

Blackburn Diocesan Board of Finance Ltd

Job Description

Job Title:	Urban Ministry (M:Power) Enabler
Salary:	£37,936.99 per annum
Hours:	35 per week
Location:	St James, Lower Darwen
Responsible to:	Urban Ministry (M:Power) Project Lead

1. Background

This is an exciting opportunity for an individual with demonstrable urban ministry, and project and operational management experience to play a key role in the delivery of Blackburn Diocese's Vision 2026 - "Healthy Churches Transforming Communities" and its successor.

Vision 2026 is an agenda for growth and change agreed by the Blackburn Diocesan Synod in 2015. It challenges our parishes to be healthy churches which can transform the communities in which they are set. It also lays out four ways in which this over-arching goal can be achieved: Making Disciples, Being Witnesses, Growing Leaders, and Inspiring Children and Young People for Jesus Christ.

M:Power plays a key role in enabling urban and estate parishes to engage with Vision 2026, particularly in Being Witnesses and Growing Leaders. The training programme is nationally recognised and is leading the way in calling out and equipping people from urban estate parishes to play key leadership roles in the life of the local church. Over the last six years, more than 100 people have completed the nine-month M:Power training programme. There are currently 25 people training on M:Power, in five hubs across the diocese.

To catalyse the goals of Vision 2026, an extensive consultation process has been carried out to hear from parishes what would help them to grow a healthy church that transform its community and make deeper and more followers of Jesus. The responses to this consultation process resulted in an application to the national Church of England Strategic Mission and Ministry Investment Board. In June 2024, £25.5 million was awarded for a programme of renewal in the Diocese over nine years, with £12 million in the first phase and £13.5 million (agreed in principle) for two more stages of work and subject to evaluation of progress.

The application requested investment between 2024 and 2030 for a variety of themes to catalyse Vision 2026, and one of these relates to becoming a more socio-economically diverse church, through which the new role of Urban Ministry (M:Power) Enabler is funded.

The Urban Ministry (M:Power) Enabler will play a pivotal role in the expansion of M:Power to help local parishes unlock the resources they need to grow new disciples and leaders. There are three resources which the role will have responsibility for:

- (i) a new scheme to fund and appoint 18 new Lay Pioneers over three years, applied for and then employed by local parishes;
- (ii) a strengthened M:Power Network for those who have completed M:Power; (iii) operational oversight of the M:Power training programme.

The focus will be on building and nurturing relationships with parishes and facilitating sustained growth in the numbers of people from urban estate backgrounds taking up leadership roles (paid and volunteer). Developing relationships with urban estate clergy and parishes, establishing peer-support networks and having a gift for developing systems will be key to the success of this role.

2. Responsibilities

Prayer

- To lead/arrange prayer sessions on programme delivery and implementation with the M:Power team, Lay Pioneers and parish clergy.

PCC Support

- Support and coach parishes to develop a local vision for the ministry of Lay Pioneers.
- To develop with parishes clear objectives, line management processes and an application for funding for the employment of Lay Pioneers.
- Support parishes to plan for sustainability of roles beyond the initial funding.

Training

- Responsible for mentoring Lay Pioneers.
- Responsible for the operational oversight of Lay Pioneer training.
- Train and develop a support network for Lay Pioneers.
- Identify the training needs of Lay Pioneers and signpost them to appropriate training opportunities.
- Convene a monthly gathering for all Lay Pioneers, and an annual gathering for clergy and parishes who employ a Lay Pioneer.
- Have oversight of the scheduling of the M:Power training programme, working with Hub Leaders to ensure a diversity of visiting tutors.
- Contribute to the M:Power training programme as a visiting tutor to local Hubs.
- Work with diocesan colleagues to deliver training to parishes on HR, project delivery, and sustainability.

Communication

- Develop and administer an online or app based communication network for the Lay Pioneers.
- Manage an online or app based communication network for the M:Power Network.

- Produce a regular Urban Ministry email, to include good news stories and helpful resources for urban estate parishes.
- Manage M:Power's social media outlets.
- Share good news stories from the project in appropriate forums both locally and nationally, working alongside the Diocesan Communications Manager.
- Bring to the attention of the Urban Ministry (M:Power) Project Lead any strategic challenges parishes are facing, so that they can be highlighted to diocesan and national leaders who hold power to see change.

Project Management

- Support parishes and Lay Pioneers to set realistic, but challenging Key Performance Indicators (KPI).
- Oversee the application process for Lay Pioneer funding, and help parishes to prepare applications to submit to the decision making board.
- Collate project statistics, including KPI data from the M:Power team and Lay Pioneers, to report to the Urban Ministry (M:Power) Project Lead and SMMI Programme Manager.
- Track the project budget, and provide timely updates to the Urban Ministry (M:Power) Project Leader.
- Track project progress and highlight challenges and changes to the Urban Ministry (M:Power) Project Lead.

M:Power Team

- Attend the regular M:Power team meeting.
- Work collaboratively with other members of the team, sharing skills and expertise for the benefit of the project.

3. Key relationships

M:Power team

1. Urban Ministry (M:Power) Project Lead.
2. M:Power Hub Leaders (Trainers).
3. Urban Evangelist and Leadership Enabler.
4. M:Power Administrator.

