



Dear applicant,

Thank you for downloading this applicant pack; we are delighted that you are interested in the Faith Rooted Community Organiser district lead role with the West Midlands Methodist District! Inside this pack you will find more information about the role and how to apply, as well as an introduction to the District.

We are looking for a FRCO to champion and deliver faith rooted community organising practices across the district using these as a powerful tool to pursue justice, enable congregational transformation and support church growth. The ideal candidate will be an excellent strategic thinker and relational leader who is able to work collaboratively with both internal and external stakeholders.

We are open to applications from candidates wishing to be considered for a part-time or full-time position, and if you wish to apply on either basis, we request that you state your preference in your application covering email/letter.

For an informal discussion about this role contact Jo Yair, Ministry and Mission Coordinator, by emailing jo.yair@wmmethodists.org.uk. To apply, please complete the application form available at www.wmmethodists.org.uk/vacancies and email it to jo.yair@wmmethodists.org.uk before the closing date.

We look forward to receiving your application!

About Us

The West Midlands Methodist District has been formed by the merging of the Wolverhampton and Shrewsbury and Birmingham Methodist Districts and was officially launched on 1st September 2025.

The West Midlands District is:

- Over 300 churches grouped in 20 circuits across Birmingham, Wolverhampton and the Black Country, Worcestershire, Warwickshire, Herefordshire, Shropshire and Staffordshire.
- Diverse in ethnicity and languages, social and economic status, sexual orientation and gender identity, age and background, theological and political belief and yet called to explore and live the way of Jesus together
- Serving 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.

The vision for the role of the new district is to:

- Enable local churches to flourish
- Connect people
- Evolve with the changing picture of Methodism
- Initiate new work
- Challenge the status quo



Background

The Methodist Church has been drawing upon community organising practices and frameworks for many years. These practices have evolved into exploring Faith-Rooted Community Organising as a foundation to develop existing churches, establish new Christian communities, and embed the principles and practices of [A Justice-seeking Church](#). A short course on Faith-Rooted Community Organising has been developed over the past three years which has been well attended and positively received. In 2022, a pilot project was launched in the Wolverhampton & Shrewsbury and Birmingham Districts of the Methodist Church. The pilot aimed to help Methodist congregations in the West Midlands to grow and thrive by translating their missional priorities into actionable practices and developing the gifts of the people of God, effectively turning vision into action.

At the Methodist Conference in June 2024, as part of the God for All strategy, a commitment was made to extend the work of Faith-Rooted Community Organising over the next seven years. This includes employing a Connexional Faith-Rooted Community Organiser and providing funding for part-time Faith-Rooted Community Organiser leads in each Methodist district.

What is Faith-Rooted Community Organising?

Community organising is about bringing people together to take action around their common concerns, and to create changes that tackle issues and experiences of injustice.

Community Organising is grounded in *communities* because that's where we live and relate to each other. It is focused on *organising* because it is about deliberately listening to each other, finding out our shared concerns, and then working together for change.

Faith-rooted community organising builds on these practices and roots them in our core beliefs as Christians in God's promise of justice, peace and transformation. Extracts from the Methodist Conference [God for All Strategic Update and Renewal \(2025-2032\)](#)

District funding for Faith-Rooted Community Organising (FRCO) district leads.

Local and focused FRCO resources are needed to support cultures of vision-into-action in every district by working with key district colleagues including the district leadership team, the district NPNP team, superintendents, mission enablers, Methodist Pioneering Pathways and social justice leads. To seed and 'normalise' an organising culture in every district, we will fund a dedicated half-time FRCO district lead, who will provide bespoke support to embed Faith-Rooted Community Organising practices aiming to develop teams and effective leaders of change in those congregations and communities. The role will be key to supporting existing churches and new Christian communities (NPNPs) to make connections as part of their discipleship and core mission to be justice-seeking.

Job Description

Role Title	Faith Rooted Community Organiser district lead		
Reports to	Ministry and Mission Coordinator	Location	Home based or hybrid
Remuneration	£37,000 FT per annum (ministers will be subject to the normal terms and conditions)		
Hours	37 hours per week full time	Contract	Permanent subject to the satisfactory completion of a probationary period (6 months) in line with the local employing body terms and conditions of employment.
Benefits	26 days annual leave plus bank holidays (full-time), training and development opportunities, flexible working.		

The successful applicant will be enrolled in a contributory pension scheme, and all agreed reasonable expenses will be reimbursed. Appointment will be subject to satisfactory references and a DBS check.

The appointee will be line managed by the Ministry and Mission Coordinator within the district alongside being resourced and supported by the Connexional FRCO officer.

The appointee will be a member of the district mission team.

The appointee will be a member of the Connexional network of FRCO district leads.

