your line manager; and an annual appraisal, as well as any Diocesan meetings as appropriate.
- 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 associated with the ministry, and to take steps to manage and reduce the risk.
- To comply with all current safeguarding legislation, Church Army and Sorted's Safer Ministry policies and such Diocesan Regulations as may be appropriate to the same.
- To Act in the best interests of Sorted, Church Army and the Diocese of Leeds at all times to safeguard from bringing any party into disrepute.

TRAINING

As a responsible employer we value the importance of professional formation and expect our employees to commit to ongoing training to fulfil their roles well. Both Church Army and Sorted provide training to better equip the successful candidate in their role as Pioneer Youth Evangelist.

An induction will be provided both with Church Army and Sorted locally. The Lead Evangelist and the CA Learning and Development Team will work with the successful candidate to identify any specific training and formational needs that will be key for enabling him or her in this role and for future ministry, and together draw up a plan to address those needs.

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.

Sorted works alongside MYCN to deliver training and there is an expectation that you will be an active member of the MYCN and bring learning back to Sorted.



ROLE REQUIREMENTS

We are looking for a candidate that models the Church Army values in their work and life. You must be in sympathy with the vision & values of Church Army and be willing to represent the organisation in public.

For this role, you must be willing to be flexible with your hours recognising that you will need to work some evenings and weekends in order to fulfil the requirements of the role. The successful candidate will need to have access to their own transport or a workable alternative, and will need to live sufficiently close to the BMO area to be able to fulfil the varied pattern of hours associated with this role.

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:

Qualifications, Knowledge & Understanding

- A Church Army Commission, or a willingness to explore membership of Church Army and appropriate training
- A strong understanding of current safeguarding requirements and GDPR legislation
- A strong understanding of good youthwork practice

Experience

- Experience of working and/or living on outer estates
- Experience in pioneering Christian groups/activities ideally among the profoundly unchurched, especially relating to youth & young people
- Experience of line management, particularly of part-time staff and volunteers
- Experience of responding to the spiritual needs of unchurched young people and nurturing them in their growth as Christians
- Experience of delivering Christian schools and youth ministry

Spirituality

- A commitment to living the mission of Jesus through a thoughtful and committed Christian faith
- Excited about the gospel and journeying with people in the long term
- Prayerful and spiritually disciplined

Attributes

- A heart for working with young people with challenging behaviours
- Able to manage self, time, and sustain oneself for the long term
- Good listening and communication skills
- A team player who can use own initiative whilst remaining accountable
- Teachable; open to new ways of working, and of making disciples & growing Christian community
- Good I|T & Media skills

Desirable:

Qualifications, Knowledge & Understanding

- A theological qualification
- A recognised qualification in youth work
- First aid trained



OUTLINE TERMS AND CONDITIONS

Location	North Bradford - Bishops Mission Order (BMO) designated area for Sorted:- the parishes of Bolton St James, St Luke Eccleshill, St John Greengates, Holy Trinity Idle, St John Thorpe Edge and St Cuthbert Wrose
Salary	£24,390 per annum
Hours	37.5 hours per week (mainly afternoons, early evenings and weekends)
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 auto enrolment pension legislation and if eligible, minimum contributions will be made.
Annual Leave	25 days per year, plus bank holidays (33 days total)
Housing	A housing allowance is provided. The accommodation will need to be located within the area of focus for the role.
Probation Period	6 months
Contract Type	Full Time, Open Ended
Notice Period	4 weeks (after Probation)
Safeguarding Requirements	<ul style="list-style-type: none">• An enhanced DBS check is required• Compliance with Church Army's Safer Ministry policy.• Basic Awareness and Foundation Level safeguarding training required before starting in post• Leadership level training required within 6 months of starting in post
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.

We also offer our staff:

- Life Assurance cover at 3 x salary
- Access to employee perks scheme through Life Works
- Access to cycle to work scheme
- Free Employee Assistance Programme available to staff 24/7
- Free confidential counselling service

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

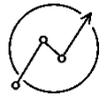
Everything we do is underpinned by our GRACEUP values:



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.



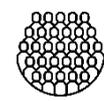
Accountable - We are accountable to God and others, and we want to be reliable and responsible to high professional standards.



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

For more information, please contact Tracy Milne (Lead Evangelist, Bradford CoM) revtracymilne@sortedcommunity.org.uk or 07805 248305

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

Applications should be sent to: recruitment@churcharmy.org

Deadline: 8am on Thursday 29th September 2022

Meeting with Sorted Young People on Zoom / in person: Friday 7th October 7.30pm

Interview Date: Monday 10th October 2022

What to expect from our Recruitment Process:

- Upload your completed application form on our website, 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