



Pioneer Evangelist

Gloucester Centre of Mission

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

Application Pack

CONTENTS

FROM OUR CEO	3
FROM THE BISHOP OF TEWKESBURY	4
ROLE OF A PIONEER EVANGELIST... ..	5
PIONEER MINISTRY IN GLOUCESTER DIOCESE	6
AREA PROFILE.....	7
JOB DESCRIPTION	9
ROLE REQUIREMENTS	13
OUTLINE TERMS AND CONDITIONS	17
WHAT MAKES US CHURCH ARMY	18
APPLICATION PROCESS	17



FROM OUR CEO

I'm delighted that you are interested in the role of Pioneer Evangelist 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 and 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.

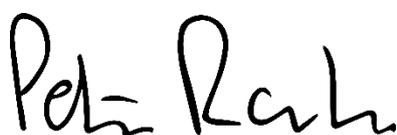
The work of Church Army makes a real difference in people's lives. Every role offers the opportunity contribute to making our vision a reality. The work that you do with Church Army really will make a difference, and we are thankful for every one of our committed and passionate staff. Our GRACEUP values 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 and 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,



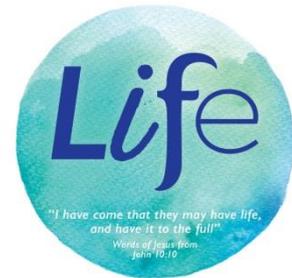
Peter Rouch



FROM THE BISHOP OF TEWKESBURY



Bishop Rachel and I are delighted to see this partnership with Church Army flourishing in Gloucester Diocese. The Diocesan LIFE Together vision commits us *to go out and share the transforming Gospel of Jesus Christ, so that people may know life in all its fullness*. There is a strong resonance between these values and the work of Church Army. We are excited to see this partnership continue to develop.



Growth at the first site in Matson is encouraging, and now we look forward both to local pioneering in south central Gloucester and the resultant new Christian communities there, and to the ways in which the post holder will enable wider conversations about evangelism in the Diocese as a whole. It is our strong hope that this will be significant in the life of our Diocese, enabling deeper engagement and sharing of Good News, both in the two Centre of Mission locations and more widely across our parishes.

+ Robert Tewkesbury.



ROLE OF PIONEER EVANGELIST

As evangelist you will pioneer activities that bring Christian hope and build worshipping communities (“fresh expressions of church”) amongst groups not normally touched by the church, and will enable others to do so too. You will focus on young adults, particularly 18-35 years, and by extension their families, and particularly those with low incomes/low aspirations/low self-esteem. This is the sort of setting to which Church Army has been drawn through its history.

This role is created through a partnership between Gloucester Diocese and Church Army in a new location for the Centre of Mission, bringing the Good News to south central Gloucester, and encouraging local Christians into mission through actions and words. You will focus on the south central area of the city while the Lead Evangelist continues to focus on Matson (an estate on the southern edge of the city.)

This area covers roughly the inner suburbs of Linden, Tredworth and Podsmead and surrounding areas. It is an area of significant relative poverty, with a relatively youthful population. Housing and social make-up are very mixed with a new estate in build. There are some problem areas amongst the young people of drug dealing, substance abuse and gang activity.

There are potential partnerships and facilities in which new Christian communities could grow, people of peace in the local community who can open doors and a few people locally committed to mission. While focussing on pioneering new communities and on evangelistic initiatives amongst new groups of people, you will also work in collaboration with the local clergy and their small committed teams of lay people. The area centres on the parish of St Paul and St Stephen

80% of your time will be focussed on local pioneering, and 20% in partnership with Lead Evangelist in wider Diocesan training around mission and evangelism.

For this role we are looking for a gifted and creative evangelist who is passionate about seeing communities transformed with the good news of Jesus. You will be a natural leader, able to inspire others, build teams, use your initiative and demonstrate excellent interpersonal skills. You will model the values of Church Army as well as a passionate faith in Jesus; you will have a good self-care discipline and be willing to grow and learn. You will be a strong team player, able to build and lead a team and develop good, strong Christian community within that team. You will enjoy working with young adults and families.

PIONEER MINISTRY IN GLOUCESTER DIOCESE

Pioneer ministry has significant support within the diocese with more possible posts being explored, focussing on sports ministry and on areas of new housing. The Mission Shaped Ministry course has been taught for the last ten years. There is a thriving network of pioneers who meet online via zoom to pray and support each other, and there is also a pioneer learning community that has recently been established.

