



THE CHURCH  
OF ENGLAND  
BIRMINGHAM



# Pioneer Minister

in Solihull Parish

*Growing Disciples*



*Building Community*



*Transforming Lives*

# Profile Pack

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# 1. Our Vision for the Role

**We are looking and praying for** an enthusiastic, energetic and passionate Pioneer Minister to devise and lead our drive to engage with the local community and particularly build relationships in the areas of the parish which we feel have been neglected over past years, bringing unchurched people to faith in Jesus. This is an important role as part of our Vision 2022.

The parish is located within the central area of the Metropolitan Borough of Solihull, West Midlands towards the eastern edge of the Birmingham Diocese. The centre of Birmingham is about 8 miles to the northwest and Coventry is about 15 miles to the east. The area and population of the parish are large for the Diocese of Birmingham. The Parish is roughly 4 miles across and 4 miles long and has a population of about 28,500. The majority of working age people are in employment with a large proportion being professional people working in industry, commerce, institutions or government. There are, however, poorer parts of our parish to which we have discerned a particular call to serve as well and we envisage this area of ministry to be included in the Pioneer Minister's remit.

This post is open to lay or ordained members of the Church of England or who are in good standing with a church which is a member of Churches Together in Britain and Ireland.

Any minister (ordained or lay) appointed to this Diocese must be committed to engaging with those who have not yet come to faith, gathering people whose Christian allegiance has flagged, developing lay leadership and responsibility in the cause of the Gospel. The Transforming Church programme is designed to assist parishes in these tasks.

(Please see Section 6 for further information about the Diocesan Vision and Strategy)

## **2. Context**

Birmingham is the second largest city in England. Our region is diverse, creative, dynamic and constantly changing.

The Diocese of Birmingham is geographically small but contains a population of 1.5m people. It covers 294 square miles and contains 195 Church of England places of worship. It is blessed with a rich mix of people from a wide range of national and ethnic backgrounds and, while largely urban, includes the significant presence of rural village communities. The City of Birmingham is a major centre of culture, education, commerce and industry, around which stand other boroughs and local communities each with their own individual character and history. The Diocese covers not only the city of Birmingham, but also the borough of Solihull, half of Sandwell, and parts of Worcestershire and Warwickshire. Alongside the historic Christian denominations are many younger church groupings and Christian networks, as well as the strong presence of other world faiths.

The Bishop of Birmingham, the Rt Revd David Urquhart, is urging parishes to plan for outreach and growth, under the banner 'Transforming Church'. The Bishop often uses a simple phrase that we want to see 'more, and more confident Christians'. The Bishop of Aston, Rt Rev Anne Hollingshurst holds a brief across the diocese under this theme.

The Church of England Birmingham appreciates the need to be pioneering in mission and ministry: to grow new Christian communities among those with whom the Church finds hardest to connect.

### **Employment**

Solihull enjoys excellent communications, very good schools, easy access to the lovely Warwickshire countryside and also all the amenities of Birmingham.

Major employers in Solihull itself include Jaguar Land Rover, Birmingham International Airport and the National Exhibition Centre, bringing in about 85,000 workers to the Borough on a daily basis. There are excellent road, rail and airport facilities.

Businesses within Solihull shopping centre appear to be thriving. There is an ecumenical chaplaincy to Town Centre led by one of the Readers at St Helen's Church.

## Cultural Amenities

There is a Theatre and Cinema in Solihull itself. Within easy reach is a wide range of cultural and entertainment facilities including Symphony Hall, Birmingham Repertory Theatre, Birmingham Art Gallery, the Hippodrome (with Welsh National Opera and the Royal Ballet), National Exhibition Centre, National Indoor Arena, International Convention Centre and the Royal Shakespeare Company at Stratford upon Avon.



### 3. Who are we?



The Solihull Team of Clergy and Lay people is an enthusiastic group of people who are passionate about growing our churches, enjoy working together and for whom collaboration is essential.

You will join this team – made up of the Rector (The Rev Jane Kenchington), three other full-time clergy (including a full-time curate), six Readers, a Director of Children and Families, a Children’s Worker, a Youth Worker, Director of Music, Organist, Verger, and various office & department administration staff. In addition to our paid staff, we have many unpaid volunteers working in various spheres of ministry.

We serve a parish of 28,500 with three church buildings. We believe in a “mixed economy” Church – wishing to support and grow both inherited and new ways of being Church.

