



JOB PROFILE 2023
INTERCULTURAL
PIONEER MINISTER
St Paul's Oadby



A ST PAUL'S WELCOME

Thank you for your interest in this exciting role. Please be assured that there are many people praying for this process of discernment, and we trust that you will know God's guidance as you explore this role. Oadby is a great place to live and work and worship, with a strong community of people from diverse cultural backgrounds. If you believe that God may be calling you to join us, we look forward to exploring this with you in conversation and prayer. I hope that I may have the opportunity of meeting you in the near future, but in the meantime be assured of my prayers.

Revd Stephen Bailey
Rector of St Paul's, Oadby

CONTEXT

St Paul's is a vibrant church in the open-evangelical tradition. It is part of the Church of England and its Parish serves Oadby, east of the A6. It is also part of a larger group of parishes, called a "Benefice," which includes St Peter's Oadby, Great Glen and Burton Overy with Carlton Curlieu.

Our Vision Statement is 'A church for all ages, backgrounds, cultures and nationalities, growing and following Jesus.' This vision was conceived with the recognition that as a church we did not represent well the community in which we are set. By the grace of God, we have seen growth in recent years in the number of people from a UKME background. We rejoice in this and long for more! We have a congregation of about 80-90 at our main Sunday service and are known as a friendly and welcoming church family.

Oadby is a large suburban town with a population of approx. 23,000 people. Situated on the southern outskirts of Leicester, there is a wide range of ethnic diversity and other faiths among the population. Oadby is relatively well off with



REVD. STEPHEN BAILEY

much private housing for a large number of professional people. There are lots of schools in the parish (5 state primary and 3 state secondary including Beauchamp College with A level provision), all with good or outstanding reputations and much sought after.

There is good ecumenical and interfaith links leading to a strong community. As such Oadby is an ideal place for an Intercultural Pioneer Minister to engage in a wide variety of Intercultural work.

St Paul's is a young church, just over 40 years old and some of the congregation were there when it began! It is a very friendly and welcoming church family which is well supported by its people.

They are dedicated and committed, are genuinely seeking to grow their faith and are open to the work of the Spirit.

Prayer is very important and there are some significant stories of answers to prayer for the church and its people. St Paul's has been busy trying to reinvent work with children and young people over the last 12 years. Many who started the church came with their children who have now grown up and moved on. They are keen to welcome the next generation and thanks to much prayer and an investment in youth work we are starting to see the fruits of this. Our full-time Youth Worker has been with us for over 10 years and has good links with the Secondary Schools and runs a well-established Friday Night Youth club which now has some Young Leaders who have grown up through the group.

In recent years we have been on a journey exploring what it means to be an Intercultural Worshipping Community. We have begun to sing in other languages, use liturgy from different cultures as well as languages. We have a Tamil choir that have sung for the last three Christmases and they have been joined by other members of the congregation. We have asked those who are with us how they can teach us, what we can learn from them and tried to include what is important to them in our services. We are trying to get a better representation in all areas of our church life. We want to be learning together with people, so that we can all grow as disciples of Jesus. We have a few families who are hosting Ukrainian refugees and we also run a weekly Ukrainian Tea Club.



For St Paul's the vision and priorities at this time are to continue to build on our work with young people. We long to see more of the people we are working with come to faith in Jesus. Another aim is to continue to grow our congregation in its faith as well as its diversity; we are open to where the Spirit is leading us next. Finally, we need to build on our community relationships; St Paul's is fairly well hidden on a housing estate but is a great venue and well used by community groups. As a congregation we long to welcome more people in but need to grow in our confidence in going out and sharing our faith with others. As we seek to share the good news of Jesus Christ we pray that we will see more people of all ages, cultures, nationalities and backgrounds come to place their faith and trust in him and that St Paul's will be a light in our community that brings transformation to people's lives.

POSSIBILITIES FOR THE ROLE

There are a number of different ways this role could help us develop on our intercultural journey, and some of these are expressed below. Applicants should indicate in their application which 2 options they initially feel called to. This will be explored further at interview.

- Establishing a monthly Prayer & Praise evening which is intercultural from the outset.
- Building on the good work already begun to make our weekly services more intercultural, and helping us increase our musical and liturgical repertoire.
- Missional engagement with the wider community through arts/crafts/dance/drama/music to share faith and grow relationships.



- Increasing a confident Christian presence in the community that is equipped to share Jesus with people from other faiths and cultures.
- To build up those from UKME backgrounds into leaders in all areas of our shared life.



MAIN DUTIES

This is a post which focuses on working alongside us to discern where God is at work already and building on those green shoots to see where we might create new forms of mission activities reaching out to the diverse community within Oadby. It is not easy to define the tasks which make up such a role, but it is envisaged that it will include some of the following:

- An Intercultural Pioneer Minister licensed to the parish, where for a substantial amount of their time (5 days), the post holder would be released from maintaining inherited church worship/ activities in order to focus on new worship gatherings/fresh expressions and new forms of mission activities reaching out to people beyond the church community. This would include the possibilities outlined in the previous section.
- The remaining portion of their time (1 day) would focus on cascading learning across other contexts within the team ministry or across the diocese.