A significant majority of current pioneers are ordained: hopefully one of the outcomes from the Centre of Mission will be an encouragement of lay pioneering. Another anticipated outcome is the sharing of insight from pioneer ministry with the wider church, to enable a renewal of evangelism and good missional practice by established congregations as well as continued strengthening of pioneer ministry.

We are seeking a person with a holistic approach, expressing the gospel in word, and action and lifestyle. Language and conversation about the good news will make a deep connection between the gospel and the reality of people's lives, also connecting with the cultural context, both local and wider.

AREA PROFILE SOUTH-CENTRAL GLOUCESTER

This area lies just south of the city centre. It centres on the parish of St Paul and St Stephen and covers the inner suburbs of Linden, Tredworth and Podsmead. It has ill defined boundaries spreading seamlessly across parish boundaries. It is an area of relative poverty (a deprivation index of 1200*) with a relatively youthful population (64% under 45*) and with 84%* white ethnicity.

**Statistics are for St Paul and St Stephen's parish*

Housing density is quite high, made up of a wide mix of housing from pre-1st world war to new estate. Most housing is terraced or semi-detached, owner occupied or privately rented. Housing associations are responsible for most housing in Podsmead. A large new estate is being built at the southern end of the area, south of Tuffley Avenue, which will be a new area for mission. It is mainly owner occupied and has some large houses, built on an old industrial site.



The area was a centre of industry in the past and there are still factories off Bristol Road.

There are 4 primary schools across the area and 2 secondary schools very close by.

St Paul's C of E primary has strong links with the church and the other primaries also have church led assemblies. The 2 close-by secondaries are grammar schools as Gloucester has selective education after the age of 11. The comprehensives are a little further away. Local children can travel

long distances to schools because of the selection process.

There is no natural community centre within the area. The places where people tend to gather / socialise are mainly pubs or sports-related, especially rugby club social clubs. Gloucester is a rugby mad city! Many pubs have skittle alleys, (like 10 pin bowling) and there are competitive skittle leagues. The proximity to the city centre means people use all the facilities of the centre and also travel to Cheltenham for a night out.



The more northern parts of the area are more deprived, more ethnically mixed with more challenges than the areas further away from the city centre. There is some minor gang culture which resulted in a teenager being stabbed and killed a

year ago. The community came together over this and showed great solidarity. This response was spearheaded by a local youth leader who runs a charity to support young people in the area.

There is some serious drug dealing linked to national networks but more troublesome recently has been the explosion in use of nitrous oxide balloons by young people. Young people hang out around some of the open spaces and parks close to an area which also houses the older established street drinkers and homeless population. Gloucester Park is home to the local skate park which is well used by many of the young people. Linden is viewed as a positive place to live in general and as a settled community.



The local council supports the area as one of the most deprived in the county. The church has very good relationships with local councillors, who have currently provided funding for the church to open as a warm space this winter.

The old St Stephen's building on Bristol Road is in the process of being redeveloped currently. This is being managed in conjunction with Rooftops Housing Association and will provide flats for vulnerable people and also a community room. A couple of organisations have expressed an interest in managing the community space and this is an active area of development for mission.

The parish church is well respected locally. St Paul and St Stephen parishes merged in 2010 and have a long history of serving the community through outreach, pastoral care and occasional offices. At this stage of its life, the commitment to mission and outreach remains high, but its numbers have fallen and is progressively ageing and recognises that there are significant areas and groups which it no longer connects with. It recognises its need to grow and reshape its life, and is eager to partner with the Centre of Mission.

JOB DESCRIPTION

Job Title:	Pioneer Evangelist, Gloucester Centre of Mission (CoM)
Location:	South central area of the City of Gloucester (St Paul and St Stephen's Benefice and surrounding areas)
Responsible To:	Lead Evangelist for Gloucester Centre of Mission
Relating To:	<ul style="list-style-type: none"> • Mission Enabler Priest in Charge of St Paul's and St Stephen's and leads of neighbouring parishes • Church Army Mission Development Officer • Periodic review of the CoM by the joint Steering and Support Group (chair: Bishop of Tewkesbury) • "People of Peace" and leaders in local communities
Purpose:	To bring the Good News to the Centre of Mission areas and to the wider Diocese, by creating and sustaining evangelistic projects and building fresh expressions of church particularly amongst the deeply unchurched, Also by encouraging local Christians into mission through action and word.
Objectives:	<ol style="list-style-type: none"> 1. To introduce Christian faith to residents of south central Gloucester and the wider Centre of Mission, and to nurture their faith in appropriate new worshipping communities. To focus particularly on young adults, (especially 18-35 year olds) and by extension their families. 2. To express, practically and in words, Jesus' encouragement of the wellbeing and transformation of the wider community and its members 3. To support and work alongside the Lead Evangelist, functioning as a team within local contexts, and in supporting, releasing and encouraging wider lay pioneering and evangelism across the Diocese 4. To prosper the work and witness of the Diocese of Gloucester and the Church Army Mission Community. 5. To network with others in the Deanery, so that doing, advocating, resourcing and enabling evangelism is a shared way of life.

