



# **Pioneer Evangelist**

## **(Worship Lead)**

### **Application Pack**

BE THE TRAILBLAZER  
ACTIVATE CHANGE  
STRENGTHEN LIVES  
BUILD COMMUNITIES  
EMBRACE THE CHALLENGES  
BE THE HELPING HAND  
FAITH TAKING ACTION  
PURPOSEFUL ACTION  
REAL PEOPLE  
REAL FAITH  
RISK TAKERS

# **FROM THE CEO**



I am delighted that you are interested in the role of Pioneer Evangelist (Worship Lead) in Haverfordwest with Church Army and the Diocese of St David's, I really hope that as you read through this job pack you get a clearer sense of who we are as Church Army and how this role fits into our desire to see communities across these islands transformed.

This is an exciting time to be part of Church Army as we continue to grow our frontline work in addition to implementing the new strands of our DARE strategy in the next three years to further our impact and reach our vision.

We are passionate about seeing communities transformed which is why Church Army is proud to work in some of the toughest communities across the UK and Ireland and make an impact that brings about real-life change. Our Centres of Mission, which are created in partnership with Diocese, are where we deploy evangelists into communities to share faith and empower and equip the local church in mission

and evangelism. We are working hard in our aim to increase to 50 Centres of Mission by 2027. In Marylebone London, we run the biggest women's only hostel which empowers women to end their homelessness and live their lives to the full. We also run the Amber Project in Cardiff which helps over 100 young people each year who battle self-harm; as well as a hostel for young people.

Our GRACEUP values are at the heart of all that we do. We are proud of our committed and passionate staff team who all contribute to our vision of seeing communities transformed. In joining Church Army, you will belong to a community of gifted people who are proud to do what they do, and we work hard to make sure our team know that they are valued for their contributions and know that they are making a difference to the lives of hundreds of people.

I hope that as you read through this job pack, you will be inspired and encouraged to want to join amazing team and Organisation.

A handwritten signature in black ink that reads "Des Scott". The signature is stylized with a large, sweeping initial 'D'.

**Des Scott**



# WE ARE CHURCH ARMY

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We are Church Army. We are catalysts; strengthening lives and communities. We do not shy from the gospel because we believe it changes lives.

## Our vision

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

## Our values

Everything we do is underpinned by our GRACEUP values:

**Generous** - We want to model God's generosity to others.

**Risk-taking** - We have a long heritage as a pioneering movement, prepared to take risks and give colleagues permission to seek to do new things.

**Accountable** - We are accountable to God and others. We want to be reliable and live responsibly to high professional standards.

**Collaborative** - We are committed to partner with those who share our values; we believe it enhances our work.

**Expectant** - We are hopeful, expecting God to do new things amongst us.

**Unconditional** - God loves everyone and everyone is significant in his eyes; we will serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.

**Prayerful** - We listen for God's voice and want to be obedient to him. We want to be like Jesus in our actions and witness.

See our [We are Church Army](#) video here

EMBRACE THE CHALLENGE  
BE THE HELPING HAND  
FAITH TAKING ACTION  
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# ACTIVATING CHANGE



## **ROLE OF PIONEER EVANGELIST**

In this role as Pioneer Evangelist (worship lead), you will support the Centre of Mission in all activities, including developing expressions of worshipping communities in Haverfordwest.

You will be active in the local community through school's work and other stakeholders, to provide Christian love and outreach to those living on the estate and within Haverfordwest. Part of the role will be to support work within the diocese relating to mission and evangelism. You will train people in pioneer evangelism, and work with those within the Diocese to create a culture where sharing faith is part of their everyday Christian faith.

This role will need someone who is experienced in pioneering Christian communities among the unchurched, and with a record of winning people for Christ. There is already exciting work taking place, and we are looking for someone with energy and enthusiasm to take the initiative and interpret the mission context. You will help develop links within the community, you will line manage staff and volunteers.

