



## Job description

<b>Job title:</b>	Community development and outreach leader
<b>Reporting to:</b>	Elder(s), Leadership Team
<b>Contract:</b>	Permanent
<b>Location:</b>	47 Sandwell Road, Handsworth, B21 8NH Working from home as appropriate
<b>Hours:</b>	Full time - flexible
<b>Salary:</b>	£21,341

This job carries an occupational requirement for the applicant to be a committed and mature Christian who is sympathetic with the Church's statement of faith and vision

There is a requirement to join the church as a member and attend worship regularly, becoming part of the church family

Subject to a 6 month probationary period and review

Dependent on a satisfactory Enhanced DBS check

Following a probationary period, if appropriate, the person entering this role would be asked to become an elder and trustee

## May 2022

### Beacon Church

Beacon Evangelical Church is a Bible-centred, Spirit-led and mission-focused Christian community. We are a welcoming, multi-cultural, vibrant inner city church.

We aim to be a Beacon of God's Good News in Handsworth and wherever He places us to live and work. We are here to demonstrate to others the Good News of Jesus Christ, to restore lives, rebuild community and build up the body of the church in love so that all are actively fulfilling this task: to, 'Go, be fruitful and multiply.

The church has a team leadership culture, so this role will involve working alongside the leadership team and volunteers from the church.

### Our Community

Handsworth is famous for many things from its pivotal part in the industrial revolution to its modern day super-diverse community. Many ask whether anything good can come from a place remembered for the riots of the 1980's or the gang rivalries of the 1990s that still linger, but most people would echo the words of a bystander watching the 2022 United church walk of witness singing its way down the main road, "I've been to lots of cities all over the country but this place gave me the best welcome. The people are great."

Whilst many see Handsworth as a fusion of vibrant black culture, cuisine and music with Asian food, religion and vegetarian sweet shops, it is actually a super diverse neighbourhood with well over 200 languages spoken. Yet poverty and deprivation are not hidden below the surface.

The Council wards that we serve are a mix of those in the lowest 2 deciles of the official UK deprivation scale, something which has not been made easier by the explosion of cheap, often exempt supervised accommodation, drawing struggling people from all over the UK to live here. Lack of opportunity, especially for employment, has been cited as a key driver for young black boys being drawn into gang culture. Parents go without food, to feed their children. Mental health issues are increasing. But we see a huge potential and we know that God has called us to make a difference to the poorest and most vulnerable.

## Overall purpose of the role:

This role is being introduced in order to help the church respond to a clear calling to reach out to people in the local community who are trapped or oppressed by poverty and disadvantage. This will be relationship-centred work.

Initially, this will be the lead role in the creation of a new ministry, based on site, to reach out to our community to relieve the symptoms and address the causes of poverty and disadvantage practically and with the Gospel, to see lives restored and community rebuilt. This role will evolve into in the ongoing leadership, development and continued adaptation of the services introduced.

## Key tasks

- Initially, to research and develop the new ministry/services, building on the work already carried out by the church
- Give day to day leadership and oversight of the activities which services provide
- Build relationships with individuals, families and organisations within the community
- Provide one-to-one and small group discipleship and mentoring to some of the volunteers and clients within capacity
- Be an active member of and contributor to the Beacon Centre Project
- Ensure that volunteers are adequately trained via external training or by preparing and delivering training for volunteers in-house
- Work with the leadership team to provide discipleship, disciple-making and mentoring training for volunteers and those who use the service
- Work with the Leadership Team as they oversee the Spiritual and pastoral oversight of the church. This will include attending Leaders' committee and prayer meetings, business meetings and occasional preaching assignments
- Create and maintain a framework for volunteers to participate, including the necessary policies, processes and training around safeguarding, volunteering, working with vulnerable people, volunteer support and administration
- Ensure that all necessary records are kept in line with policies and procedures including records of clients served and outcomes achieved
- Agree and regularly update the outcomes which services are aiming to achieve

## Working conditions

You will need to be willing to work flexibly to meet the needs of whatever services are provided including some evening and weekend assignments.

