



Pioneer Evangelist

(Known locally as Community Pastor)

Application Pack

BE THE TRAILBLAZER
ACTIVATE CHANGE
STRENGTHEN LIVES
BUILD COMMUNITIES
EMBRACE THE CHALLENGES
BE THE HELPING HAND
FAITH TAKING ACTION
PURPOSEFUL ACTION
REAL PEOPLE
REAL FAITH
RISK TAKERS

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ROLE OF PIONEER EVANGELIST: GILLINGHAM

Could God be calling you to give the next two years to serving and reaching out to the marginalised and isolated people of Gillingham with His love? This is at the heart of the role of Pioneer Evangelist (known locally as Community Pastor).

St Mark's Gillingham had a Church of England SDF (Strategic Development Fund) funded Community Pastor from 2019 - 2022, whose role it was to provide safe spaces for those who are marginalised in society. This included a gardening club, meeting in church in a cafe style environment weekly, pastoring and more. These activities shut when during Covid and have later been run by volunteers (open church, warm space). St Augustine's Church is open as part of Place of Welcome throughout the week. A number of those who are free in the day-time may come to St Augustine's one day, and to St Mark's another.

St Mark's Church is situated on Gillingham High Street. The area is multicultural, and the church is diverse. Gillingham is in the poorest 10% of areas in the UK. A large part of the area is designated as Urban Priority Area. Many come in from the street and join in services and open activities. St Mark's runs one of the six Trussell Trust Foodbanks in Medway on a Thursday and on a Saturday. You will get to work as part of the team of Evangelists in Medway Centre of Mission, with supportive local clergy and a team of willing volunteers to build on the existing Open Church community.

This job might be for you if:

- you have excellent social skills, engaging with people from diverse backgrounds.
- you have a confident and infectious faith in Jesus and can share your story with others.
- you are adaptable and able to take the learning from the Medway Centre of Mission and apply it in Gillingham

In this role, you will have the opportunity to change lives by living and sharing the Good News amongst the community of Gillingham. You will bring hope and joy where it is much needed.

Emma Sivyer, Missional Development Officer (South & East)

JOB DESCRIPTION

Job Title:	Pioneer Evangelist: Gillingham (Known locally as Community Pastor)
Location:	Gillingham
Responsible To:	Lead Evangelist Medway Centre of Mission
Relating To:	<ul style="list-style-type: none"> • The Vicar of St Mark’s Gillingham (local supervisor) • <i>The Community Pastor Project Board</i> and the Centre of Mission Steering group. • The Pioneer Evangelist Children and Families (Chatham) • The Mission Development Officer South and East Church Army.
Purpose:	To share the Christian faith through words that introduce Jesus and actions that demonstrate the love of God, especially amongst marginalised people so that the spirituality of people in Gillingham is brought to life.
Objectives:	<ol style="list-style-type: none"> 1. Grow Open Church numerically to double in size. From 15 weekly currently to 30 attendants. 2. Grow the members of Open Church spiritually through offering The Discovery Course, and 1-2-1 pastoral support. 3. To support individuals in daily struggles, bring hope in Jesus and transform lives 4. To participate in the life of Medway Centre of Mission, Church Army, and the Diocese.

RESPONSIBILITIES AND KEY TASKS:

1. **Grow Open Church numerically to double in size. From 15 weekly currently to 30 attendants by:**
 - 1.1. Befriending and encouraging the individuals who already come to Open Church at St Mark’s and St Augustine’s by being present on a weekly basis to make 121 relationships and signpost to help (if needed) via the Citizen’s Advice and other local groups.
 - 1.2. Leading and growing a team of volunteers to maintain and develop the warm hospitality of Open Church, supporting volunteers in their own faith development.
 - 1.3. Being a presence in Gillingham, building relationships with other groups and organisations so that they can signpost to Open Church as appropriate.
 - 1.4. Offering other social activities (for example, a board games session, art activities, a gardening project) to engage those who attend Open Church and to invite new people to attend.