We also aim to be a broad, inclusive church in terms of churchmanship – spanning Liberal Catholic and Sacramental to Open Evangelical theology and worship. We connect with Greenbelt, Soul Survivor, Taizé, Leading your Church into Growth and CPAS. The Rector is passionate about diversity and drawing riches from a variety of traditions.

We anticipate this role to be primarily about outreach and to help equip God’s people to make that more of our focus too.

## **The Parish**

The Parish of Solihull is a Team Ministry, comprising three district churches: St Alphege, St Helen's and St Michael's. It is the largest church in the diocese of Birmingham (in terms of its Usual Sunday Attendance). In recent years, additional parish congregations have been grown – The Junction at St Alphege which has a lot of families and children attending it on Sunday mornings, Messy Church which meets once a month on a Friday and Jigsaw (which is an all age monthly Sunday afternoon worship and activity event specifically catering for Junior age children who do sport (or other activities) on Sunday mornings.

We are looking for someone with the gifts and passion to focus on life beyond the church to complement the existing gifts in the Team and to help us to keep our focus in all things missional.

We seek an open-minded, inclusive and generous spirited pioneer minister who fully accepts the ministry of women as priests.

## **Deanery and Diocese**

Solihull Parish is part of Solihull Deanery, in the Archdeaconry of Aston in the Diocese of Birmingham. The Archdeacon of Aston is the Venerable Simon Heathfield.



## 4. Vision and Opportunities

Since the Rector, Jane Kenchington, arrived in September 2015, she has been working on a new Vision document (Vision 2022) - Parish Development Plan - with the Church Councils, staff team and congregations.

We are passionate about this parish being a place where, empowered by the Holy Spirit, we grow disciples (spiritually and numerically), build communities and transform lives. There is still much to do: the love of Christ urges us on.

You would join us at the point where we are embarking on intentionally growing the faith of new Christians, growing new lay leaders, trying to reach out to people who are “not yet” Christians and people who have been worshipping for many years.

We would look to you to offer expertise and experience in our evangelistic work and “ginger us up.” We recognise that we need the gifts of someone who can reach out to those who have not yet got a living faith in Jesus.

We have good relationships with the schools in our parish and we see them as vehicles through which we can reach people with the Gospel. In one particular area of the parish where we have very little impact, there is a school which is extremely willing to work with us. We would see this as a starting place for making connections.



## 5. Job Description

A Pioneer Minister (Context Minister) is a new role and is a significant post. We are at an exciting time in the life of this parish. The on-going Parish Development Plan is in its early days, so we would expect the successful candidate to play a vital part in the development and delivery of this Plan.

We are looking for someone to:

- Work with our current leadership team and identify further ministerial opportunities.
- Work with Christians to deepen their discipleship.
- Set up and train a team to take outreach forward.
- Focus on those with no or very little church connection.
- Understand the importance of listening to God and to the local community, getting to know people and being known by them; meeting them where and how they are. It is expected this will be the major focus of the first year.
- Discern the points of need within the community and find partners to help respond to these.
- Explore creative and innovative ways in which to ensure a “church” presence within the community at existing community events.
- Establish new forms and expressions of church and form new Christian communities which will enable people unable to connect with existing styles of worship to be able to meet with God.
- Encourage a passion for mission, establish teams to work with you and grow new pioneer leaders.

## 6. Person Specification

You will be an ordained or lay person with either experience of Fresh Expressions/Pioneer Ministry or will have had past experience of community engagement (and evangelistic engagement) in their parish ministry (and a proven track record for this work).

In this emerging role we believe the appointed person will need:

- Evangelistic gifts with a passion for Jesus and a desire to see people coming to know Jesus and disciple them and join church communities (be they Fresh Expression or inherited church).
- To be an entrepreneur, adventurer and pioneer with the courage to break new ground but not be a solo artist.
- be committed to collaborative ministry and, with both clergy and lay colleagues, foster and sustain teams to share in ministry and mission.
- to be willing to take risks, to learn along the way; able to be both flexible and resilient.
- a deep spirituality and spiritual maturity with the wisdom to value the traditions of the church (and be committed to it) alongside a deep desire to forge new ways of living the gospel.
- creativity, engaging with the creativity already in the team along with an ability to draw out the creativity in others and the ability to implement ideas and see them come to fruition.
- good communication skills, with an enthusiasm for ministry and an ability to inspire/motivate others.
- a belief in the value of community transformation and an understanding of unchurched culture.
- an enjoyment of being with people and building relationships, finding it easy to strike up conversations and being a willing listener (and “double listener”), and sensitive enough and flexible enough to respond to their needs.
- an ability to be comfortable amidst doubt and uncertainty, at home with questioning without feeling the need to give answers.
- to have an enhanced DBS certificate.