# Person Specification

## Community outreach & development leader

**Assessment by:** AF – Application Form    I – Interview    R – Reference

**Importance of criteria:** E – Essential    D – Desirable

Criteria	E	D	Assessment
<b>Qualifications and experience</b>			
Formal theological or Biblical education/ training		✓	AF
Some form of health and social care qualification		✓	AF
Experience of organising, leading and participating in a variety of forms of community outreach	✓		AF I
Experience of leading and supervising volunteers	✓		AF I
Experience of researching, planning, leading and developing community services to meet the needs of the most vulnerable	✓		AF I
Pastoral care and discipling experience	✓		AF I
<b>Skills and specialist knowledge</b>			
Able to self-manage and plan to meet goals	✓		AF I R
Comfortable working independently as the sole employee but also flexible to work with teams of volunteers.	✓		AF I R
Understanding of the issues and needs affecting those struggling with poverty, disadvantage, physical and mental-health needs.	✓		AF I R
Ability to network, building relationships with other services, public service providers and resources	✓		AF I R
Ability to advocate on behalf of clients of the church	✓		AF I R
Ability to teach and train	✓		AF I R
Ability to be creative and adapt training to different learning styles		✓	AF I
Good basic I.T. skills to produce and present documents, forms, presentations etc		✓	AF I R
Good working knowledge of positive use of social media and messaging apps		✓	AF I R

Criteria	E	D	Assessment
<b>Communication and interpersonal skills</b>			
Good listener, able to exercise empathy and patience	✓		AF I R
Ability to network, negotiate and build relationships with other services, public service providers and resources	✓		AF I R
A track record of being well-respected by the community and community leaders	✓		AF I R
<b>Personal Qualities</b>			
Humility and a servant heart	✓		AF R
Approachability	✓		AF R
Non-judgemental and empathetic	✓		AF R
Integrity and exemplary moral character	✓		AF R
<b>Special Requirements</b>			
Mature Christian, committed to living out the Bible in daily life, maintaining a healthy relationship with Jesus Christ and growing in discipleship	✓		AF I R
A heart for and sense of calling to work with our super-diverse Handsworth community	✓		AF I R
Experience of working cross-culturally		✓	AF I R
Evangelical background		✓	AF I R
Agreement with the church's basic core beliefs	✓		AF I
<b>Satisfactory Enhanced Disclosure from the Disclosure and Barring Service</b>	✓		

Candidates short-listed for interview may be asked in advance to give a short presentation or talk on one of the aspects of the Job Description.

# Beacon Evangelical Church Statement of Faith

1. The Bible is inspired by God, carries his authority and is sufficient to guide us in all matters. We need the help of the Holy Spirit to understand it correctly.
2. God is Father, Son and Holy Spirit, each equal but One.
3. We believe that since Adam and Eve first disobeyed God human nature itself is fallen and corrupt.
4. Our Lord Jesus Christ is both perfectly God and human. He brought reconciliation between God and sinful humanity by His life and death. He rose bodily from the dead, ascended and now intercedes for His people at the right hand of the Father.
5. As sinners, we can only be made right with God through faith in Jesus Christ and his work on the cross.
6. We all need the work of the Holy Spirit, to regenerate us, bring us to new birth and continually make us more like Christ.
7. We believe in the immortality of the soul, the resurrection of the body, the judgement of the world by our Lord Jesus Christ with the eternal blessedness of the righteous and the eternal punishment of the wicked.
8. We believe that God has called us to serve Him in Christian ministry and given us the ordinances of believers' baptism (by immersion) and the Lord's Supper to celebrate until He comes.
9. We believe in the personal return of the Lord Jesus Christ in glory.

# Definition of the roles of Elders, Deacons and The Leadership Team

From the Beacon CIO constitution, 2015

<b>“Deacon”</b>	means those appointed pursuant to clause 14.1 all of whom are responsible for assisting the Elders in the spiritual and pastoral care of the Members.
<b>“Elders”</b>	means those appointed as Elders pursuant to clause 14.2 whose responsibility is to lead with regards to the spiritual and pastoral care of the Members.
<b>“Leadership Team”</b>	means the Elders and Deacons who shall be the charity trustees of the Church.

## 13. Leadership Team

### 13.1. Functions and duties of the Leadership Team

The Leadership Team shall manage the affairs of the Church and may for that purpose exercise all the powers of the Church. It is the duty of each member of the Leadership Team:

- 13.1.1. to exercise his powers and to perform his functions in his capacity as a member of the Leadership Team of the Church in the way he decides in good faith would be most likely to further the purposes of the Church; and
- 13.1.2. to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to:
  - 13.1.2.1. any special knowledge or experience that he has or holds himself out as having; and
  - 13.1.2.2. if he acts as a member of the Leadership Team of the Church in the course of a business or profession, any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.