In this role, you will need to be able to work independently, as well as being able to work alongside all people and communities. As a Christian, you will keep Jesus as your top priority and be able to explore new ways of living out the gospel.

For more information, please speak to Leoni Oxenham (Regional Development Officer, Church Army) [leoni.oxenham@churcharmy.org](mailto:leoni.oxenham@churcharmy.org)

# Profile of Merlin's Bridge

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Merlin's Bridge is a village situated in on the outskirts of Haverfordwest, about a mile from the centre of Haverfordwest. The area is mainly residential but includes a small number of business and manufacturing premises. The village has a large housing estate of mostly rented homes, including a significant number of council and housing association properties. Many of these houses are arranged in linking streets and cul-de-sacs, which can feel rather "maze-like." The area also includes a variety of owner-occupied houses of varying sizes and conditions. There are visible and invisible barriers between "pocket communities" within the area.

In parts of the estate there is a high level of poverty, with high levels of unemployment and those who have never been employed. There is known drug and alcohol use and the police have a regular presence. There are also a significant number of domestic and social incidents in some parts of the estate. Although many residents are local there is constant movement of occupants and the area is regularly used to rehouse those who are leaving a "refuge" or those who have been moved from other areas, either local or further afield, because of difficult relationships or to give families a fresh start. Despite the difficulties there is a high level of loyalty towards living "in the Bridge" and many families do support each other well.

There are a couple of local shops, but apart from a park area, a village hall and the school there are few facilities in the locality. The local Haverfordwest Rugby Club is based at the far end of the village, and there is a boxing club near to the "McDonald's roundabout!" The geography of parts of the estate means that without finances and transport it is difficult for people to access activities and recreation. There are many social problems in the area and these are compounded by a lack of opportunity. Loneliness and financial difficulties can be a weighty and complex issue for some families, and there a significant number of adults dealing with mental health issues, often related to family breakdown. The estate missed out on the "Flying Start" initiative of the Welsh Assembly Government, from which other similar areas hugely benefitted, due to its smaller size and location.

St. Mark's Primary School is a voluntary aided Church in Wales school situated in the village of Merlin's Bridge on the edge of the estate. Pupils attend the school from the village and the surrounding areas, although some families choose to send their children into Haverfordwest. The school is committed to working in partnership with the Merlin's Bridge Centre of Mission.

St Marks V.A. Church in Wales Primary currently has 130 pupils aged from three to eleven years. It is organised in five mixed-age classes. Pupils come from a range of backgrounds with a significant number, over 40%, entitled to free school meals, and therefore targeted by the Welsh Assembly Government with additional money for the school to endeavour to reduce the impact of poverty through the Pupil Deprivation Grant. This figure is well above national and local averages, but does not reflect the true number of families in need of support, as many do not claim FSM

entitlement or are not entitled to FSM as one parent may be in some form of employment, but often in these cases still struggle with significant financial difficulties. Many children have additional learning needs. A number of children are in the care of the local authority and there is a significant number from a traveller family background/community. English is the predominant language in the community and the school teaches Welsh as a second language. COVID-19 has highlighted the digital deprivation within many parts of the community, with an inability to access digital content. Many families have need to access the local food bank and the community fridge.

The school plays a significant role in the community and is a “haven” for children and families. The school seeks to support families through 1:1 support and family group activities, as well as working in partnership with many other agencies, but recognises that the needs of the community are larger than the remit of the school. Church Army workers work closely with the school to support assemblies; a weekly staff prayer session; weekly F.R.O.G. after School Club; Class and individual support and Prayer Spaces. Holiday Club/activities are regularly advertised by the school. The Church Army workers also engage with the “Little Lions” parent and toddler group held at school on a weekly basis. Church Army workers have close links with community events within Merlin’s Bridge. They are a visible presence within the community in many ways.

There is a monthly “Family Service” held in the school and during lockdown this has moved to a fortnightly family service on zoom. The Centre of Mission has developed youth outreach, with a local weekly drop in. There was a weekly “chill and chat” session running in the local secondary pre-COVID19, which will need to be re-developed once restrictions allow. There are links with the local supported living accommodation and a monthly service is held.

