



Director of Ministry

Recruitment Pack

Welcome!

Thank you for your interest in the Director of Ministry post.

The Director of Ministry is a strategic senior role to oversee the leadership landscape in the Diocese, including the appointing of a new DDV (Director of Vocations). They will be the key officer delivering the *Growing Leaders* strand of *Vision 2026*. Their brief is the discernment, development and deployment of lay and ordained leaders, with a particular need for these to reflect the communities we serve by growing younger and more diverse.

Our Vision 2026 sets before the churches, chaplaincies and schools of Lancashire a profound belief in the power of the Gospel to transform lives and communities, by making disciples, being witnesses, growing leaders and inspiring children & young people.

“When Jesus saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, ‘The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.’” (Matthew 9).

We believe Jesus’ heart still burns for the people of Lancashire today. We are encouraged by the turnaround growth and flourishing we are seeing in Blackburn Diocese, as Vision 2026 is making a difference. However, our vocations have not kept pace, so we see two key ways to address this challenge.

- We are dedicating ourselves to ambitious prayer at the heart of all our Christian communities, for the Lord to provide workers, to chisel out the buried treasure of vocations.
- In tandem with this, we need to appoint a Director of Ministry who will produce a step change in numbers, age and diversity of leaders, lay and ordained in our churches, chaplaincies and workplaces across Lancashire.

The Director of Ministry will be part of the senior staff team and join a dynamic Diocese committed to turnaround and growth across all our parishes enabling transformation in our beloved communities.

We hope you enjoy reading this recruitment pack and that it provides the information you need. Further information about the Diocese and Vision 2026 can be found at www.blackburn.anglican.org. For an informal conversation please contact Stephen Whittaker, our Diocesan Secretary stephen.whittaker@blackburn.anglican.org

Most importantly of all, please be assured of our prayers as you discern the will of God for the next stage in your ministry.



Philip North, Bishop of Blackburn
Jill Duff, Bishop of Lancaster
Stephen Whittaker, Diocesan Secretary

1. Background

The Diocese of Blackburn serves almost the whole of the county of Lancashire with a population of 1.6 million. The Diocese covers an area of extraordinary variety, from the stunning countryside of the Trough of Bowland to the former mill towns of East Lancashire, from the University cities of Preston and Lancaster to the seaside towns of Blackpool and Morecambe, from elegant villages to Presence and Engagement Parishes. It is divided into 14 Deaneries and two Archdeaconries (Blackburn and Lancaster). We have parishes of all traditions and are strongly committed to the principle of mutual flourishing.



*“The World is in Blackburn Diocese”
(Alan Smith, First Estates Commissioner)*

Eight years ago, we turned our backs on the previous Diocesan strategy of parish amalgamation and reducing clergy numbers. This was based on the assumption of declining vocations, and cultural disinterest in the Gospel. Vision 2026 has the ambition to see *healthy churches transforming communities* across Lancashire, by *Making Disciples, Being Witnesses, Growing Leaders and Inspiring Children and Young People*. We are starting to see the fruits of this.

Vision 2026 has made a marked difference in the past eight years. For example:

- 130 new local congregations have now been planted by local parishes
- Three resource churches have been founded in Preston, Blackburn and Blackpool
- New work has been pioneered on estates, for example the M:Power programme for urban leaders
- Whalley Abbey has been re-launched as a centre for prayer and discipleship.
- A new Authorised Lay Ministry (ALM) scheme has been introduced with over 250 people now commissioned
- In 2018 and 2019 many years of decline in RWA was halted and the Diocese has been one of the fastest in the country to bounce back from Covid in terms of numbers and giving. The Vision has been cited by clergy as the reason for this. In fact, during the consultation for our new Bishop of Blackburn, national officers were surprised by how lay and ordained people spoke so authentically about *Vision 2026*

We have every confidence that God has provided sufficient gifts to renew his church and enable transformation in Lancashire.

This appointment comes at a time of fresh opportunity. Our application for national strategic funding (Strategic Mission & Ministry Investment) places particular emphasis on developing a transformed leadership pipeline, a major investment in youth and children’s ministries, a Young Leaders’ Academy (13-18s) and Pioneer priests in forgotten communities. We expect the DoM to play an important strategic role all these developments.

