



## Job Description

<b>Job Title:</b>	Inter-Cultural Lay Minister
<b>Salary:</b>	£32,211.00 per annum
<b>Hours:</b>	35 hours per week
<b>Location:</b>	St Luke's Brierfield
<b>Line Manager:</b>	Vicar of Burnley St Cuthbert (in plurality with Brierfield St Luke)

### 1. Diocesan Vision

Vision 2026 is about having 'Healthy Churches Transforming Communities'. We are working together to achieve this by Making disciples of Jesus Christ, Being witnesses to Jesus Christ, Growing leaders for Jesus Christ, and Inspiring Children and Young People to raise up a new generation for Christ. For further information on the Diocesan Vision view the Diocesan website: [What is Vision 2026? | The Diocese of Blackburn \(anglican.org\)](https://www.anglican.org/what-is-vision-2026/).

As part of Vision 2026, we are committed to becoming a more culturally diverse church and to celebrating the rich diversity of communities across Lancashire. We are also committed to engaging with our multi-faith neighbours and to maintaining a Christian presence in areas where the local population is predominantly of other faiths.

### 2. Background

St Cuthbert's Burnley in plurality with St Luke's Brierfield are parishes in areas of Burnley and Pendle with a rich diversity in terms of race, ethnicity, culture, and faith communities. These multicultural communities are mainly of Indian, Pakistani, and Bangladeshi heritage. However, recently people from Eastern European and Middle Eastern countries are settling in these areas as economic migrants as well as asylum seekers and refugees. The culturally diverse world in these communities provides an opportunity to share our faith in new and creative ways, pioneering inter-cultural ministry.

### 3. Purpose of the role

The inter-cultural lay minister will provide energy, spirituality, time, focus and leadership within these culturally diverse communities which provide plentiful opportunities to welcome and serve those from diverse cultures; to be a church that reflects the communities it serves; to

embrace and celebrate racial, ethnic, and cultural diversity in our parishes and beyond; and to share the gospel of Christ.

#### **4. Overview of the main aims**

- To reach out to diverse cultures through sharing Jesus and welcoming and embracing them into the united body of Christ.
- To increase the frequency of 'All Nations Worship' from the present once a month to, first twice a month (by year 3) and then hopefully every Sunday of the month.
- To significantly increase the attendance at the All-Nations Worship through an increase of 5-10% every year.
- To set up and establish culturally diverse worshipping communities such as prayer group, Bible study group and worship group where people from different cultural and ethnic backgrounds flourish in their spiritual lives and are nurtured to be deeper disciples of Christ.
- To set up at least 1 regular home prayer group by year 2, where people will be able to learn more about the bible together and grow in faith.
- To develop strong and sustaining relationships with local schools and nurseries.
- To spiritually nurture children and young people from culturally diverse communities through setting up children's and youth clubs.
- To identify, encourage and grow leaders (both young and adults) from these multi-cultural worshipping communities.

#### **Main responsibilities**

- to plan, prepare and lead worship
- to develop in consultation with relevant clergy and lay leaders a coherent strategy for discipleship and mission among people from all ethnic backgrounds across the area.
- to identify needs for awareness and support within our churches and to offer appropriate resources to engage with culturally diverse communities.
- to develop (and be facilitator of) a network of church members with vision and capability to engage in deliberate and sustained discipleship and mission cross - culturally.
- to help equip our churches to be more effective in building relationships across cultures and faiths and to be engaged in appropriate mission.
- to reach out to ethnically diverse communities through various existing channels/initiatives, to minister to and to encourage those who may yet not be within the Christian community.
- to engage with interfaith initiatives to promote better understanding of other faiths, and to foster community harmony and understanding.
- to make links with local nurseries and schools for better engagement and lasting friendships with them.
- to work in collaboration with other churches and/or local ecumenical partnerships to be more effective in the mission and ministry in these parishes.
- to set up a prayer/worship group and other groups such as Mums and Toddlers, Children and families

- to provide pastoral care to individuals and families and helping those who are in any need.
- any other duties and responsibilities deemed appropriate by the steering committee and the Incumbent.
- To support the integration of these groups, to the main churches, to be mutually enriched and grow in in faith as inter-cultural congregations.

