

Dear applicant,

Thank you for downloading this applicant pack; we are delighted that you are interested in the NPNP Pioneer – Additional Needs role with the Herefordshire (South and East) Circuit! Inside this pack you will find more information about the role and how to apply, as well as an introduction to the District and the Circuit that the role is based in.

The District believes that everybody should be given the opportunity to connect with and follow Jesus, and to belong and participate in a worshipping community where they are loved and valued. This District role will aim to create a culture of disability inclusion, belonging and spiritual deepening of those who serve within the church and those who are yet to connect with Jesus; so that this becomes not just something we say but something we live out in practice.

In line with the Methodist Church's 'God for All' strategy, the postholder will seek to enable new places for new people with additional needs and their families/carers to explore and connect with God and find a home in Christian community. The overall aim of this role is to embed a culture of disability inclusion locally in Bromyard and Hereford, and across the District. The primary focus is to journey alongside disabled people, families with additional needs and local support providers to identify and enable new and authentic ways to be an inclusive Christian community.

For an informal discussion about this role contact Jo Yair, Mission Officer: Discipleship and Church Development Lead, by emailing jo.yair@wmmethodists.org.uk. To apply, please complete the application form available at www.wmmethodists.org.uk and email it to info@wmmethodists.org.uk before the closing date.

We look forward to receiving your application!

About the Circuit

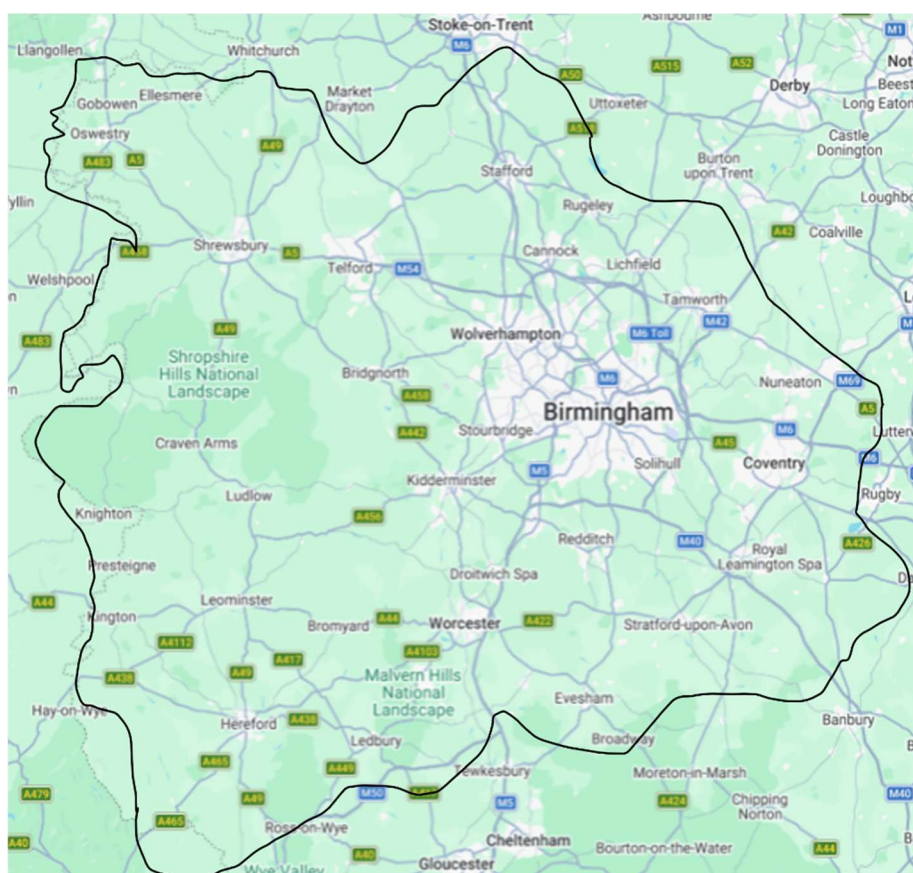
Herefordshire (South and East) Circuit serves communities around Hereford, Bromyard, and Ledbury and the surrounding area. The church aims to be inclusive, welcoming everyone, and, by the power of the Holy Spirit, seeks to support all in their journey of faith, spiritual growth, and community engagement. To find out more about the Circuit visit their website: www.herefordshiremethodists.org.uk

About the District

The West Midlands Methodist District is formed of nearly 300 churches grouped in 20 circuits across Shropshire, Staffordshire, Sandwell and Dudley, Wolverhampton, Birmingham, Worcestershire, Warwickshire, and Herefordshire.

Churches and circuits in the District serve communities in rural, inner city, market town, suburb and city centre settings from the Welsh Marches to Tamworth and Stafford to Evesham, including the cathedral cities of Hereford, Worcester, Lichfield and Coventry, and the whole of the West Midlands conurbation.

Members in the District are diverse in ethnicity and languages, social and economic status, sexual orientation and gender identity, age and background, theological and political belief, and yet all are called to explore and live the way of Jesus together.



NPNP Pioneer – Additional Needs (Bromyard Methodist Church and St John's Methodist Church, Hereford)

Job Description

Reports To	District Mission Officer: Discipleship and Church Development Lead
Location	Hybrid –working from home and Bromyard and St John's Methodist Churches
Remuneration	£29-31,000 FTE, actual salary £17,400-18,600 per annum.
Hours	21 per week, to be worked flexibly in agreement with the line manager and to include evenings and weekends.
Contract	Fixed term for three years due to funding, following completion of a six-month probationary period.
Benefits	26 days annual leave plus bank holidays pro rata, training and development opportunities, flexible working, contributory pension scheme. Reasonable expenses will be reimbursed.

