

Job Description

JOB TITLE	Director of Growing Churches		
REPORTS TO	Director of Evangelism and Growth	LOCATION	Methodist Church House London
TEAM	Mission: Evangelism and Growth	GRADE	LG5

JOB PURPOSE AND OBJECTIVES

The purpose of this role is to operationalise the strategic framework and manage the comprehensive processes and work-flow of all key functions related to growing churches and leading growing churches within the Missional Growth and Leadership core area of the Methodist Church in Britain's *God For All* evangelism and growth strategy – and to support the implementation of the Methodist Church in Ireland's *Towards Growth*: Connexional Team Report.

This role (in concert with a new Growing Churches Officer within the Methodist Church in Ireland) exists to ensure that the Methodist Churches in Ireland and Britain are successful in their major, mutual commitment to help existing churches to prioritise mission and to grow relationally, spiritually, and numerically, especially related to engaging religiously-unaffiliated people in diverse British and Irish contexts.

This post represents a fresh approach of working together as the Methodist Church in Ireland (MCI) and the Methodist Church in Britain (MCB), recognizing our contextual differences and celebrating our common mission in Christ.

JOB DIMENSIONS

RESOURCES UNDER CONTROL

Direct reports	<p>Growing Churches Officer (Ireland)* (MCI) Mission and Community Engagement Officer (MCB) Rural Mission and Ministry Officer (MCB)</p> <p>*At the same time a person is hired/appointed to be the post-holder of this Director of Growing Churches (MCB) role, a Growing Churches Officer (Ireland) will also be appointed by MCI and will join the MCB Evangelism and Growth Team as well as working directly with the Connexional Team (MCI) through the General Secretary/Secretary of the Conference.</p> <p>The Growing Churches Officer (Ireland) will work very closely with the Director of Growing Churches (MCB) on the following role accountabilities.</p>
Resources	<p>Within the Methodist Church of Britain, the post-holder will manage the Missional Growth and Leadership area of the God For All section of the Connexional budget, approximately £350,000/year. Within the Methodist Church</p>

	in Ireland, the post-holder would work within the Connexional Team budget.
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ROLE ACCOUNTABILITIES

The activities, functions and areas of accountability for the job – working alongside the Mission Team, Ministries Team, and Learning Network of the Methodist Church in Britain; the Connexional Team of the Methodist Church in Ireland; collaboratively with leaders across both MCI and MCB Connexions, and with our ecumenical partners – are:

1. Working with the MCI and MCB Connexional Teams, to expand, organise, and normalise a missional culture of healthy, growing churches and Christian communities in every district and circuit across both Connexions, including addressing the emerging ecclesiological questions and structures for fostering the missional, spiritual, and numerical growth of local churches.
2. To manage the development and oversee the delivery of the overarching system of mission/growth planning and action for churches, circuits, and districts within MCB and MCI. This includes managing resource development and deployment; designing a cross-Church training and accompaniment system for churches undertaking mission/growth planning; creating comprehensive delivery plans; analysing, setting, and evaluating programme targets; and integrating the work of streams with various focuses.
3. Within MCI, to work alongside the Growing Churches Officer (Ireland) with the District Superintendents and Connexional Team to oversee the delivery and development of the Connexional Team's *Towards Growth* strategy.
4. Within MCB, working directly with the Property Support Team, to co-design, develop, and direct the discernment process for redeveloping and revitalising existing churches of all sizes and contexts, with particular attention to strengthening missional clarity; creating community hubs and partnerships; deploying property for mission; and (re)shaping churches and circuits for mission. This will include robust development of each phase of the process; setting locally-accessible and -owned policy and procedures; managing relationships with circuit and district leadership; and refining and improving related processes. Within MCI, to work alongside the Growing Churches Officer (Ireland) with the Estates Team in deployment of property for mission and with the District Superintendents in (re)shaping churches and circuits for mission.
5. To lead the development of particular strategic guidance and manage related systems of support for the growth of inner-city and rural churches in missional impact and number.
6. Within MCB, to manage all aspects of the systemic provision of coaching for lay and clergy leaders, including shaping and operationalising all strategic aspects related to coaching recruitment, training, matching, and evaluation. Within MCI, to work alongside the Growing Churches Officer (Ireland) to support the Ministries Team in the development of appropriate support mechanisms for lay and clergy leaders.
7. Within MCB, to integrate and oversee the resourcing for the network of circuit and district mission-focused staff, including mission enablers, and other related staff and volunteers across the Connexion. Within MCI, to work alongside the Growing Churches Officer (Ireland) in supporting the Discipleship Development Group in the development of congregational resources which facilitate the

implementation of the *Towards Growth* strategy.