## 7. Diocesan Vision and Strategy

The Diocesan Transforming Church Programme undergirds all we do in Church of England Birmingham.

Key areas in this programme are:

- Transforming worship: drawing us into the presence of the living God;
- Transforming relationships: finding healing, encouragement and challenge through our life together;
- Transforming discipleship: enabling us to grow as confident followers of Jesus;
- Transforming leadership: releasing and harnessing the gifts of all God's people;
- Transforming presence: living out God's love in our communities and the wider world;
- Transforming outreach: leading others to believe in Christ and belong to his Body;
- Transforming partnerships: working together with people of good will to see God's purposes fulfilled.

PCCs are asked each year by their archdeacon to set out their priorities for development and outreach, and then later to report on progress and lessons learned. Parishes have often had a consultant to help clergy and PCCs identify objectives, chosen from clergy and lay people from within the Diocese. Some funding is available to support particular initiatives, on application to the Transforming Church Fund.

This programme is now being further strengthened by the recruitment of additional Children and Families Missioners and Mission Apprentices, who will be trained and resourced together, and deployed in selected parishes. "Growing Younger" is another key theme in this agenda.

Taking the Church of England Birmingham as a whole, the Bishop is looking for growth which will increase the number of worshippers, develop children's and youth ministry, see a regular Christian basics course in every parish, increase financial giving, and build local leadership. These are summed up in ten Diocesan goals. More information can be seen on the Diocesan website: [http://www.birmingham.anglican.org/information/transforming\\_church.html](http://www.birmingham.anglican.org/information/transforming_church.html)

In March 2018, the Bishop's Council agreed a new framework sustainable deployment called People and Places (P&P) to support and promote our Transforming Church strategy. This followed nearly a year of consultation and development and will be a challenging but necessary change going forward.

P&P is the most significant step-change we have taken so far in re-imagining ministry to be sustainable and appropriate in the 21st Century and helping to 'Set God's People Free.' The aim over the next five years is to increase the number of worshipping communities ("Growing churches at the heart of each community") and the number of disciples and leaders participating in them ("more, and more confident Christians"), by:

- re-imagining how we transform and sustain ministry with collaborative and accountable teams of ordained and lay leaders, deployed justly across our diverse population;
- developing and equipping our potential leaders, so that each worshipping community has an identified leader and team, though not necessarily ordained, full-time or paid;
- investing in fresh expressions of church, new church plants and context specific ministries.

To do this we need to change fundamentally how leadership operates across the diocese. We are looking to establish "oversight" as the primary form of paid leadership. (In the case of Solihull, the Rector is the oversight minister.) To do this we are creating oversight ministers to inspire and organise local and context-specific mission and ministry through local mission action plans (which we call Transforming Church action plans). Oversight areas will be supported by and accountable through new full-time Area Deans with financial, property, HR and administrative support. By changing the leadership culture, supported by coaching, facilitation, planning and good communications, we aim to reform how we operate.

In 2018 P&P involved a completely new approach to Common Fund aiming to make our ministry sustainable, we are now rolling out the ministry and mission implications and it will in time embrace a strategic approach to buildings, historic resources and in time appropriate pastoral reorganisation. There is much support planned for training and people development alongside developing our governance to enable better support and direction for local ministry. This support includes reform of our Deaneries to better serve mission and ministry. During 2019 we will start appointing a full-time Area Dean for each new Deanery with administrative support and further posts to support book-keeping, buildings and HR requirements.

The overall aim of the programme is the fulfilment of our Transforming Church Vision.

There is a dedicated section of the website with all relevant information which can be found here: <http://www.cofebirmingham.com/hub/diocesan-vision-strategy/people-places/>

Solihull Parish is part of Solihull Deanery. In line with Diocesan strategy, the Deanery will enlarge to include some inner-city parishes. There is a Deanery Chapter which meets every other month and we have regular meetings of Deanery Synod.

## **8. Housing**

Suitable housing will be provided within the Parish so that the Pioneer Minister will live in the area of the Parish where we wish them to spend much of their time: to live amongst those whom they serve.

## 9. Stipend, Salary, Terms of Service & Genuine Occupational Requirements

This post will initially be a 5-year full time post. The parish has strong intentions of long-term funding to build beyond this initial term.