Role Purpose and Objectives

Forming part of the Methodist Church 'God for All' strategy, you will seek to enable new places for new people with additional needs and their families/carers to explore and connect with God and find a home in Christian community.

The overall aim of the role is to embed a culture of disability inclusion locally in Bromyard, Hereford and across the District. The primary focus is to journey alongside disabled people, families with additional needs and local support providers to identify and enable new and authentic ways to be an inclusive Christian community.

Bromyard Methodist Church and St. John's Methodist Church Hereford are set within the Herefordshire (South and East) Circuit. The circuit has existing ecumenical youth work in Bromyard providing an initial context for this role. An emerging relationship between St. John's and a local charity working alongside people with disabilities provides an exciting opportunity for the postholder to nurture and develop this partnership.

Why is this important to us?

The District believes that everybody should be given the opportunity to connect with and follow Jesus, and to belong and participate in a worshipping community where they are loved and valued. This District role will aim to create a culture of disability inclusion,

belonging and spiritual deepening of those who serve within the church and those who are yet to connect with Jesus; so that this becomes not just something we say but something we live out in practice.

Key Objectives:

- Enhanced disability inclusion practices and the embedding of a culture which is “with” not “to” those with additional needs.
- Enable the growth of new Christian communities centered on disability inclusion based at Bromyard and St John’s Methodist Church.

Duties and Responsibilities

Responsibilities:

- Build relationships and networks with: people with additional needs, parents/carers, local support providers, district colleagues, ecumenical partners, Circuit leadership and Bromyard and St. John’s Methodist Church leaders and congregation members, with a view to ongoing engagement and development of disability inclusion and participation.
- Enable the formation of new Christian community with a focus on the inclusion of those with additional needs.
- Provision of bespoke support to embed disability inclusion practices, to enable learning, creating a culture of ‘with’ not ‘to’.
- Gather and share good news stories of how disability inclusion practices are being adapted and used, giving priority to disabled people. These stories will be shared across the District and Connexion.
- Encourage disabled people and/or their parent/carer to have a ‘place at the table’, working alongside key leaders (lay or ordained) to ensure opportunities for leadership training and discipleship are sustainable.
- Alongside others, advocate for disability inclusive practices as part of the district team and beyond to enhance existing ways of working and enable the development of new NPNP worshipping communities whilst being an active and effective leader of change in Bromyard and Hereford Methodist Churches.
- Working in collaboration with District colleagues and the Connexional team, develop training resources and share learning/data.

Additional duties:

- Attend local church / Circuit / District meetings as invited.
- Participate in the District Pioneers’ Community of Practice.
- Meet regularly with the District line manager and key liaisons at Bromyard Methodist Church and St. John’s Methodist Church.

Person Specification		
Essential	Desirable	Assessment Method
Education and Training		
Educated to A Level or equivalent	A recognised biblical studies, theological or missional qualification.	Q, A, I, W
Personal commitment to being a life-long learner	Training or qualification related to supporting people with additional needs/disabilities, or relevant experience	Q, A
Proven Abilities, Knowledge and Skills		
Proven ability of using inclusive practices in a congregational setting	Proven ability to work in an ecumenical context	A, I
Experience of supporting people with additional needs/disabilities	Experience in worship leading/ preaching or leading creative spiritual practice.	A, I
Experience of pioneering, church planting or Fresh Expressions, either as a leader or as part of a team.		A, I
Ability to cast vision and inspire others.		A, I
Ability to plan own work.		A, I
Proven ability o build teams and work collaboratively.		A, I
Demonstrate awareness of, and sensitivity to, issues of equality, diversity and inclusion and a commitment to the unique value of the individual in all aspects of the Church's life		A, I
Ability to think strategically.		A, I
Ability to use Information & Communications Technology systems competently and creatively including Microsoft Office 365 and Teams		A, I

Special Qualities or Aptitudes		
In sympathy with the ethos of the Methodist Church as expressed through Our Calling, God for All and the Justice, Dignity and Solidarity (JDS) strategy		A, I, R
Passion for inclusion based on ability		A, I
Member in good standing of a church in association with CTBI or committed to participating in the life of a Christian spiritual community		A, I
Deep personal Christian faith and ability to express this in a natural and invitational way		A, I
Willingness to work unusual, flexible hours and occasionally travel around the district		A, I
Ability and willingness to travel across the Circuit		A, I
Willingness to undertake an enhanced DBC and barred list check		D

Method of Assessment A – Application Form, I – Interview, W – Written exercise, P – Presentation, G – Group exercise, Q – proof of qualification (certificates or transcripts), R – References, D – DBS application.

(We reserve the right to assess any other aspects of the role in a format not previously described)

Occupational Requirement

This post carries an occupational requirement to be a Christian (in accordance with the Equality Act 2010).

Safeguarding and Safer Recruitment

The West Midlands Methodist District is committed to safeguarding and ensuring the welfare of children, young people and vulnerable adults, and expects all employees and volunteers to share this commitment.

The suitability of all prospective employees will be assessed during the recruitment process in line with this commitment. Any job offer will be subject to the completion of safer recruitment processes including review of references and a DBS check.

How to Apply

Applications should be submitted electronically in Word format by email to info@wmmethodists.org.uk before the closing date and time. CVs will not be accepted.

Closing date for applications: 12 noon, Friday 23rd October

Interviews to be held: Early November

Start date: as soon as possible