2. **Grow the members of Open Church spiritually through offering The Discovery Course, and 1-2-1 pastoral support.**
 - 2.1. With the support of the Lead Evangelist, offer the Discovery Course at St Mark's and St Augustine's churches.
 - 2.2. Signpost those members of Open Church who are seeking to explore faith to appropriate activities in local churches.
 - 2.3. Meet with people as appropriate to offer 1-2-1 Pastoral support.

3. **To support individuals in daily struggles, bring hope in Jesus and transform lives by:**
 - 3.1. Getting to know the 'landscape' of the support available in and around Gillingham to effectively signpost members of open church to appropriate support
 - 3.2. Being ready to share your story of Hope in Jesus when invited.
 - 3.3. Becoming a trusted presence in Gillingham building positive and life-giving relationships

4. **To participate in the life of Medway Centre of Mission, Church Army, and the Diocese**
 - 4.1. To be active as a member of the Medway Centre of Mission team, demonstrating and encouraging participation in team meetings and in the overall objectives and life of the team.
 - 4.2. To engage with the Church Army Mission Community and the local church, contributing to prayer letters and raising the profile of the Centre of Mission in the Diocese and beyond.

General:

- To undertake any such duties as are commensurate with the post at the direction of your line manager and local supervisor.
- To attend an annual appraisal and regular one to ones with your line manager
- To undertake any training as required for the role as identified in an appraisal or supervision
- To adhere to Church Army's contractual and non-contractual policies at all times. These are outline in the Staff Handbook and on Church Army's intranet document library.
- Act in the best interest of Church Army, the diocese and project at all times

TRAINING

As a responsible employer we value the importance of professional formation and expect our employees to commit to ongoing training towards fulfilling their roles.

As part of your induction within Church Army the Learning and Development Team will work with you to identify any specific training and formational needs that will be key for enabling you in your role and future ministry. They will draw up a plan with you, for approval by a Training Review Panel, setting out how these needs may be addressed. We also expect that as part of your role you will join the Church Army Mission Community. This again will be picked up with you through induction and through the Community Team.



ROLE REQUIREMENTS

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below.

All aspects of the person specification will be assessed via the application form, interview, and selection process, and within pre-employment check (e.g. references).

Essential:

Faith and Spirituality

- Active demonstratable Christian faith and faith engagement.
- A person who keeps their relationship with God as their top priority.
- Gifting as an Evangelist: naturally sharing Christian faith with others.

Knowledge & Understanding

- An understanding of the sorts of issues faced by those living in Gillingham, including but not limited to poverty, vulnerable housing, addiction, and mental ill-health.

Experience

- Involvement in pioneering Christian community amongst the unchurched
- Experience of seeing lives changed and a passion about transformation in the lives of individuals and communities.
- Experience of working within a ministry team and working effectively alongside others to achieve a shared vision and goal.
- Experience of working with those who have learning disabilities and or mental ill-health.

Skills

- The ability to listen to and interpret the mission context.
- Ability to speak naturally and confidently about the enrichment that Christian faith brings to everyday life with people who are not used to religious language
- Able to work alongside a broad range of people and communities.
- Able to disciple people, especially those new to faith, through prayer, support, and mentoring.
- Able to and to inspire, resource and enable others to become who God wants them to be.
- Able to lead creative, and flexible innovations based on the specific needs of the community

Attributes

- A burning desire to see people come to a living faith in Jesus Christ.
- An energetic, enthusiastic, and optimistic person who can take the initiative whilst balancing the needs of the post.

- Loves people of all background types.
- A warm, outgoing person who enjoys the company of people and is at ease in the context.
- A person who has a pioneering, proactive spirit, and an active infectious prayer life.
- Comfortable with different styles and expressions of church.
- A person who is reflective, willing to take risks and learn from the outcomes.

Desirable:

- Previous experience of leading a pioneering Christian community amongst the unchurched
- Experience of leading a team of volunteers

We are looking for a candidate that models the Church Army values in their work and life. You must be in sympathy with the vision & values of Church Army and be willing to represent the organisation in public.