2. Purpose of the Role

The Director of Ministry (DoM) will be the key officer responsible for the delivery of the Growing Leaders strand of Vision 2026. To do this, the DoM will oversee the discernment, formation and ongoing support of the leadership the Diocese. In addition, in collaboration with the senior team, they will play an important role in discerning strategy around leadership growth, designing programmes, and enabling a step change in Christian leadership development. We will need to be relentless in prioritising leaders with a passion for being carriers of God's love to the people of Lancashire, while also increasing the numbers and broadening the diversity of vocations to reflect the communities we serve.

The Diocese is working towards a January 2024 application for transformative funding from the national Strategic Mission and Ministry Investment Board (SMMIB). This will begin the shift in transforming our leadership pipeline and the new DoM will have a crucial role in the implementation of the renewed work and the design of change in the coming years. To do this the DoM will need to work with partners across the diocese and beyond.

The new DoM will lead the dynamic Growing Leaders team so that we nurture lay and ordained vocations, facilitate discernment of licensed lay and ordained vocations and support curates and first incumbents through the start of ministry programme.

The DoM will also be part of the Bishop's senior leadership team (the Vision and Strategy Team) and will be expected to contribute to the wider life and ministry of the diocese.



3. Key Responsibilities

To be the key officer responsible for the delivery of the Growing Leaders strand of Vision 2026, enabling leadership to flourish across the whole Diocese.

- In collaboration with colleagues to develop the support available to nurture all forms of leadership across the Diocese and in other Vision strands (e.g. planting & chaplaincies) especially in light of the January 2024 SMMIB funding application.
- Ensuring an increased and continuous flow of lay and ordained leaders who reflect the communities of Lancashire
 - **Via the Diocesan Director of Vocations (DDV)**
 - Foster a culture of vocational exploration in all traditions throughout the diocese, ensuring underrepresented groups are given support to explore and pursue God's call on their lives.
 - Ensure all candidates move through local and national discernment processes in a purposeful and timely way.
 - Retain diocesan pastoral responsibility for all those in training for licensed lay and ordained ministry.
 - Oversee 36 volunteers in the vocations discernment and development teams, including 6 active ADDOs
 - **Via the Lay Training Officer**
 - Ensure the continued fruitfulness of the Authorised Lay Ministry (ALM) programme and broader initiatives in lay ministry
 - Delivery of the ALM and LLM CME programme.
 - Oversight of 50 volunteer tutors.
 - **Via the M:Power Project leader**
 - Provide oversight and support to the M:Power project which is an innovative diocesan-wide training programme for urban leaders.
 - **Via the Warden of Lay Ministry**
 - Oversee the five Assistant Wardens of Lay Ministry together with all ALMs and LLMs (currently there are 156 ALMs and 112 LLMs).
 - The annual commissioning of new ALMs and triannual relicensing of all LLMs.
 - **Via the two Start of Ministry Officers**
 - Provide ongoing formational support for curates and those in the first two years of their first incumbency.
- Ensure that safeguarding is promoted and complied with at all times.
- Work well relationally with Diocesan colleagues (see on), colleagues in neighbouring dioceses, Emmanuel Theological College and relevant national Ministry Development Team members.

The DoM will also be a member of the Vision and Strategy team and will be expected to contribute to the wider strategic leadership of the diocese.

4. Key Relationships

- The Diocesan Secretary, who will be the DoM's line manager.
- The Bishop of Blackburn, who is the Episcopal lead for the Growing Leaders team and the Sponsoring Bishop.
- Senior lay colleagues: Director of Vision Delivery, Director of Education & Director of Finance
- Bishop of Lancaster and Archdeacons and Area Deans
- Parish Clergy, Vision Champions and other local parish lay leaders.
- The North West Directors of Ministry.
- The Dean of Emmanuel Theological College.

Direct reports are:

- Director of Vocations (to be appointed), full-time
- Lay Training Officer, 3 days per week
- Warden of LLMs, 2 days per week
- M:Power Project Leader (alongside an incumbency)
- Start of Ministry Officers (two half-time incumbents) overseeing first five years of ordained ministry
- *Growing Leaders* Team Administrator (32 h per week) who will provide personal assistant support to the DoM together with the other members of the Growing Leaders team.



