

Associate Minister/Vicar (Community & Outreach)

Lay or Ordained, Full-time
£32k (lay), Stipend plus housing (ordained)

Are you passionate about seeing communities transformed and the unchurched reached with the good news of Jesus? Are you a pioneer with a particular heart for deprived communities and those on the margins?

Are you an innovative and creative team-player who loves to develop teams and equip others in their God given callings?

Would you like to help shape the vision and ministry of a unique and growing church in beautiful Malvern which is passionate about seeing God's Kingdom come across its varied community?

We are seeking to appoint an experienced Associate Minister/Vicar, to lead our outreach ministries, supporting and equipping our many faithful leaders and volunteers, and developing new church plants/worshipping communities. This appointment comes at a key time for us as we restructure leadership in the light of significant growth and recent staff changes.

Further information, and how to apply, can be found at

www.standrewsandallsaints.org/vacancies

Closing date for applications: **Friday 3rd June 2022**

Interviews will take place mid-June



St Andrew's & All Saints

Partnering with God in the flourishing of our communities

Introduction from Dave the Rector



Thank you so much for expressing an interest in our Associate Minister/Associate Vicar post. We have been praying for several months now for the right person to come and join our team here in this key role and I hope the information below will help you to discern if this might be you.

St Andrew's & All Saints - A Unique and Thriving Community...

St Andrew's & All Saints churches have been working closely together since 2001 as a vibrant and contemporary all-age Christian community, serving the beautiful town of Malvern in Worcestershire. Our congregations are really supportive and servant-hearted and are growing rapidly - we have nearly doubled in size over the last 6 years, have had around 100 people join us in the last 15 months, and currently have a 'worshipping community' across our two churches of nearly 400 people. We are part of the Church of England and are also connected to the New Wine network. We have a great spread of ages – with a large number of 'early retirees' eager to serve and volunteer at one end, and nearly 100 enthusiastic and full of life children and youth at the other. During the pandemic we moved to a new service pattern, which offers 6 different types of services across our churches in a variety of styles and at a variety of times to meet a variety of needs. We have a passion for serving our community and reaching people with the good news of Jesus, and have a large number of different ministries, many run by volunteers in our congregations, including Christians Against Poverty (CAP), a weekly bereavement café, community projects including a families project, coffee shop and supporting a community pantry at the local Octagon Centre, Messy Church, Alpha, 'Holiday at Home' and 2 toddler groups. More information about all of these can be found on our website www.standrewsandallsaints.org and in our 2021 Annual Review at www.standrewsandallsaints.org/resources/annual-reviews. We see our calling not just to serve our parishes, but to 'be a blessing' and support other local churches too – 'Blessed to be a Blessing' is one of our key values.

A Unique and Varied Context...

Our parishes offer a unique and varied mixture of contexts too – which was one of the big things that attracted me to the role six years ago. From St Andrew's Church you have a stunning view of the Malvern hills which are only a few minutes' walk or drive away. A large proportion of St Andrew's and All Saints' parishes consist of fairly affluent Malvern housing (with the often hidden challenges that brings) with several large commons tucked in between the estates. However, just a short walk away, there are areas of substantial deprivation - a large proportion of St Andrew's parish based around the Octagon Centre, and the whole of St Mary's parish in neighbouring Pickersleigh (<https://sites.google.com/view/stmaryschurchpickersleigh/>), which is part of our wider team. These areas have much more visible and significant social needs, which we seek to work alongside others to support. Part of the exciting challenge we face as a church is how we serve and minister to such a variety of social contexts and needs, and how we can partner with God in seeing His Kingdom come in all its fullness across these different areas.

A Unique Moment in Time...

With the significant growth that we have seen over the last 6 years, and the departure of our curate just a few weeks ago (to take up his first incumbency in Dorset), we have recognised the need to transition to a new and more appropriate leadership and staffing structure in order to continue to be a growing, healthy and sustainable church and fulfil the vision which we believe God has called us to. Since January, we have been prayerfully discerning what this new structure should look like and this has led to us create a structure with 5 key ministry strands each led by a different 'ministry leader' (more details of this can be found at www.standrewsandallsaints.org/apcm-updates/). The Associate Minister will be the ministry leader for the 'Outreach' strand – particularly supporting, equipping and encouraging the leaders and volunteers of our different outreach ministries. He/she will also be a vital part of the Core Senior

Leadership Team, working very closely alongside me as Team Rector, to discern and shape our vision and ministry.

The Associate Minister will particularly play a key part in developing ministry in our most deprived areas, around the Octagon Centre and potentially in the future, in the Pickersleigh area too. As we have prayed fortnightly at the Octagon for the last few months, we have been sensing God leading us to develop a new, regular, worshipping community there, which particularly would provide an accessible church plant/fresh expression for those who we are reaching through our ministries (e.g. CAP, Octagon Coffee Shop and Families Project) but who do not feel comfortable attending our current, more conventional services at St Andrew's or All Saints. We are also sensing, further along the line, God leading us to look at new ways of doing church and creating small 'church plants' in other areas of our parishes too, to reach the unchurched with the good news of Jesus. Our new Early Birds service for young families, which started during the pandemic, has shown us the potential of creating new and innovative ways of doing church in order to reach new people within our parish. The Associate Minister would be the lead minister in this, working with congregation members to prayerfully explore such opportunities and grow and develop teams for these ministries.