8. Design and direct a broad offering of short-term and internship-based missional encounters (pilgrimages, projects, immersive “gateway” experiences) that help leaders learn as guests alongside vibrant, robust Christian communities in order to reflect on and develop their own leadership in their home localities.
9. To contribute to the training and support of churches to develop significant missional relationships with schools and young people; and within MCB to contribute to the continued alignment with Growing Churches of all Connexional strategies, major commitments, and work plans related to children, youth, and young adults.
10. Investigate complex conditions, analyse and understand problems, and propose and develop innovative solutions related to the future health of growing churches in both MCB and MCI Connexions, with particular attention to sustainability, required structural change, and economic models.
11. Lead on developing and sustaining internal partnerships – particularly the work of Global Communities, Faith-Rooted Community Organising, Pioneering and Church Planting – and external partnerships related to church growth including ecumenical partners, mission agencies and parachurch organisations, academic and research institutions, and thought/practice leaders.
12. Undertake any other reasonable duties as requested by the Director of Evangelism and Growth (MCB), the Head of Mission (MCB), and the Secretary of the Conference (MCI), appropriate with the grade of the post.

Person Specification

GRADE LEVEL 5

	Essential	Desirable	Assessment Method
Education and Training			
Degree or equivalent level qualification in theology, missiology or other relevant discipline or; equivalent professional work experience, with the ability to think and work at a strategic level to contribute to organisational strategy	X		A/Q
Postgraduate qualification level in theology, missiology or other relevant discipline		X	A/Q
At least ten years' direct personal experience of leadership in existing churches	X		A/Q/I
Formal training in community organising, e.g. Certificate in Community Organising		X	A/Q/I
Formal training in coaching		X	A/Q/I
Proven Abilities, Knowledge and Skills			
Proven track record of leadership in growing local churches and leading growth in local churches	X		A/I/P
Proven ability to be a strategic planner, creative thinker, and operational director, including the ability to set priorities, work at pace amidst complexity and change, and meet deadlines	X		A/I/P
Direct, sustained work, and life experience of mission, community engagement, and relationship-building with religiously unaffiliated people	X		A/I
Experience teaching and/or communicating about social justice and evangelism as crucial, intersecting dimensions of Christian faith and mission	X		A/I
Experience of working with senior Church leaders at district, Connexional, and ecumenical levels	X		A/I
Effective networking, relationship building, influencing and negotiation skills	X		A/I
Experience of developing, delivering, and managing complex projects and achieving successful outcomes	X		A/I
Proven experience of evaluating projects and sharing learning with a wide range of groups and people	X		A/I
Proven ability to communicate orally and in writing at a high level	X		A/I/P
Authorised preacher/leader of worship		X	A/I
Experience of working with theological diversity and different faith traditions	X		A/I
Personal Qualities			
Demonstrates a very good understanding of the structure of and is committed to the work and mission of the Methodist Church	X		A/I/P
Mature Christian faith with giftedness and passion for sharing this	X		A/I/P

faith in ways that make sense to people unfamiliar with Church			
Evidence of a personal and corporate spiritual life, including a rhythm of prayer and worship, including being a member in good standing of a church in association with CTBI or equivalent	X		A/I
Willingness to travel widely within Britain and Ireland, and possession of a valid driving license	X		A
Availability to work irregular hours, especially evenings/weekends	X		A
Demonstrate awareness of, and sensitivity to, issues of equality, diversity and inclusion and a commitment to the unique value of the individual in all aspects of the Church's life	X		A/I/P

Method of Assessment: A – Application Form; I – Interview; W – Written exercise; P – Presentation; G – Group exercise; Q – Proof of qualification (certificates or transcripts)

(We reserve the right to assess any other aspects of the role in a format not previously described)

TERMS AND CONDITIONS

Health and Safety:	The post holder will be subject to the Methodist Council's Health and Safety policy
Equal Opportunities:	The post holder will be subject to the Methodist Council's Equal Opportunities policy
Physical Conditions:	Open plan office accommodation
Remuneration:	£55,000 - £60,000 depending on experience
Hours of Work:	5 days per week The normal hours of work will be from 9.00am to 5.00pm with an hour for lunch. A flexi-time scheme is in operation, core working hours are 10:00am to 12 noon and 2:00 pm to 4:00 pm. With the prior agreement of the line manager, the working day may commence from 8:00 am and will finish no later than 6:00 pm. The flexi-time policy should be referred to for further information. Some flexibility in working hours may be required due to the nature of this post and the work of the Team. Payment for overtime is not given but employees are entitled to time off in lieu by arrangement.
Holiday Entitlement:	During the first to fourth years 25 days During the fifth to ninth years 28 days During the tenth and subsequent years 30 days Plus Bank Holidays and an extra three days at Christmas and New Year.
Sick Pay:	Entitlement in accordance with the Methodist Council's terms and conditions of employment
Pension:	There is a pension scheme that all eligible lay employees will be auto-enrolled on to. Employees who do not meet the auto enrolment criteria are eligible to join the scheme subject to certain provisions.
Probationary Period:	Appointments for lay employees are made subject to the satisfactory completion of a probationary period, normally three/six months.
Season Ticket:	Season ticket loans are available after the satisfactory completion of the probationary period.