RESPONSIBILITIES AND KEY TASKS

1. To introduce Christian faith to residents of south central Gloucester and the wider Centre of Mission, and to nurture their faith in appropriate new worshipping communities. To focus particularly on young adults, (especially 18-35 year olds) and by extension their families.
 - 1.1. Through relationships developed in the locality, to become a familiar and trusted face in south-central Gloucester.
 - 1.2. To share the Christian faith through words that introduce Jesus and actions that demonstrate the love of God, so that the spirituality of people in the area is brought to life.
 - 1.3. To pioneer new expressions of Christian community amongst young adults where relationship is growing and developing, and where seekers and young Christians can grow in their faith.
 - 1.4. To identify and develop local participants within the new worshipping community as contributors and leaders, to help with the sustainability of the new worshipping community.
 - 1.5. To organise the meeting, praying, eating, learning and serving of a new community in a way that all seekers who demonstrate commitment are drawn in and valued, and that increasing numbers of seekers and local new Christians are drawn into the mission of God.
 - 1.6. To pray with and consult with the Steering and Support Group, so as to establish the priorities for the work of the Centre of Mission.
 - 1.7. After local consultation and discernment, including with local churches and deanery to plan a programme of work and present it to the line manager, and the Steering Group, and to inform them on a timely basis of progress and developments, difficulties and risks relating to this mission.
2. **To express, practically and in words, Jesus' encouragement of the wellbeing and transformation of the wider community and its members**
 - 2.1. to embody this in part of the work of the Centre of Mission, and in its discipling
 - 2.2. to applaud relevant work done by other community individuals and organisations
3. **To support and work alongside the Lead Evangelist, functioning as a team within local contexts, and in supporting, releasing and encouraging wider lay pioneering and evangelism across the Diocese**
 - 3.1. To support the Lead Evangelist in fulfilling the objectives of the CoM
 - 3.2. In relationship with key Church leaders to identify to identify and develop additional lay ("lay-lay") evangelists, acting as their champion and giving them confidence that they don't need to be "professionals" or know all the answers
 - 3.3. Working with the Lead Evangelist, to run courses across the Diocese or to enable them to happen, to resource pioneering, mission and evangelism.

- eg: Faith Empowered, Mission Introduction/Shaped Ministry, Ugly Duckling resources, and any other relevant courses agreed with the Lead Evangelist.
- 3.4. To be a role model for developing and practising expressions of faith relevant (both in content and style) to the various local communities.
 - 3.5. To keep the Lead Evangelist informed of significant developments, and to have face-to-face meetings at least once per month

4. To prosper the work and witness of the Diocese of Gloucester and the Church Army Mission Community.

- 4.1. To publish at least three prayer letters per year, and to engage with the Diocesan communications team, telling the story of the developing ministry of the Centre of Mission.
- 4.2. To fundraise for Church Army through the Evangelist Support Scheme with a negotiated target.
- 4.3. To visit other churches and encourage them to participate in mission and evangelism.
- 4.4. To inform Church Army, the Diocese of Gloucester, and others who share an interest in evangelism, of what can be learnt from the experience of mission in south central Gloucester, and the wider Centre of Mission.
- 4.5. To connect with the Diocesan LIFE Together vision
- 4.6. To embody prayer in your whole approach, both personally and within work with others. With your line manager, work out a personal devotional discipline that enables effective ministry, including prayer, Bible study, retreats and observance of the Church Army Rule of Life.

5. To network with others in the Deanery, so that doing, advocating, resourcing and enabling evangelism is a shared way of life.

- 5.1. To engage in the life of the wider Deanery, building networks and relationships.
- 5.2. To encourage and enable pioneering and evangelism in the wider deanery as arises naturally out of the networking and relationships.

