

Associate Ministers: Mission Hub Churches in the Diocese of Coventry

We are looking for six inspirational mission shaped leaders to help 'Grow the heart of England'!



The Diocese of Coventry is recruiting six new Associate Ministers (3 already recruited in Leamington, Alcester and one of two in Coventry), each fully funded at incumbent level with housing, for an initial period of five years. This is part of an exciting and adventurous mission strategy to see healthy churches propagate, plant, or graft 150 new worshipping communities over the next ten years.

Each Associate Minister will work alongside the existing incumbent in a Mission Hub Church. These are located in parishes where the clergy and congregations have a vision both for their own mission and also for resourcing other churches in mission, evangelism, and new ways of being church.

To achieve good coverage of the diocese, we have identified six locations for these Mission Hub Churches: two in Coventry, one in Nuneaton/Bedworth, one in Leamington Spa, one in Rugby and one in Alcester (but possibly working with Stratford-upon-Avon too). These locations enable us to offer support to all parts of our diocese, including the surrounding rural areas.

Mission Hub Churches will offer a gathering point where people from other churches can seek help and support. They will facilitate learning together, (especially for lay leaders/teams), encourage and share good practice, and develop local mentoring between churches. They will be a little like a modern day version of a minster church to serve and equip churches around them. They will accompany and enable the development of new congregations and ensure that central resources are used in the most effective ways.

The post holders will help grow a new network to resource mission across the diocese that will grow confidence in evangelism, living out everyday faith, and releasing the potential to found new churches covering a variety of expressions and traditions. Responsibilities will include: facilitating learning for faith sharing, growth in everyday discipleship, enabling and growing Fresh Expressions, Pioneering support, lay enabling/mentoring, schools ministry, developing mission amongst young adults, and helping churches to start new worshipping communities (church plants).

If you sense God nudging you explore this further please contact Barry Dugmore, Archdeacon Missioner on 07487 578311 or Email: barry.dugmore@Coventry.Anglican.org

Further information

We are seeking colleagues from a breadth of traditions who fit the following person specification:

- Self-starters who are good team players, but also have the skills and an ability to take on individual responsibility for key church growth projects
- Have experience in leadership in a missional church
- Teaching, enabling and facilitating in evangelism, everyday faith
- Experience of leading or responsibility in a church plant, fresh expression or re-imagining the mission of the local church
- Experience of, and preferably involvement in, a Fresh Expression
- Comfortable to work in a breadth of tradition to resource contextual mission
- Engaging preaching and communication
- Experience of developing and leading digital church services



St Andrew's, Rugby

St Andrew's enjoys a wonderful location in Rugby's town centre. Called to be 'at the heart of things', we seek not just to serve our community and respond to its needs, but to learn from it in all its growing diversity.

St Andrew's is the town's oldest building and is treasured by people of all faiths and none. A 'seven-day church', the building is open daily for worship and its café, run by volunteers and students from a local Special School, is a popular meeting place. A wide range of church and community groups – creative writing, gospel fellowship, book club, parents and toddlers, Repair Café, Sustainable Saturday market, Green Christian Forum (among many) – meet in the building, which is the focal point of our close involvement in Rugby's regular festivals and civic events.

The Eucharist is central to our worship: we value the ordered shape of the liturgy as place to explore God's call to grow in faith, hope and love. Children and young people are at the heart of our church life, as we learn more of the ways in which Godly Play and Muddy Church enable people of all ages to flourish spiritually. Our strong choral and musical tradition serves our worship and bears fruit in our Community Choir, Junior Choir and weekly lunchtime concert series. The collaborative partnership of laity and clergy – in both cases paid and voluntary – shapes and enables all aspects of our mission and ministry.

Being one of the first parishes in the country to receive an Eco-Church Gold Award, we are on a journey to a fully sustainable relationship with creation. This is focussed in the newly-developed church garden which, as well as being a popular place of peace and rest, is also a model of good ecological practice.

St Andrew's is a key member of 'Rugby Revive', a vibrant ecumenical grouping of churches across Rugby that eats, prays and serves together in a range of initiatives including a food bank, Street Pastors and a day centre for the homeless.