Funding for this role is for a fixed term of seven years from 2026-2033 .

Role Purpose and Objectives

The purpose of this role is to advocate for and deliver faith-rooted community organising practices in the Methodist Church as routes to justice, congregational transformation and church growth. The post holder will lead on accompanying and developing an organising culture across the district, providing bespoke support to embed faith-rooted community organising practices to develop teams and effective leaders of change in those congregations and communities. The role will be key to supporting existing churches and new Christian communities (NPNPs) to make connections as part of their discipleship and core mission to be justice-seeking, inclusive, evangelistic and growing. As a result of this role, faith-rooted organising practices will have an impact in three distinct ways through the:

- embedding of the principles and practices of A Justice-Seeking Church report in the Methodist Church
- transformation of existing churches
- beginning of New Places for New People.

Responsibilities

- Work with key district colleagues including District Leadership Team, New Places for New People Team, Mission Enablers/missioners, Learning Network colleagues, Methodist Pioneering Pathway and Social Justice leads, and Superintendents to identify specific congregations and communities where faith-rooted organising practices could help turn vision into action.
- Under the guidance of the Connexional Faith-Rooted Community Organiser provide bespoke support to embed faith-rooted community organising practices aiming to develop teams and effective leaders of change in those congregations and communities.
- Working in consultation and in collaboration with the Connexional Faith-Rooted Community Organiser, the Connexional Church at the Margins Officer, Director of Social Justice, and Social Action, JPIT, Learning Network, CYF Team, key district colleagues and local practitioners, to further develop and deliver Methodist -specific training resources which introduce the practices of Faith-Rooted Community Organising within the district.
- Accompany existing churches and new Christian communities (NPNPs) to integrate FRCO practices as part of their core mission planning, worship and commitment to be justice seeking.
- Seek opportunities for children, young people and adults to participate in Faith-Rooted organising to develop their faith formation, discipleship (e.g., through micro-organising campaigns).
- Act as the lead district contact for the Connexional Faith-Rooted Community Organising network/movement.
- Gather and participate in Connexional evaluations of how Faith-Rooted Community Organising practices are being used to implement change, see transformation and enable flourishing.
- Fully participate in the FRCO network, gatherings and training opportunities initiated by the Connexional FRCO officer.

Person Specification

Person Specification			
	Essential	Desirable	Assessment Method
Education and Training			
Ability to show a good level of experience and ability in theological thinking, which may be demonstrated through an academic qualification such as a theology degree/diploma or practical experience e.g. local preacher.	X		Q
Ability to show a good level of experience and learning in Community Organising practice which may be demonstrated through a formal qualification (e.g. certified training) or through practice led learning (e.g. involvement in grass roots organising).	X		Q
Trained in Faith-Rooted Community Organising.		X	Q
Proven Abilities, Knowledge and Skills			
Proven ability as a community organiser particularly within a faith-based context, supporting contexts to move from 'vision to action'.	X		A, I, P
Deep understanding of the intersection of faith and justice, with the ability to embed these values into community organising work.	X		A, I, P
Experience in developing and delivering training related to community organising and leadership development.		X	A, I, P
Ability to lead and collaborate effectively with key stakeholders, including district leadership, local congregations, and justice-seeking teams.		X	A, I
Excellent verbal and good written communication skills, with the ability to engage and inspire individuals and groups from various backgrounds.	X		A, I, W
Proven ability to engage with people of all ages and backgrounds, in church, faith and community settings and different cultural contexts and a sensitivity to, issues of equality, diversity and inclusion.	X		A, I
The ability to manage multiple collaborative relationships and competing priorities, work independently, and meet deadlines whilst paying attention to detail.	X		A, I, P

Personal Qualities			
A passion for the role of community organising in justice, congregational transformation and beginning new forms of church.	X		A, I, W
Capacity to think creatively and strategically in developing new approaches to community organising and leadership.	X		A, I, P
The ability to work as part of a team.	X		A, I, W, P
In agreement with, and willingness to advocate for the Methodist Church's commitment to being an inclusive, evangelistic, justice-seeking church, including the God for All strategy and aims.	X		A, I, W, P
Committed to on-going personal learning and development of Faith-Rooted Community Organising practice.	X		
Willingness to work occasional irregular hours including evenings and weekends.	X		A, I
Occupational Requirement:			
This post carries a genuine occupational requirement to be a Christian (in accordance with the Equality Act 2010).			

Method of Assessment: A – Application Form; I – Interview; W – Written exercise; P – Presentation; Q – Proof of qualification (certificates or transcripts)

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 jo.yair@wmmethodists.org.uk before the closing date and time. CVs will not be accepted.

Closing date for applications: 1/12/2025 at 12 noon.

Interviews to be held: 12/12/2025 online

Start date: Early 2026