General:

- To undertake any such duties as are commensurate with the post at the direction of the line manager and to engage in activities across the Diocese as directed by the Bishop or her representatives.
- To be active as a member of key Church Army and diocesan teams, demonstrating and encouraging participation in appropriate team meetings and in the overall objectives and life of the team
- 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 and to take advantage of training courses offered or approved by the Diocese of Gloucester, Church Army and others.

- 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 the Diocese of Gloucester, and the Church of England.
- To comply with all current safeguarding legislation, Safer Ministry Policy, Local Safeguarding Policy and Diocesan Regulations.
- To act in the best interests of the Diocese of Gloucester and Church Army 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
Evangelistic enthusiasm and ability	
A burning desire to see people come to a living faith in Jesus Christ	
A demonstrable ability to evangelise and communicate faith effectively to those outside the church	
Speaks naturally, infectiously and from personal experience about the enrichment that Christian faith brings to everyday life	
Training in mission to a nationally recognised standard (eg Church Army commission, a lay training scheme, or Ordained Pioneer Ministry) or willingness to explore membership of Church Army and appropriate training	
Fresh Expression building	
Understanding of pioneering a Christian group among profoundly unchurched people and relevant experience.	Experience of having pioneered Christian community among profoundly unchurched people.
A proven ability in growing a sense of community and belonging, and making and nurturing disciples, or evidence of understanding and relevant experience	
Personal Discipleship	
A commitment to living differently and distinctively as disciples committed to the mission of Jesus;	
A person of prayer, robust spirituality and self-discipline with the personal and faith resources to sustain a pioneering ministry	

Models the values of Church Army	
Team Leadership	
Ability to identify, develop and train invited members of a team, to help fulfil the missional objectives	
Ability to recognise opportunities for people to be invited into team, to bring their gifts, talents and abilities, and play their part in bringing a new worshipping community to fruition	
Open to learn from others and from disappointment; robust and encouraging	
Initiative and imagination	
Taking the initiative, imagination and being prepared to work 'outside the box'	
Ability to turn reflection into action	
Well-developed abilities to handle complexity and initiate change	
Collaborative	
Collaborative approach to relationships and ministry	
Willingness to work with those of different Christian traditions	
Expertise with key groups and contexts	
A proven ability to relate and work with young adults, (especially 18-35 year olds) and their families (children and parents)	Experience of working and / or living in challenging areas relevant to south central Gloucester
Other Requirements	
Good safeguarding understanding and experience	
Good IT and media skills	
Willingness to work flexible hours including evenings and weekends in order to fulfil the requirements of the role	

Willingness to be subject to a mandatory Enhanced DBS check	
Own transport or workable alternative	

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 and values of Church Army and be willing to represent the organisation in public.

For this role, you must be willing to work some evenings and weekends and have a flexible approach to accommodate the needs of the Project.

OUTLINE TERMS AND CONDITIONS

Location	South-Central Gloucester
Salary	£25,609
Housing	Housing provided in the local area
Hours	37.5 hours a week (including evening and weekends)
Pension	<p>If a Church Army commissioned evangelist, non-contributory, operated by the Church of England Pensions Board.</p> <p>If not Church Army commissioned then the employee will be assessed under autoenrollment pension legislation and if eligible, minimum contributions will be made.</p>
Annual Leave	25 days per year plus bank holidays (33 days in total)
Probation Period	Six months
Contract Type	Five years (fixed-term contract)
Notice Period	Four weeks (after Probation Period)
DBS Requirement	An enhanced DBS check required and compliance with Church Army's Safer Ministry policy.
Occupational Requirement	Under the provisions of the Equality Act 2010 there is a requirement that the post holder is a Christian with an active faith in Jesus Christ. The successful candidate must be in agreement with the vision and values of Church Army
Housing	Provision of housing within south-central Gloucester
Employer	Church Army

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

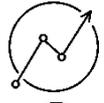
Everything we do is underpinned by our GRACEUP values:



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.



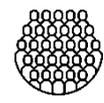
Accountable - We are accountable to God and others, and we want to be reliable and responsible to high professional standards.



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

If you would like you to find out any more about the role, please contact stephen.gray@churcharmy.org

To apply, please submit a Church Army (Faith-based) Application Form which is available to download from the job advert on our website.

Deadline: Sunday 19th February 11.59 pm.

Interview date: Thursday 9th March (in Gloucester)

Familiarisation half day: Wednesday 8th March (afternoon)

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