- Initial focus for this ministry would be in the parish where the first twelve months would be spent becoming embedded within the church community before exploring potential opportunities within the benefice.
- Following this initial focus, It is envisaged that the Pioneer Minister will be instrumental working with the congregation to launch an intercultural mission initiative which would be a plant/ graft (in the broadest sense of the term) by year 3.
- It is expected that St. Paul's would be the base for such new initiatives, drawing upon the momentum generated by ongoing initiatives, with particular attention to the work carried out by the Youth Worker in local schools.
- Such new initiatives would intentionally aim to reflect the wider ethnic diversity present in the local community (including the student community).



THE ROLE REQUIRES

Calling

- A clear calling from God to serve in this exciting and challenging position.
- A commitment to intercultural and intergenerational ministry
- A calling to reach people who are not yet part of any church community

Character

- Prayerful
- Imaginative, Innovative, and Creative
- Resilient
- Compassionate and Courageous
- Emotionally mature
- Ready to learn
- Collaborative worker

Chemistry

Relationships

- Ability to maintain healthy relationships and boundaries
- Ability to engage well with conflict
- Approachable to people of all ages, cultures and ethnicities

Ministry

- Ability to work under authority
- Commitment to work within the framework of the Church of England
- Experience of leadership in the local church
- Commitment to share good practice in the Deanery and Diocese

Competence

- The gifts necessary to lead the building of a thriving fresh expression of Church that will form an integral part of an IWC in Oadby. These may include but are not limited to:
- Experience of leading a Church plant and/or fresh expressions of Church
- Experience of leading contemporary services; preaching; pastoral care; growing disciples discipleship; developing vocations; community engagement; and resourcing and enabling others in ministry.

- Experience and understanding of life and ministry in culturally and ethnically diverse contexts.
- Ability to harness and release the gifts of others
- Reflective practitioner
- Excellent communication skills (written/spoken)



RESPONSIBLE TO:

The post holder will be responsible to the Revd Steve Bailey, Rector of St Paul's, Oadby and will relate to other members of the team ministry as a peer.

THE ROLE OFFERS:

- The opportunity to work with a gifted and enthusiastic team.
- A chance to actively participate in a key strategic priority for Leicester Diocese and help revitalise the church in Leicester Diocese.
- Opportunity for ongoing personal development including mentoring and coaching
- A chance to build a team of volunteers to lead an innovative programme to grow the church
- Welcoming congregations and fellow clergy keen to work collaboratively
- The opportunity to engage with the diocesan network of pioneers
- The chance to work, live and contribute in a vibrant and dynamic diocese.



KEY RELATIONSHIPS

- The Incumbent
- St Paul's Ministry team
- Oadby and Great Glen Team Ministry
- The Intercultural Worshipping Communities Project Team
- The Intercultural Ministry Director
- Intercultural worshipping community practitioners' group
- Key stakeholders within the local community



ABOUT THE PROJECT

DESCRIPTION

From its inception in 1926, the Diocese of Leicester has witnessed a radical transformation to the context in which it is called to minister the gospel. Today it is serving a cosmopolitan population with people from diverse geographic, cultural, religious, and ethnic backgrounds. Developing ministry capacity to attend to this diversity has become a key strategic priority of Leicester Diocese. Building upon our fresh expression of Church (fxC) projects and aligning aspects of this

strategy to the Diocesan Resourcing Church (RC) strategy, we have embarked upon a long-term project that has the potential to fundamentally transform our ability for mission and ministry.

Through research conducted in 2017, it became apparent that our churches were ill equipped to minister to people of UKME heritage, and that this was reflected in the lack of diversity within our worshipping communities. A key driver of this project is to create a network of **5 Intercultural Worshipping Communities (IWC)** in key areas across the diocese. St Paul's Oadby is one of these IWCs, and this role will play a key part within this context on their continued journey to becoming an IWC. For more information on the project (i.e. specific aims) please refer to the supplementary documents provided



ABOUT THE DIOCESE

The Diocese of Leicester

Founded in 1926, Leicester is one of the youngest dioceses in England. The present Diocesan Bishop, the Rt Revd Martyn Snow, was welcomed in May 2016. The boundary of the Diocese is almost coterminous with the county of Leicestershire which has a total population of just over one million people. There are nine local authorities in the diocese and the county is diverse, including urban, ex-mining towns and deep rural. There are areas of significant poverty as well as some areas of considerable wealth.

The city of Leicester lies at the centre of the diocese and has a population of just over 500,000 (including its outer suburbs). It was one of the first cities in the country to have a majority of residents from the Global Majority. The 2011 census revealed that Leicester residents trace their heritage to over 50 different countries across the



globe, making the city one of the most ethnically and culturally diverse places in the UK. 19% of the population are Muslim; 15% Hindu; 4% Sikh. Leicester is proud of this diversity although new international conflicts, terrorism and extremism pose new challenges. The city is also proud that it is now known around the world for football and for King Richard III.

