Parish Growth Officer: Items for Recruitment Papers

Profile of the Mission Team

The diocesan Mission Team have committed to focusing on helping the local churches of Peterborough Diocese to move from decline into growth. A mainstay of the team’s work is encouraging parishes to send teams to Leading Your Church Into Growth (LyCiG) conferences and then supporting them as they implement simple growth enabling steps in their context.

Stages of LyCiG in Peterborough Diocese:

1. Engaging with clergy and lay leaders in the parish/benefice, visiting and encouraging to consider LyCiG.
2. Facilitating groups attending LyCiG conferences (usually run by national team). This may involve attending a conference with some parish teams, participating in online conferences or helping lead LyCiG Local.
3. Accompanying teams who have attended a conference to plan and put into action key steps to growth.
4. Reviewing: Learning from feedback and discussion to keep improving.

As more churches and groups attend the LyCiG conferences there is more need for capable coach/mentors to help teams turn the theory of the conference into reality.

Where possible the Mission Team partner with others – eg Gen2 Team, Canon Missioner.

The existing LyCiG Mission Team consists of the Director of Mission – Charlie Nobbs (Full-time), Urban Support Officer – Roger Woods (half-time), Helen Bent, also on LyCiG national team (voluntary basis) and Michael Mills (voluntary basis), Nuala Salter (Full-time Administrator for 3 diocesan teams).

Parish Growth Officer Person Specification:

Essential requirements:

* A living Christian faith and willing to pray with colleagues and groups
* A sympathetic understanding of the challenges and pressures of parish life
* A desire to see churches grow and believe it is possible
* Good inter-personal skills to win the confidence of clergy and lay leaders
* Excellent group coaching and facilitation skills
* Ability to work with broad variety of church traditions and contexts
* Self-starter to proactively engage with churches and seek opportunities
* Team player – will work alongside colleagues, contributing to and learning from them
* Volunteer recruiter – can recruit, train and manage volunteers
* Ability to travel to parishes across the diocese and occasional overnight stays at conferences

Desirable: (If not currently able then be willing to learn these)

* Good online meeting skills (eg Zoom)
* Working knowledge of LyCiG and attended a conference
* Previous experience of implementing church or organisational growth