In this new leadership structure, we are also creating many other new teams focussed on particular ministries to widen leadership across our churches, and are also seeking to recruit an Operations Manager to co-ordinate all of this, as well as advertising to replace our Youth Minister (who left to train for ordination last summer). It is therefore a very exciting and important time for someone to come and join what will be a completely new senior leadership team and help us shape the future in this next chapter for St Andrew's & All Saints.

The pandemic has been a time of great opportunity and transition for us as St Andrew's & All Saints and has opened our eyes to new opportunities and fresh ways of doing ministry and church. As we rebuild differently after the pandemic, the Associate Minister will play a key part in discerning and exploring all that God has in store for us in the coming years as we seek to follow His leading and reach our communities with the love and good news of Jesus.

We have advertised this post as either a lay or ordained role and would welcome applications from both. The terms and conditions and expectations will be slightly different depending whether the successful candidate is ordained or lay and some of this is reflected in our job specification below. We are also keen to shape the role around the passions, gifting and prior experience of the successful candidate and would be keen to release them into other ministries they are passionate about too (e.g. young adults' ministry, schools' ministry, bereavement ministries, pastoral ministry).

If you have any questions about the role or context, or would like to discuss your particular situation further, then please do get in touch with me and I'd love to chat with you or even show you around the parishes if you wanted to visit first.

With our prayers for your discernment as you read this.

Dave

Rev Dave Bruce

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St Andrew's & All Saints Mission Statement

- Encountering Jesus in Worship, Prayer, Word and Spirit
- Growing whole-life, life-long disciples
- Seeing lives transformed and communities flourish as we demonstrate and proclaim God's Kingdom

Job Description

Job Title:	Associate Minister/Vicar (Community & Outreach)
Hours	Full-time, including evening and weekend work with at least one full day off per week.
Salary	Lay: £32k pa plus pension and work related expenses. Ordained: Standard clergy stipend and CofE pension. Work related expenses paid by St Andrew's & All Saints, in line with our expenses policy. Housing will be provided.
Holidays	6 weeks (including 6 Sundays).

Role Overview

This person will have strategic oversight of the outreach/mission areas of St Andrew's & All Saints. Their role will be to closely support, encourage and equip congregation members to lead and be part of effective teams, in the many different mission areas across our church. The post holder will have a particular remit to be 'on the margins' pioneering new ministry and mission with the unchurched, particularly in the more deprived areas of our parishes. Initially this would be in the Octagon and Brook Farm Community, but we hope in the future, they may also be able to support the work in Pickersleigh in our neighbouring parish, which is part of the wider 'Chase Team.' The post holder would be fully involved in wider ministry across St Andrew's & All Saints including significant preaching and leading across our different services and be a key member of the Core Leadership Team.

Key Responsibilities:

1. Strategic oversight of Outreach & Mission within St Andrew's & All Saints

- Leading and co-ordinating the vision for outreach & mission across our church, ensuring it continues to be in line with the whole church vision.
- Meeting regularly with existing leaders of mission areas and their teams, across our parishes, to support, coach, encourage, equip, pray and network with them.
- Being the champion for 'mission and outreach' and ministry on the margins in our Core Leadership Team.

2. Being 'on the margins,' pioneering new mission and ministry with the unchurched

- Dwelling alongside people 'on the margins,' listening, building relationships and trust, supporting, serving and being a Christ-like presence in those communities.
- Leading and overseeing the church's ministry at the Octagon and Brook Farm Community, working closely with existing ministry leaders (e.g. of the Families Project and Octagon Coffee Shop) and the Octagon Management Committee.
- Working alongside the Youth Minister to explore and develop effective outreach youth ministry at the Octagon.

- Growing and training a team to provide a culturally relevant, regular worshipping community at the Octagon, particularly for those for whom our current worship at St Andrew's and All Saints is not appropriate.
- Working closely with our CAP Centre Manager, the Blessings Team, the bereavement café, the Children and Families Minister and other mission areas to support the most vulnerable in our community, whilst at the same time offering opportunities for them to explore faith.
- Developing a whole church vision for church planting and exploring with others the possibilities of setting up new worshipping communities/fresh expressions/church plants in other areas of our parishes (e.g. a 'worshipping community' at the Malvern Wells Village Hall) with those who are currently unchurched.
- Networking with other community focused organisations and ventures in the town (e.g. Local counsellors, Local Community providers, Food Bank, Octagon Management Committee, local schools, Greater Malvern Relief in Need Charity) to represent the church, keep abreast of local initiatives and identify projects and organisations we can support and collaborate with.
- Organising community outreach (e.g. flowers given out in Barnards Green on Mothers' Day weekend, community fun days, 'Pray one for Me' in the community, and the Malvern Wells Village Fete).
- Exploring new ways of reaching the unchurched through online ministry.

