



Blackburn Diocesan Board of Finance Ltd

Job Description

Job Title:	M:Power Trainer (Hub Leader)
Salary:	£17,037.50 per annum
Hours:	17.5 per week (0.5 FTE)
Location:	St James Church, Lower Darwen
Responsible to:	Urban Ministry (M:Power) Lead

1. Background

This is an exciting opportunity for an individual with a passion for equipping and empowering lay leaders, and potential lay leaders, from urban low income communities to be the people God has called them to be.

M:Power plays a key role in enabling urban low income and estate parishes to grow leaders and transform their communities. 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 eight years, around 150 people have completed the nine month M:Power training programme. There are currently 30 people training on M:Power, in four hubs across the diocese.

In 2024, as part of the Diocese of Blackburn application to the national Church Commissioners for 'Strategic Mission and Ministry Investment' funding, M:Power received additional investment until 2030 to enable us to expand, and continue M:Power. As a result, the M:Power training programme continues, under the theme of a transformed leadership pipeline. We now also support parishes to employ Lay Pioneers. The purpose of this development is to enable our churches to become more socio-economically diverse, and better reflect the communities they serve. Support to parishes includes, an Urban Ministry Enabler who works with Incumbents and PCC to develop a Lay Pioneer vision (and is an integral member of the M:Power team), dedicated HR support, and sustainable fundraising help.

The M:Power Trainers play a pivotal role in M:Power to help local parishes unlock the resources they need to grow new disciples and leaders. They will draw upon their own

experience in urban ministry to encourage and inspire unlikely and overlooked potential leaders from urban and estate parishes across the diocese.

This post will be one of two M:Power Trainer posts, both 0.5FTE. It is expected each M:Power trainer will lead two Hubs, located across the diocese. Each Hub usually has between 6-12 participants drawn from local parishes, and lasts for nine months. Each year the location of Hubs is reviewed to ensure all areas of the diocese have an opportunity to engage with M:Power. M:Power Trainers therefore need to be flexible to lead a Hub in any area of the diocese, as agreed by the Urban Ministry (M:Power) Project Lead. The day and time of the Hub will also need to be mutually agreed with the Urban Ministry (M:Power) Project Lead, in line with the needs of the host deanery and parish.

Key to the success of this role will be the ability to nurture and encourage those who may have barriers to more traditional styles of learning; helping them to be confident of their identity in Christ and their gifts to make a difference in His church and the local community.

2. Responsibilities

Prayer

- To attend a monthly team meeting, which includes a time of prayer.
- To commit to regularly praying for each Hub participant.

Training

- To establish and lead two new M:Power Hubs, lasting for nine months, each year, with 6-12 participants.
- To establish an encouraging, supportive and collaborative culture within the Hub, in line with the overall culture of M:Power.
- To supervise volunteer Assistant Hub Leaders, to support the smooth running of the Hubs.
- To play a full part, within the team, in developing the content and delivery of the M:Power training programme, within the framework of transformation, mission and leadership.
- Deliver M:Power teaching, both directly and by facilitating visiting tutors.
- Empower, coach and pastorally support course participants, through the group sessions and 1-1 meetings. To enable participants to develop leadership skills within, and appropriate to their local parish setting.
- Support participants to discern future ministries after participation in the programme, including where appropriate Authorised Lay Ministry (ALM).
- Ensure all Hub participants are matched with a suitable mentor, and be responsible for mentoring up to two of these participants.
- Contribute to the training of volunteer mentors.

Communication

- To actively recruit M:Power participants local to the Hub, from across the theological traditions of the Church of England.
- To work collaboratively with the Urban Ministry (M:Power) Lead, Urban Ministry (M:Power) Enabler, the other M:Power Trainer and M:Power Administrator to recruit visiting tutors and mentors from across the theological traditions of the Church of England.

- Work with all sponsoring incumbents to facilitate the formation of participants during training and their fruitful deployment once training is complete, including where appropriate Authorised Lay Ministry (ALM).

Project Administration

- Collect project statistics and supply to the Urban Ministry (M:Power) Lead to enable them to measure project Key Performance Indicators (KPI).
- Ensure participant data is complete and supplied to the M:Power Administrator.
- Ensure budgets for expenses and Hub resources are adhered to and claimed in accordance with diocesan policy.

M:Power Team

- Attend the monthly M:Power team meeting.
- Work as part of the team to deliver day events that form part of the training programme (currently two Saturdays per year); sessions where all Hubs come together; end of year celebration; and M:Power Network events for M:Power graduates.
- Work collaboratively with other members of the team, sharing skills and expertise for the benefit of the project.

Key relationships

M:Power team

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

Central diocesan staff

1. Strategic Programme Manager.

Parishes

1. M:Power (and potential M:Power) participants.
2. Parish clergy.

3. What we are looking for:

Person Specification

Criteria	Criteria Assessed by:		
	App	Int	

Experience, knowledge, training and qualifications					
a	Undertaken recognised theological training such as Licensed Lay Ministry or Church Army training programme.	Essential	✓		
b	Substantial experience of ministry in urban and/or estate contexts.	Essential	✓	✓	
c	Experience of delivering training and providing mentoring support.	Essential	✓	✓	
d	Experience in teaching and supporting people who have barriers to learning (e.g. learning difficulties, poor self-esteem, mental health challenges).	Essential	✓	✓	
e	A flair for communicating in person in such a way as to enthuse and engage those from urban and estate communities.	Essential		✓	
f	Leadership experience in projects, with a diverse range of stakeholders, ideally in a church or community work setting.	Essential	✓	✓	
g	Well-organised and administratively effective with good working knowledge of IT.	Essential	✓	✓	
h	Knowledge of current and systemic challenges facing urban and estate communities, inside and outside of the church.	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	A team player who is able to work collaboratively with a diverse group of colleagues and stakeholders.	Essential	✓	✓	
d	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		✓	
e	Ability to solve problems and a willingness to adapt to changing project needs and priorities.	Essential	✓	✓	

f	Ability to work independently with minimal supervision, whilst being highly accountable.	Essential	✓	✓	
g	A hopeful character, who is able to encourage, build-up, and promote a can-do attitude amongst colleagues and stakeholders.	Essential		✓	
h	Someone who has experience of church growth, both numerically and by deepening Christian commitment.	Desirable		✓	
i	Active participation in the life of an Anglican parish.	Desirable		✓	
j	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.

4. Outline of Terms and Conditions

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

Salary: £17,037.50 per annum (FTE £34,075 pa)

Term of Appointment: Fixed term until the 30th December 2030

Hours: 0.5FTE (17.5 hours per week). The post holder will be required to work one to two evenings per week, with the remaining hours to be worked within normal office hours. The post holder may be required to work additional hours, including evenings and weekends, as to meet the reasonable requirements of the role, for which they will be entitled to time off in lieu, in accordance with the TOIL policy.

Location: The post holder will be based at St James Church, 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.

Benefits: [Found here](#)

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 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.

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.

Data Barring Service: This role requires a successful enhanced DBS check.

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

For an initial conversation about the role please contact Rev'd Rebecca Roberts, Urban Ministry (M:Power) Lead at rebecca.roberts@blackburn.anglican.org.

Applications should be completed on the diocesan application form.

The closing date for applications is Sunday 31st May. Interviews will be held during the week beginning 8th June.

Job Description Agreement

Recruitment Manager's signature	Rebecca Roberts	Date	14/05/2026
HR Manager's signature	Andy Cooke	Date	13/05/2026

Preparation of Job Description

Author of Job Description	Rebecca Roberts Urban Ministry (M:Power) Lead
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Date signed off	15/05/2026	Version