For this role, you must be willing to work some evenings and weekends and have a flexible approach to accommodate the needs of the Project. You will need access to your own transport or a workable alternative.



OUTLINE TERMS AND CONDITIONS

Location	Medway Centre of Mission: Gillingham
Salary	£14,204 per annum (£26,632.50 per annum FTE). £18,134 inclusive of housing allowance.
Hours	20 hours per week (Full-Time 37.5 hours)
Pension	The employee will be assessed under auto enrolment pension legislation and if eligible, minimum contributions will be made.
Annual Leave	132 hours per year, inclusive of bank holidays. This is based on the full-time equivalent of 25 days per year plus 8 bank holidays.
Probation Period	6 months
Housing	There is no housing offered with this role. A housing allowance of £3930 will be paid through PAYE and is included in the salary figure above
Contract Type	Fixed-Term for up to 2 years.
Notice Period	4 weeks (after Probation)
Safeguarding Requirements	<ul style="list-style-type: none"> • An enhanced DBS check is required • Compliance with Church Army's Safer Ministry policy. • Basic Awareness and Foundation Level safeguarding training required <i>before</i> starting in post • Leadership level training required within 6 months of starting in post
Occupational Requirement	This post is subject to an Occupational Requirement under the provisions made in the Equality Act 2010 that the post holder has an active faith in Jesus. The successful candidate must be in agreement with the vision and values of Church Army.

We also offer our staff:

- Life Assurance cover at 3 x salary
- Access to employee perks scheme through Life Works
- Access to cycle to work scheme
- Free Employee Assistance Programme available to staff 24/7
- Free confidential counselling service

WHAT MAKES US CHURCH ARMY

Our Vision

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

See our [We Are Church Army](#) video.

Our Values

Everything we do is underpinned by our GRACEUP values:



Generous - We believe God is generous and we want to model that generosity to others.



Risk-taking - We have a long heritage as a pioneering movement, taking calculated risks and giving our staff permission to try new things.



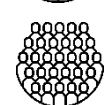
Accountable - We are accountable to God and others, and we want to be reliable and responsible to high professional standards.



Collaborative - We are committed to partnering with others who share our values; we believe collaboration enhances the potential and outcomes of our work.



Expectant - We are hopeful, expecting God to do new things through our frontline work and the Church Army community.



Unconditional - We believe God loves everyone and every person is significant in His eyes. We serve anyone regardless of their age, gender, race, sexuality, faith, ability, status, or circumstances.



Prayerful - We listen to God through prayer, and we want to be obedient to Him. We want to be like Jesus in all we do.

Working with Us

We aspire to see our teams reflect the communities they serve, and to have a diversity of people and views reflected across our organisation. We are a Christian charity working with people of all faiths and none. We ask that our team, where being a Christian is not a requirement, to respect and be sympathetic to our history, work, vision, and values.

We welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are an equal opportunities employer and we do not discriminate on the basis of any characteristic, including those protected by the Equality Act.

Church Army staff have access to a wide range of benefits, and you can find some of these listed on our [website](#) below our vacancies.

APPLICATION PROCESS

If you would like you to find out any more about the role, please contact Emma Sivyer (Mission Development Officer, Church Army) on emma.sivyer@churcharmy.org or Catharina Olsson Gisleskog catharina@stmarksgillingham.org (St Marks Gillingham).

To apply, please submit a **Church Army (Faith-based) Application Form** which is available to download from the job advert on our website.

Deadline: 6th August 2024

Interview date: 29th August 2024

What to expect from our Recruitment Process:

- Upload your completed application form on our website, or email it to recruitment@churcharmy.org
- One of our team will acknowledge your application
- Applications are shortlisted against the person specification
- You will be contacted as to whether you have been invited to interview

Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- Two satisfactory references, including one faith-based reference.

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.

For more information about Church Army please visit: www.churcharmy.org