3. Supporting Ministry within St Andrew's & All Saints

- Regular preaching and service leading at St Andrew's & All Saints.
- Assisting the Team Rector with occasional offices where required, particularly baptisms.
- Working with the Operations Manager to develop the missional potential of the St Andrew's Church Centre.
- Attendance at Core Team meetings, prayer meetings and PCCs, particularly representing the Outreach & Mission strand and the more deprived communities.
- Acting as a close ministry colleague to the Team Rector, prayerfully shaping vision and ministry together for the team and discerning together God's way forward.
- Oversight of other areas of ministry and mission within St Andrew's & All Saints as agreed with the Team Rector and according to the gifts and passions of the successful candidate (e.g. Oversight of Young Adults ministry, schools ministry including being a governor, leading a life group, youth mentoring).
- Working closely with the Faith Sharing Team and the Team Rector to ensure we offer regular evangelism and faith sharing courses and other outreach events.
- Managing some staff and other key volunteers, depending on passions and experience.
- Contributing, alongside the Parish Safeguarding Officer and the wider ministry team and PCCs, to ensure safeguarding of individuals is at the very highest level and that volunteers are effectively and robustly safer recruited.
- Any other ministerial duties as agreed with the Team Rector.

Future Possibilities

The next few years will bring a change of leadership in our neighbouring parish, St Mary's in Pickersleigh, which, with St Andrew's & All Saints, makes up our wider 'Chase Team.' This may well open up exciting opportunities for the post-holder to be involved in significant ministry in this, the most deprived area of Malvern. We are currently in conversation with the Team Vicar and PCCs of St Mary's to explore what possibilities this might hold.

Person Specification

Spiritual qualities

- A passionate follower of Jesus with a deep and infectious faith and a vibrant relationship with Jesus.
- A soft and open heart which desires to be obedient to God's leading and calling.
- A robust spiritual maturity and daily rhythm of spiritual practices.
- A commitment to the authority of Scripture and evangelism.
- A servant leader, who is eager to partner with God to see lives transformed and communities flourish.
- A confidence in praying for others, listening to God, and being open to the guidance and empowering of the Holy Spirit.
- A commitment to the values, vision and ethos of St Andrew's & All Saints.

Personal Qualities & Character

- A character which, by God's grace and in God's strength, models Jesus to others, recognising that we are all 'works in progress.'
- A pioneer with courage and strength to think outside the box, take risks and develop new ministries.
- A compassionate heart, particularly for the lost and those on the margins.
- A caring and sensitive minister with good interpersonal skills and the ability to be at ease with people of all ages and backgrounds.
- A strategic leader who is also a loyal, committed, encouraging colleague and team player.
- An ability to work under their own initiative, to prioritise and to be 'self-starting' and to be able to motivate themselves and others.
- A person of honesty, enthusiasm, integrity and reliability.
- An ability to work flexibly and innovatively; to adapt to changing circumstances and to develop new ways of working.
- A teachable character, who is committed to personal growth and development.

Experience and Skills

Essential

- Proven experience of discerning vision, leading others, building teams and managing projects.
- An engaging and experienced preacher and leader of services.
- Experience of discipleship and evangelism in a range of contexts.
- Experience of working in more deprived communities.
- Experience of leadership in a missional church.
- Significant formal theological training
- An understanding of Safeguarding procedures and the ability to work within and adhere to them.
- Up to date IT skills and understanding and competence in use of social media.
- Strong communication skills, both orally and written.

Desirable

- Experience of leading (or other responsibility) in a church plant or fresh expression in deprived communities.
- Driving licence

There is a genuine occupational requirement for the successful applicant to be a committed Christian, willing to respect the views of the church leaders they work under and actively embrace and live by the values and ethos of St Andrew's & All Saints and the Church of England.

St Andrew's & All Saints, as part of the Church of England is committed to the safeguarding, care and nurture of everyone within our church community. In the Diocese of Worcester we follow, and are committed to, the Church of England's House of Bishops' Safeguarding Policies and the relevant statutory legislation and guidance "Working together" to ensure the welfare of children and young people is paramount. These are available [here](#).

Recruitment for this role, which will involve direct contact with children and vulnerable adults, is subject to the guidelines outlined in the [Church of England's Safer Recruitment & People Management practice guidance](#) including an enhanced DBS check.

Completion of the relevant Church of England safeguarding training will be required as part of the probation period for successful applicants.

Terms of Appointment

- If ordained, the post holder would be licensed by the Bishop of Worcester and annual reviews would be provided through the Diocese of Worcester MDR scheme.
- If lay, the post holder will report to the Team Rector and will have an internal annual review.
- There will be a probationary period of six months.
- If ordained, the post holder would be provided with a clergy house.

Application Process:

There are two different application forms, depending on whether the applicant is ordained in the Church of England or not. **Please email the Rector (rector@standrewsandallsaints.uk) and request the relevant application form for you.**

Application forms should be completed and returned by midnight on **Friday 3rd June 2022** to the Rector (rector@standrewsandallsaints.uk).

We hope to interview on the 14th or 15th June and for the successful applicant to start as soon after that as possible.