The Merlin’s Bridge Centre of Mission sits within the pastoral area of Haverfordwest and Camrose, which is one of four pastoral areas within the Daugleddau LMA. The LMA ministry team view the Centre of Mission as a full member of the Team and the lead evangelist will offer occasional ministry across the LMA at their discretion and in consultation with the LMA Dean.





# JOB DESCRIPTION

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<b>Job Title:</b>	Pioneer Evangelist (Worship Lead)
<b>Location:</b>	Haverfordwest
<b>Responsible To:</b>	Lead Evangelist
<b>Accountable To:</b>	The Archdeacon for New Christian Communities and Evangelism in The Diocese of St Davids and the Director of Operations for Church Army.
<b>Purpose:</b>	To create new worshipping communities for the Centre of Mission and lead in worship.
<b>Objectives:</b>	<ol style="list-style-type: none"><li>1. To develop new worshipping communities for the Centre of Mission in Haverfordwest.</li><li>2. To be active in making links with the local community and making a positive witness.</li><li>3. To use 20% of your time to develop work in the diocese developing mission and evangelism.</li><li>4. To participate in raising funds and prayer support for the Centre of Mission.</li></ol>

## RESPONSIBILITIES AND KEY TASKS:

- 1. To develop new worshipping communities for the Centre of Mission in Cross Hands.**
  - 1.1 To help lead in developing new worshipping communities for Haverfordwest Centre of Mission.
  - 1.2 To be the worship leader for the Sunday service and all other activities that require worship in the week.
  - 1.3 To develop music and worshipping groups and create intergenerational worship that is appropriate for the surrounding community.
  - 1.4 To work as part of a shared ministry with the other staff and volunteers within the Centre of Mission
- 2. To be active in making links with the local community and making a positive witness.**
  - 2.1 Help to deliver holiday clubs and encouraging children and young families to discover Christ for themselves.
  - 2.2 To develop children's work, including outreach to the local primary schools through assemblies.



- 2.3 To develop work for boys, father's and grandfathers within the community.
- 2.4 To develop regular community outreach with at least one mission week in a year.
- 2.5 To help deliver holiday clubs as an outreach to the community.
- 3. To use 20% of your time to develop work in the diocese developing mission and evangelism.**
  - 3.1 To provide informal support for those in the Diocese who are attracted to the Centre of Mission because they share in its hope to reach un-churched people with the Christian Good News.
  - 3.2 To encourage and train people in pioneering evangelism and new forms of Christian community in the Diocese of St David's in conjunction with the Mission Area teams.
  - 3.3 To use the resources of the Diocese and Church Army in equipping the churches to engage in appropriate evangelism in the Diocese.
  - 3.4 To be an active part of 'Impact 242' in sharing, supporting and developing learning of good practise so that it can be replicated elsewhere in the diocese.
- 4. To participate in raising funds and prayer support for the Centre of Mission**
  - 4.1 To inform Church Army, the Diocese and others who share an interest in evangelism of what can be learnt from the experience of Centres of Mission.
  - 4.2 To build a support base that would sustain your work and the wider ministry.
  - 4.3 To engage fully with the process of 'Recording the Journey' and the collection of the story of impact.

**General:**

- To undertake any such duties as are commensurate with the post at the direction of the line-manager or their senior.
- To be active as a member of the Haverfordwest Centre of Mission team, demonstrating and encouraging participation in team meetings and in the overall objectives and life of the team
- To attend an annual appraisal and regular one to ones with your line manager
- To undertake any training as required for the role as identified in an appraisal or supervision
- To adhere to Church Army's contractual and non-contractual policies at all times. These are outline in the Staff Handbook and on Church Army's intranet document library.
- Act in the best interest of Church Army at all times



# PERSON SPECIFICATION

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below.

ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Knowledge, qualifications and understanding		
Active and demonstrable Christian faith and faith engagement		<ul style="list-style-type: none"><li>• Application Form</li><li>• Interview &amp; Selection Process</li><li>• Pre-employment checks (e.g. references)</li></ul>
Jesus Focused and centred		
Trinity based life and ministry		
Understand your own personality, thinking leadership and personality profile		
Experience		
Loves people of all background types		<ul style="list-style-type: none"><li>• Application Form</li><li>• Interview &amp; Selection Process</li><li>• Pre-employment checks (e.g. references)</li></ul>
Understanding and appreciation of the Anglican church		
Awareness of fresh expression/ pioneer movement/ church planting		
Good experience of leading worship in a church setting		
To have good experience of working in a team ministry		
Skills and abilities		
Collaborative and team player	Welsh speaker and/or appreciate of Welsh culture	<ul style="list-style-type: none"><li>• Application Form</li></ul>



A pioneering spirit		<ul style="list-style-type: none"><li>• Interview &amp; Selection Process</li><li>• Pre-employment checks (e.g. references)</li></ul>
An Initiator and able to work alone		
Attributes		
To be fun loving and easy going		<ul style="list-style-type: none"><li>• Application Form</li><li>• Interview &amp; Selection Process</li></ul>
To be creative		
To be teachable of spirit and a self-feeder		
Worship orientated		
Other		
Good safeguarding understanding and Willingness to be subject to an Enhanced DBS check		<ul style="list-style-type: none"><li>• Application Form</li><li>• Interview &amp; Selection Process</li></ul>
Willingness to work flexible hours including evenings and weekends in order to fulfil the requirements of the role		
Own transport or workable alternative		

## **TRAINING**

As a responsible employer we value the importance of professional formation and expect our employees to commit to ongoing training towards fulfilling their roles.

As part of your induction within Church Army the Learning and Development Team will work with you to identify any specific training and formational needs that will be key for enabling you in your role and future ministry. They will draw up a plan with you, for approval by a Training Review Panel, setting out how these needs may be addressed. We also expect that as part of your role you will join the Church Army Mission Community. This again will be picked up with you through induction and through the Community Team.





# OUTLINE TERMS AND CONDITIONS

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<b>Location</b>	Haverfordwest, Wales
<b>Salary</b>	£23,215 per annum
<b>Hours</b>	37.5 hours per week (full-time)
<b>Working Pattern</b>	Flexibility is required, including evening and weekend work as part of the role
<b>Pension</b>	<p>If a Church Army Commissioned evangelist or ordained, non-contributory, operated by the Church of England Pensions Board.</p> <p>If not, Church Army Commissioned then the employee will be assessed under autoenrollment pension legislation and if eligible, minimum contributions will be made.</p>
<b>Annual Leave</b>	25 days per annum, plus bank holidays
<b>Probation Period</b>	6 months
<b>Contract Type</b>	Full Time, Fixed Term (5 years)
<b>Notice Period</b>	4 weeks (after probation period)
<b>DBS Requirement</b>	An enhanced DBS check required and compliance with Church Army's Safer Ministry policy.
<b>Occupational Requirement</b>	This post is subject to an Occupational Requirement under the provisions made in the Equality Act 2010 that the post holder has an active faith in Jesus. The successful candidate must be in agreement with the vision and values of Church Army and Church in Wales



# APPLICATION PROCESS

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For more information, please speak to Leoni Oxenham (Regional Development Officer, Church Army) [leoni.oxenham@churcharmy.org](mailto:leoni.oxenham@churcharmy.org)

To apply, please submit a Church Army Faith-based Application form which is available to download from the specific advert for the post on our website.

Applications should be sent to: [recruitment@churcharmy.org](mailto:recruitment@churcharmy.org)

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**Deadline:** 29<sup>th</sup> January 2021

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**Interview date:** 9<sup>th</sup> February 2021

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For more information about Church Army please visit: [www.churcharmy.org](http://www.churcharmy.org)

Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- Two satisfactory references, including one faith based

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.