Beyond the city and its expanding suburban communities are numerous rural villages, many with medieval churches, together with market towns such as Loughborough, Market Harborough and Melton Mowbray as well as areas with an industrial and manufacturing heritage such as Coalville and Hinckley. On a simple count of churches, the diocese is predominantly rural with urban heartlands.

SHAPED BY GOD - EVERY DAY

Since 2017 we have articulated our diocesan vision in terms of seeking to grow the Kingdom of God through **three key questions**:

1. How are you growing, and enabling others to grow in the depth of your discipleship?
2. How are you growing, and enabling others to grow the numbers of disciples?
3. How are you growing, and enabling others to grow in loving service of the world?

In 2019, Diocesan Synod added to this by agreeing **five strategic priorities**:

1. New Communities
2. Intercultural Communities
3. Intergenerational Communities
4. Eco Communities
5. Reconciling Communities

And through the diocesan wide process, Shaped by God Together, our Diocesan Synod approved the **Minster Community framework** as a new structure for mission and ministry across the diocese. Bishops Martyn and Saju said, "Minster Communities' is the title we are using within the Diocese of Leicester for a community of parishes who work together in mission (without losing their individual identity), and who work closely with their church schools, fresh expressions of Church, and chaplaincies. The intention is to strengthen local churches so they can better serve their own communities. The aim is to lift some of the administrative burden and to fully integrate the work of churches, schools, and households in growing faith."

Having begun the journey to form Minster Communities in three pilot areas in 2022, the first Minster Community was officially formed in April 2023. The expectation is

that every parish church, fresh expression of church and church plant, alongside our schools, will be part of a Minster Community within the next 3 years.

Further details of diocesan vision and strategy may be found in the supplementary documentation for this application, or on our website **www.leicester.anglican.org**, in particular the Shaped by God Together section www.leicester.anglican.org/about-us/sbgt



APPLICATION INFORMATION

Applicants are required to apply by filling in an application form, which is available from the diocesan website

www.leicester.anglican.org

References are normally taken up prior to interview: please indicate any referees to whom an approach should only be made after the interview.

If you are a member of the clergy applying for this employed post, a Clergy Current Status Letter will be sought from the Diocesan Bishop. As part of your employment at St Pauls Oadby you will need to hold a bishops license/ permission to officiate.

If you are a lay person applying for this role, it is a requirement of this role that you will hold a Bishops license as a lay minister.

APPLICATIONS SHOULD BE SENT

- by email to Dinta Chauhan
Dinta.Chauhan@leicestercofe.org
- or by post to Mrs Dinta Chauhan,
Diocese of Leicester, St Martins House,
Leicester LE1 5PZ

Please note that St Pauls Oadby is partnering with the Diocese of Leicester in the processing of these applications and

that this means these applications will be shared between these two organisations. Your data will therefore be processed by both organisations. Privacy notices can be found here:

St Pauls Oadby:

<https://stpaulsoadby.org/policies/>

Diocese of Leicester: Our job application privacy notice will be on the webpage where application documentation is listed.

For an informal conversation about the post you can talk to Revd Steve Bailey, Rector of St Pauls Oadby on oadbyrector@gmail.com or 0116 271 0519 or Jessie Tang (Intercultural Ministry Director) on Jessie.Tang@leicestercofe.org or 07535 469301.

More information about the Diocese of Leicester is available on our website: www.leicester.anglican.org

The closing date for applications is midday on the 6th of October.

Shortlisting will take place soon after the deadline and every effort will be made to contact applicants as soon as possible after shortlists have been drawn up.

Interviews will take place on Wednesday 1st November.

We are keen to do interviews in person but recognise that nearer the time there may be circumstances both general and individual that might mean that some or all interviews have to be held online.

OTHER INFORMATION

Employment status

This is an employed post. The Pioneer Minister will be an employee of St Paul's Oadby, Hamble Road, Oadby, Leicester LE2 4NX.

Salary

£37,000 - £39,000 per annum depending on experience. Please note this is an employed role and cannot replicate the terms and conditions of clergy office holders.



Housing

Housing is not provided.

Hours

42 hours per week
(for a fixed term of 3 years)

This is a full-time post with working times varying according to the needs of the work including unsocial hours. Regular weekend



and evening working will be involved as well as overnight stays at some residential events. Considerable flexibility is required.

Pension

Defined Contribution pension of 10% of salary (alternatively, existing members of the Church of England Clergy Pension Scheme may opt to remain a member of that scheme).

Annual leave

30 days, plus Bank Holidays

Probationary period

6 months

Anticipated start date

As soon as possible, ideally by 2nd January 2024.

There is an occupational requirement that the post holder is an ordained or lay Anglican who holds the bishop's licence or other relevant permission. Applications from candidates from other Christian denominations are not prevented from applying but the successful candidate will need to be able to meet this requirement at the point of starting the role. This also applies to Anglicans who are not currently licensed. This post is subject to Enhanced Plus DBS disclosure.

The successful applicant will need to provide proof of right to work in the UK.