Rugby is a rapidly growing town, well-connected to national and regional transport networks. St Andrew's serves a diverse parish with areas of both considerable deprivation and affluence, set in a Deanery with a fascinating blend of the rural and the urban. As a parish church we are rooted in our community: knowing that God is in the midst of us and we are called by his name (Jeremiah 14:9), we believe our vocation is to listen to, serve and love God and our community in equal measure.

As we grow as a Mission Hub, we look forward to our new Associate Vicar leading on developing new worshipping communities. This will include growing our existing connections here at St Andrew's, plus learning from and strengthening other churches, chaplaincies and Fresh Expressions across the diocese as we seek to join in with God in making new disciples.



Bedworth Parish

Bedworth is a town located 5 miles north of Coventry. The town has a population of 32000 and the parish covers the town. There are two churches in the parish. The larger church in the town centre is All Saints, and a smaller church, St. Andrew's. All Saint's is a lively growing church with a variety of ages meeting across three Sunday congregations. St. Andrew's is a small church mainly comprising of an elderly congregation with a range of new projects underway to enable it to grow and become part of the community again.

Our vision is that over the next 10 years every person in Bedworth has the opportunity to have the good news of Jesus presented & demonstrated to them. This will include opportunities to experience Jesus & to join a disciple making community worshipping in an appropriate way near where they live. We want to do this by planting churches and missional communities across our parish. These expressions of church will enable us to connect much more effectively with our large and diverse town. Our heart is to see the wildfires of faith and hope burst out all over our parish with many people coming to know Christ.

We have been fortunate to secure funding for both an Associate Vicar and a church planting team (including a new planting curate) to help enable us to achieve this vision. So, we are looking for an Associate Vicar that can work within the predominantly evangelical charismatic theology of the parish, who enjoys motivating a large team to plant & grow new worshipping communities & who lives life to the full!

We feel as a parish we are being called to bless and serve wider than our parish. There are three key strands to how we wish to do this.

- We are grateful for our large ministry team which also serves neighbouring parishes covering vacancies/holidays. We hope to expand this further to support church regeneration/planting opportunities across our Deanery, initially through a Church Planting Curate plus team going to regenerate a struggling church.
- We have a strong focus on worship as a parish, with a full time Worship Pastor, Worship Interns and a number of key volunteers. We are planning to launch a Worship Academy to equip and support musical worship of all types across the diocese, particularly rural churches and those with limited resources.
- Our third strand is Growing Faith, which is a Church of England initiative which promotes a partnership between the three communities of church, school and household to enable the discovery, exploration and growth in the Christian faith. We are heavily involved in a trailblazing pilot and we wish to disseminate and encourage our learning across the Diocese.

As Area Dean, the Team Rector has a good oversight of the needs of the wider deanery and the opportunities for growing new worshipping communities. We have a young and lively staff team. The team includes an Administrator, Worship Pastor, Families Worker, Team Vicar, Interns, Social Isolation Project Worker and Curate. Alongside these paid roles there are a large team of volunteers serving in many different roles to make the parish run smoothly and to share Jesus.

Associate Minister



Context

We are a one Church, The Bridge, with three bases (one embryonic). Our structural vision is multiplication of Small Groups, Missional Communities and Church Bases. We are part of Kairos Connexion network with strong links to The Order of Mission.

One base is in a village and is embryonic. Another is a plant sent out to our next door deprived parish (St Stephen's Canley) three years ago with a curate leading, 60ish people with a large fringe and lots going on.

The Church

Routed in Kairos Connexion, we are an evangelical and charismatic church. St John's Westwood has been the sending church for many years, but is now a base of the Bridge and is coming to terms with that new identity.

The church is growing but has a high turnover, this is sometimes a place you move through rather than settle in. The church's age demographic is diverse with young families choosing to settle here. We are beginning a new season of family discipleship as a result of the pandemic. Pre-pandemic we averaged 150 per Sunday, but we were in a dry spell with students which we hope has ended with a new vision and energy being invested. We relaunched this year with a new culture for creating space for students to invite their friends into the community.