**For clergy applicants** this will be offered under Section 29 (i) & 7(A) of the Ecclesiastical Offices Terms of Service Legislation Measure 2009 (as amended 2017) as a Locally Funded Post with an initial fixed five-year term. This is designated as such by the Bishop and offers the security of Common Tenure provisions for the post-holder. The stipend is that for an Incumbent status post which for 2018-19 is £26,130. Housing will be provided and, as for all parish clergy, inclusion in the Church of England clergy pension scheme. Clergy will serve under the normal common tenure terms and conditions and will be expected to play a full part in the life, team and ministry of Solihull Parish.

**For lay applicants** the post is offered on an initial five-year fixed term contract and the post holder will be an employee of the PCC of Solihull Parish. The salary will be £26,130 and in addition housing will be provided and inclusion in the parish pension scheme. Lay appointees will be employed under the staff terms and conditions for Solihull Parish and be offered a licence to minister from the Bishop of Birmingham. They will be expected to play a full part in the life, team and ministry of Solihull Parish.

In accordance with the Equality Act 2010 it is a genuine occupational requirement that the post holder is a practising Christian and we would expect the minister to adhere to our values as a church. It will be necessary to work on Sundays, some Saturdays per month and some evenings (these will be discussed and agreed with the line manager or oversight minister as appropriate). There will be a requirement to work on those Public Holidays which are also major Christian feasts.

## **10. Support and Resources**

You will be line-managed by the Rector who will give you monthly supervisions.

A mentor, who specialises in Pioneer Ministry, will meet with you regularly as well.

Further support will be given by the Clergy and Lay Team for whom collaboration is key.

There is diocesan support for Pioneer Ministers which you would be expected to engage with.

The appointed person will have an annual Ministerial Development Review. You are also encouraged to identify a spiritual director or soul friend, and a pastoral adviser is available for consultation in absolute confidence on personal matters. The person appointed must participate in Continuing Ministerial Development.

Diocesan officers are available to give assistance and support, advising on Mission and Evangelism, Ministry - which includes continuing Clergy Ministerial Education, Lay Adult Development, Youth and Children's Ministries, Communications, Community Regeneration, engagement with schools, Ecumenism, Interfaith Relations, Ministry in the Workplace, Liturgy, Buildings, Finance, Safeguarding and Law. The Diocese wants to support and encourage growth wherever God leads!

It is expected that you will have one clear day off per week, and thirty-six days leave in a full year. You are encouraged to attend a relevant training / study opportunity and to have an annual retreat. These are not reckoned as holiday.

## **11. Policy on Maternity Benefits (a statement on Paternity Benefits is in final stage, and will be published soon).**

The Parish has a full policy on Maternity and Paternity Benefits. Please ask if you require further information.

## 12. Policy on Safeguarding

This post is subject to Enhanced DBS checks.

In line with the House of Bishops guidance, this Diocese observes policies for the protection of children and of vulnerable adults. Before a formal offer of appointment is made, the preferred candidate will be asked to sign a Self-Declaration Form in line with the House of Bishops' Policy. This form asks the person concerned to declare whether or not they have ever been convicted of a criminal offence with regard to children or accepted in this regard an official caution from the police. In addition, the preferred candidate will be checked through the Disclosure and Barring Service, and so will be required to complete a form and produce evidence of identity. This check must be repeated every five years, or on moving to another post.

The Church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy. In particular, the Church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with the Bishop's Chaplain, who will refer on to the Bishop's Safeguarding Advisers.



## 13. How to Apply

For informal conversations about this post, you are welcome to contact:

The Revd Jane Kenchington, Rector of Solihull  
on 0121 705 0069 / 07743 402 229 [rector@solihullparish.org.uk](mailto:rector@solihullparish.org.uk)

and/or

The Ven Simon Heathfield, Archdeacon of Aston  
on 0121 426 0428 [simonh@cofebirmingham.com](mailto:simonh@cofebirmingham.com)

**Please send your application by email to:**

The Ven Simon Heathfield and The Rev Jane Kenchington by  
**12 noon on Monday 13 May 2019.**

There is no need to post hard copies. Candidates who are shortlisted will be asked at interview personally to sign their submitted form.

Shortlisting on Wednesday 22 May 2019

**Interviews will be held in Solihull on Tuesday 4<sup>th</sup> June -Wednesday 5 June 2019.**

We are praying for you as you discern God's call at this time.