Central diocesan staff

1. Strategic Programme Manager.
2. Diocesan HR team.
3. Diocesan Finance team.

Parishes

1. Lay Pioneers.
2. Parish clergy.
3. PCCs.

Beyond

1. National and regional urban estate ministry networks.
2. Colleagues in similar roles in other dioceses.

4. Person Specification

Criteria			Criteria assessed by	
			Application	Interview
Experience, knowledge, training and qualifications				
a	Educated to degree level (or equivalent experience).	Essential	✓	
b	Substantial experience of ministry in urban and/or estate contexts.	Essential	✓	✓
c	Knowledge of current and systemic challenges facing urban and estate communities, inside and outside of the church.	Essential	✓	✓
d	Experience of successfully managing projects, with a diverse range of stakeholders, ideally in a church or community work setting.	Essential	✓	✓
e	Experience of delivering training and providing mentoring support.	Essential	✓	✓
f	A flair for communicating both in writing and in person in such a way as to enthuse and engage others.	Essential		✓
g	Experience and demonstrable ability to build and develop peer support networks.	Essential	✓	✓
h	Well-organised and administratively effective with good working knowledge of IT and social media platforms.	Essential	✓	✓
i	Experience of managing grant funded projects.	Desirable	✓	✓
j	Experience in helping others set, monitor, achieve and challenge Key Performance Indicators (or equivalent).	Desirable	✓	
k	Experience in leading recruitment processes, preferably in a church or community setting, and line managing or supporting employees.	Desirable	✓	✓
Personal attributes				
a	A person of prayer, sensitive to the leading of the Holy Spirit.	Essential		✓
b	A committed and communicant member, involved in regular worship, of a Christian church recognised by Churches Together in England.	Essential	✓	✓
c	Ability to work independently in handling a diverse workload and in keeping to deadlines with an attention to detail.	Essential	✓	✓
d	Ability to solve problems and a willingness to adapt to changing project needs and priorities.	Essential	✓	✓
e	Someone who takes real delight in the breadth of the Church of England with a genuine appreciation of the Five Guiding Principles and the willingness to work in diverse cultural and theological contexts.	Essential		✓
f	A team player who is able to work collaboratively with a diverse group of colleagues and stakeholders.	Essential	✓	✓

g	Proactive self-starter with initiative and the capacity to work with minimal supervision.	Essential	✓	✓
h	A hopeful character, who is able to encourage, buildup, and promote a can-do attitude amongst colleagues and stakeholders.	Essential		✓
i	Excellent influencing skills across a broad range of personality types, backgrounds, and levels of engagement and support.	Essential		✓
j	Someone who has experience of church growth, both numerically and by deepening Christian commitment.	Desirable		✓
k	Active participation in the life of an Anglican parish.	Desirable		✓
l	A commitment to safeguarding children and vulnerable adults, and ensuring the application of Church of England safeguarding policy is integral to all projects.	Essential	✓	✓

There is an occupation requirement for the post-holder to be a practising Christian, in accordance with Schedule 9 to the Equality Act 2010.

Outline of Terms and Conditions

Employer: You will be employed by the Blackburn Diocesan Board of Finance

Salary: £37,936.99 per annum

Term of Appointment: Fixed term until 31/12/2030 - The duration of this contract is subject to funding from the National Churches Strategic Mission and Ministry Investment (SMMI) fund.

Hours: Full-time (35 hours per week). The post holder may be required to work additional hours as to meet the reasonable requirements of the role. They will be entitled to time off in lieu for attending meetings outside normal office hours which may include evening and weekends.

Location: The post holder will be based at St James Church, Stopes Brow, Lower Darwen, BB3 0QP.

The nature of the role requires regular travel around the diocese, and sometimes beyond. A smartphone and laptop are provided to assist remote working.

Pension: Member of the Royal London Pension Scheme, 10% Employer contribution 2% minimum employee contribution.

Employee Assistance Programme: Medicash Scheme available

Annual leave: Entitlement of 25 days (not including statutory bank holidays) in the first year of employment rising by 1 day per completed calendar year up to a maximum of 30 days per year. Pro rata for part time employees.

The holiday year runs from 1 January to 31 December. Additional discretionary days (non contractual) may be given between Christmas and New Year.

References: Appointment will be subject to the receipt of satisfactory references.

Probationary period: The appointment is subject to the satisfactory completion of a sixmonth probationary period.

Notice Period: Within the first month of employment no notice is required on either party. During the six-month probationary period, four weeks' notice is required on either party. Thereafter you will be required to give three months' notice should you wish to resign.

Housing: This role does not qualify for housing or allowances such as council tax, water or heating lighting and cleaning. No removal allowances are paid for the successful candidate.

Expenses: Working expenses are paid at the diocesan rates.

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.

5. How to Apply

To apply please follow the instruction on the Blackburn diocesan vacancy page.

[General vacancies | The Diocese of Blackburn \(anglican.org\)](#)

For an informal conversation about the role, please contact Rev'd Rebecca Roberts, Urban Ministry (M:Power) Project Lead, at revrebecca@hotmail.com