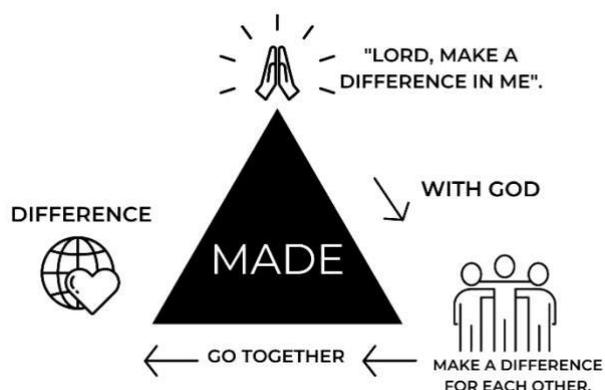
Vision and Values

Our new proposition statement is: Make A Difference Everyday (MADE). This is an outworking of our vision.

The vision is to create structures which can cope with a God of overflow (2 Kings 4:1-7), where everything we do is scalable and multipliable so that God can continue his work unhindered.

Our values:

- Listen and Do
- Explain and Know
- Amplify Good News
- Rethink and Pioneer
- Nurture and Serve



Location

Warwick University is half of the parish and wealthy suburbs make up the rest. Parts of the parish are very university focused housing lecturers and students but others are increasingly places for newly affluent people from migrant backgrounds. There is new housing being built in the parish and this gives us a dual focus of mission to the parish and to the university. Our church community comes from beyond the parish.

Westwood parish is a lovely place to live, it feels both rural and suburban with easy links to Warwickshire and the Cotswolds beyond whilst remaining connected to the city of Coventry with a choice of good schools.

The university campus is open to the community with a gym, an arts centre, places to walk, coffee shops and places to eat. It is a great place to be at any stage of life.

Discipleship and Mission

St John's is big on ideas, innovation and entrepreneurship. We aren't very polished and change/pruning/pandemic has left the church weary, but there is still passion for the gospel, thirst for the Spirit and a desire to have a good time bringing the Kingdom.

We are developing and nurturing a structure that allows for midweek discipleship in small groups and monthly missional community gatherings that create space to invite friends (people of peace) to belong. We invite everyone who belongs to our church to be part of community, accountability and to give.

Staff Rhythms and Team

Belonging to our team means you'll be part of a rich culture that invests in you and invites you to be part of a team that has a lot of fun, space for development and who care deeply for your wellbeing.

- **Monday to Thursday** our staff (and we welcome the church family) meet to read scripture, listen to God and pray.
- **Every fortnight** we gather with our households to eat and build community.
- **Every month** we meet to ask two key questions as those ministering to others: 'What's God saying?' and 'What are we going to do about it?'
- **Twice a year** we spend time away from our workplace to build relationships, invest in staff and prepare for the season ahead.
- **Every year** during the Summer month of August, we ask our staff to invest half of their hours into time with God, learning and time with loved ones.

Our staff team spreads across the Bridge Benefice, with the Bridge team (HR, Finance, Communications and Media, Safeguarding and Events) resourcing our church bases. At St John's Church there is an Administrator, Student Worker and Children's Discipleship Enabler (all part time).

The Role

We have been offered a 5 year associate post by the diocese to become a mission hub. That role will be to lead the St John's base; Discipling MC leaders, leading the Sunday gathering, rebuilding student work, reaching out into the parish and beyond. In the first 2-3 years strengthening where planting, sending and the pandemic have taken their toll. In the second 2-3 years to look to plant again. (Planting in our vocabulary can mean many things.)

Who are we looking for?

We'd love someone with Evangelism high in their 5fold ministry gifting (Ephesians 4). A team player. Someone who values missional forms over attractational, (whilst appreciating both) someone fun, innovative and articulate.

After a 6 month settling in period, David, our Vicar would want to fully delegate the leadership of St John's Church, Westwood.

We welcome applicants of any age, ethnicity or gender.