**Key relationships**

- 1) The Incumbent
- 2) The Inter-Cultural Ministry Steering Committee and the PCC's of St Cuthberts and St Luke's

**Person Specification**

Criteria	Essential	Desirable
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• Lay Minister (for example LLM, ALM, or others) from the Church of England or a Church in communion with it, or from a ministry recognised by the Diocese of Blackburn. Or, with relevant experience and prepared to work towards an LLM/ALM or a relevant qualification.</li> <li>• Have A-level qualifications or equivalent (Post-16 study).</li> <li>• Have a current full driving licence and use of a vehicle</li> </ul>	<p><b>X</b></p>	<p><b>X</b></p> <p><b>X</b></p>
<b>Experience, knowledge and skills</b>		

<ul style="list-style-type: none"> <li>• Substantial experience of inter-cultural ministry (either paid or as a volunteer).</li> <li>• Experience in leading and motivating children, young people and adults.</li> <li>• Experience of leading worship, preaching, and pastoral care.</li> <li>• Experience of running small group-Bible study and prayer groups</li> <li>• Experience of organising and delivering training programmes at a range of levels, on a one-to-one basis, and on a group basis.</li> <li>• Experience of managing a busy workload, multi-tasking, and meeting conflicting deadlines.</li> <li>• Effective written and verbal communicator</li> <li>• Ability to communicate in languages such as Urdu, Punjabi, Hindi,</li> <li>• Good IT skills and knowledge of Microsoft word</li> <li>• Able to secure, build and maintain good working relationship with all stakeholders, contacts, colleagues at all levels.</li> <li>• Able to work collaboratively with clergy, lay and others as equal colleagues</li> <li>• Have some knowledge of Church of England structure</li> <li>• Ability to engage with interfaith initiatives to promote better understanding of other faiths, community harmony and interfaith dialogue.</li> <li>• Able to identify, encourage, and grow leaders (both young and adults)</li> <li>• Strong attention to detail</li> <li>• Able to work in a flexible and adaptable manner</li> </ul>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>
<b>Personal qualities</b>		

<ul style="list-style-type: none"> <li>• A committed Christian, involved in regular worship in church in the Church of England or in a church recognised by the Church of England.</li> <li>• Committed to ongoing personal theological/ministry development</li> <li>• Committed to Diocesan Vision 2026</li> <li>• A person of prayer, sensitive to the leading of the Holy Spirit</li> <li>• Ability to be proactive and work independently, whilst working under the direction of the incumbent.</li> <li>• Strongly adheres to safeguarding children and vulnerable adults, and ensures that the application of Church of England safeguarding policy is integral to all projects.</li> <li>• Ability to relate well to people from diverse, cultural backgrounds.</li> <li>• A creative thinker, able to reimagine mission and ministry in contemporary diverse society</li> <li>• Inspiring, enthusiastic, encouraging and supportive of others</li> </ul>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	

**Outline of Terms and Conditions**

**Employer:** St Luke’s Brierfield

**Contract type:** Fixed Term (the role is subject to funding until 31 December 2030)

**Salary:** £32,211.00 per annum

**DBS:** Enhanced DBS Required

**References:** Post subject to three successful references (including a faith reference)

**Hours:** This is a full-time role based on a 35 hour working week (5 days per week), but the post holder may be required to work additional hours as to meet the reasonable requirements of the role. The post holder will be required to work at weekends and in the evenings. Some bank holiday working will be required. Time off in lieu for excessive hours above the contracted hours can be claimed.

**Location:** The post holder will be based at St Luke's Brierfield with some home working being available.

**Pension:** 3% Employer Contribution

**Annual leave:** 28 days (inclusive of 8 bank holidays)

**Probationary period:** 6 months

**Notice Period:** 3 months

**Expenses:** May be submitted for expenses properly incurred on behalf of the PCC.

**Right to work:** The post-holder must have the right to reside and work in the UK.

**Diversity - The Diocese of Blackburn believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic/ Global Majority Heritage backgrounds**

**The Diocese of Blackburn is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.**

#### **Preparation of Job Description**

Author of Job Description	Rev Munawar Din	
Date signed off	05/09/2024	Version 1