5. Person Specification

(1) Genuine Occupational Requirement

There is an occupational requirement for the post-holder to be a practising Christian, and a member of the Anglican Church, in accordance with Schedule 9 to the Equality Act 2010.

(2) Enhanced DBS

This post will be subject to a satisfactory enhanced DBS check.

(3) Qualifications

Essential

- An ordained Anglican priest or permanent Deacon
- Completion of a pre and post ordination theological training programme within a Church of England context.
- Evidence of continuing professional and self-development.

Desirable

- A degree or equivalent in theology and ministry.

(4) Experience

Essential

- A Priest or permanent Deacon of good standing who takes genuine delight in their own call to service and lives it out in a way that can be a role model to others.
- At least five years of experience in ordained parish ministry and a strong track record of fruitful leadership
- Demonstrable experience of nurturing vocations, lay & ordained
- Developed experience in teaching, mentoring and formation

Desirable

- Experience of senior leadership within the church or in another sector.



(5) Knowledge and Skills

Essential

- Management skills, both to enable direct reports to flourish as well as enabling flourishing through structures and networks
- Ability to network, collaborate and readily build relationships with a diverse range of people and organisations.
- Ability to organise and publicise events and programmes.
- Well developed analytical, strategic and communications gifts
- A problem solver with the ability to identify solutions to problems when they arise.
- Good administration
- A good working knowledge of IT.
- Ability to work independently in handling a large and diverse workload and in keeping to deadlines.
- Robust ability to grasp nettles and offer pastoral firmness
- Capacity to step into a significant leadership role within the Diocese

Desirable

- An understanding of the processes of discerning vocations in the Church of England.
- Experience of working at a diocesan level either as a volunteer or employee.

(6) Personal

Essential

- A person who is loyal to the inheritance of faith revealed in the Scriptures, who is excited by the Gospel and articulate in communicating the saving news of God in Jesus Christ.
- 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.
- A person of prayer who is serious and disciplined about their own formation in Christ.
- Relational intelligence and prophetic discernment to notice gifts and draw the best out of others.
- A team player, able to be an active member of the senior staff team, contributing to the common good, not only their own project
- Collaborative instincts and humility to be supportive to senior colleagues in the Diocese
- An enthusiast who can inspire others.
- A heart for Christian service which is embedded in a local parish
- Promoting and modelling healthy well-being

(7) Other

Essential

- Flexibility to work some evenings and weekends.
- Willing to travel both within the Diocese and beyond.
- Full Driving licence and use of car for work purpose.



6. Outline of Terms and Conditions

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

Salary: £56 753

Hours: This is a full-time role based on a 35-hour working 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 entitled to time off in lieu for attending meetings outside normal office hours which may include evenings and weekends.

Location: The post holder will be based at the Blackburn Diocese Board of Finance, Clayton House, Walker Office Park, Blackburn, BB1 2QE. The nature of the role requires regular travel around the diocese, and sometimes beyond. A smartphone and laptop can be provided to assist remote working.

Pension: The default for staff is a Royal London Pension Scheme, 10% Employer contribution 2% minimum employee contribution. Clergy can opt into the Church of England Clergy Pension Scheme via a salary sacrifice. Details of this are available on request.

Annual leave: The full-time entitlement is 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. This is 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.

Probationary period: The appointment is subject to the satisfactory completion of a six-month probationary period.

Notice Period: During the six-month probationary period two weeks' notice is required on either party. Thereafter you will be required to give six months' notice should you wish to resign.

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 Board of Finance believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic backgrounds

Blackburn diocese 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

7. How to Apply

Applications via the Church of England's *Pathways* website are invited.

For an informal conversation regarding this post please contact the Diocesan Secretary Stephen Whittaker Stephen.whittaker@blackburn.anglican.org

Closing date: 6th October at 12pm

Interview date: 23rd October at Clayton House, Blackburn

8. Appendix 1: Additional Information

www.blackburn.anglican.org has information on Vision 2026 and the Growing Leaders (see Life Calling)

[M:Power](#) has information on the M:Power programme

[Vocations | The Church of England](#) has information about national vocations processes and promotional

