



Job Description: Pioneer Worker

St Columba United Reformed Church, Moseley, Birmingham

Location: St Columba United Reformed Church, Moseley, Birmingham

Reporting to: Church Elders and Synod Pioneer Cluster Leader

Employment Type: Full-time, Fixed-term (3 years, with possible extension)

Salary: £35,000 plus travel, training, phone and laptop (6% pension)

Start Date: September 2026

Introduction

St Columba United Reformed Church in Moseley, together with the West Midlands Synod, is seeking a passionate, creative, and Spirit-led Pioneer Worker to work alongside the church elders and congregation in discerning and shaping new expressions of Christian community.

This is an exciting opportunity to help re-imagine how church can be lived out within and beyond the walls of St Columba URC — connecting faith with the everyday lives of people in Moseley and its surrounding neighbourhoods.

We believe that God is already at work in our community. Your role will be to listen, connect, and collaborate — nurturing relationships, encouraging participation, and cultivating new forms of worship, discipleship, and service that speak to people where they are.

Key Responsibilities

1. Discern and Develop New Expressions of Church

- Identify and respond to opportunities for development of Christian community.
- Encourage the congregation to imagine and take part in new ways of being church within Moseley and beyond.

2. Community Engagement

- Build relationships with local residents, community groups, and agencies.
- Be a visible, approachable presence in the neighbourhood, especially among those not currently engaged in church life.

3. Missional Innovation

- Experiment with creative forms of worship, prayer, and community gatherings rooted in the local context.
- Encourage others to join in reflective practice and learning from experimentation.

4. Partnership and Collaboration

- Work closely with the elders and members of St Columba URC to develop a shared vision for mission.
- Partner with local churches, faith groups, and community organisations to strengthen relationships and shared purpose.
- Participate in Synod networks and gatherings to share insights and learning.

5. Spiritual Leadership and Pastoral Care

- Offer spiritual guidance and pastoral support to individuals and groups engaged in the pioneering work.
- Lead worship as appropriate, ensuring connection between emerging and existing congregations.

6. Learning, Reflection and Accountability

- Engage in regular action-reflection cycles and supervision with the Synod Pioneer Cluster Leader and local mentors.
- Document and share learning for the benefit of the wider Synod and denomination.

Person Specification

Essential

- A mature and living Christian faith grounded in prayer and compassion.
- Recognised theological training appropriate to the setting, or training in Pioneer Ministry as recognised by the URC or a partner denomination. (This can be done concurrently while in post.)
- Proven ability to build relationships across different ages, cultures, and backgrounds.
- A collaborative, adaptable approach to leadership and teamwork.
- Commitment to the values of inclusion, equality, safeguarding, and social justice.
- Alignment with the ethos and mission of the United Reformed Church.

Desirable

- Experience of initiating and leading new community or faith-based initiatives.
- Knowledge of the social and cultural dynamics of Moseley and Birmingham.
- Experience in intercultural, interfaith, or community development work.
- Confidence in communicating faith in informal and public settings.

We Offer

- A supportive eldership team committed to innovation and mission.
- Guidance and encouragement from the West Midlands Synod, including access to the Pioneer Ministers' network.
- Opportunities for ongoing training, professional development, and spiritual formation.
- Resources to enable creative projects and community engagement.

How to Apply

Please see information and application pack on the website: <https://urcwestmidlands.org.uk>

Or email: moderatorspace@urcwestmidlands.org.uk

Please send your completed application to the West Midlands Synod Office:

Email: moderatorspace@urcwestmidlands.org.uk

Closing Date for Applications: Thursday 2 July

Interview Date: Tuesday 21 July 2026

We welcome applications from people of all backgrounds and particularly encourage those under-represented in URC ministry, including individuals from Black, Asian and Minority Ethnic communities, LGBTQ+ candidates, and those living with disabilities.