

St Luke's



St Matthew's

Pioneer Missioner (younger adults) Information for applicants

Thank you for your interest in this post. You will find some background information about the post and a full job description later in this document.

Applications should be sent to:

St Matthew's Parish Office,
Marlborough Road,
Oxford OX1 4LW

or by email to office@stmatthewsoxford.org.uk

Closing date for applications September 27th 2023

Your application should consist of your CV and a covering letter outlining why you feel you are suitable for the role. Please include your contact details (address, phone and email if possible). Please mark the envelope or email **Pioneer Missioner job application**.

Please also provide the names and contact details (address, phone and email if possible) of two people we could contact to provide a reference. Please also tell us where you heard about the post.

Applicants who are shortlisted will be informed by Monday 2nd October. Interviews will be held at St Matthew's Church during mid-October 2023. If you would like to talk to someone about the job, please contact Jenni Williams (Vicar of St Matthew's and St Luke's) by email at vicar@stmatthewsoxford.org.uk to arrange a chat.

Further information about the parish and community can be found on the following websites:

St Matthew's www.stmatthewsoxford.org.uk and St Luke's www.stlukesoxford.org.uk

A map of how to get to St Matthew's can be found on St Matthew's website. For any other queries, please contact the Parish Office, contact details below:

St Matthew's Church, Marlborough Road, Oxford, OX1 4LW

Tel: 01865 798587; email: office@stmatthewsoxford.org.uk



Our vision for a Pioneer Missioner working with young adults

St Matthew's and St Luke's are a friendly community of people of all ages dedicated to following Jesus and sharing his love with our friends and neighbours. St Matthew's identifies itself as a community of people seeking to know and love God, and to grow in this love and knowledge through life's experiences. We value acceptance and hospitality and welcome all, seeking to be intergenerational in our approach. St Luke's mission is to build community in the local area, and to bring spiritual inspiration, emotional support and practical help to those in need.

There are a large percentage of 20s/30s living in the parish, with a high proportion not identifying (in the census) as having any religion¹. Many of these will not have grown up in Christian families and will have limited knowledge of the Christian faith. They are not familiar with the idea of going to church on a Sunday, and will not come to meet us in church, and many are not actively seeking a faith². Through prayerful discussion, we as a church community are clear that we want to meet these people in the community, particularly focusing on the 20s/30s with faith and those with none. We are recruiting a pioneer missioner who has a vision and passion to share faith in the community with this age group, and help us as a church to make connections. The pioneer missioner will reach these people, through creating social opportunities and friendships, and running relevant activities that show concern for people and social justice, and which can share Jesus both directly and through invitations to explore and deepen faith. This includes looking for ways for this age group to share in worship and grow in discipleship.

The Pioneer Missioner would familiarise themselves with the communities that make up the parish, and identify opportunities for befriending and engagement that are relevant to the particular demographic of 20s/30s in the parish.

The Pioneer Missioner will also be part of, and help to grow, current activities for 20s/30s in church and also be responsible for leading and communicating our common ministry to 20s/30s at relevant moments in our services, and playing a pastoral role with younger adults.

¹ 47% of people in Grandpont & New Hinksey said they had no religion in the ONS National Census 2021 (compared with 39% across the City of Oxford).

² Though according to a Theos survey of those in the national census saying they have no religion, a third described themselves as 'spiritual' and a third said they would be prepared to pray with someone. According to the report, religious 'nones' are not necessarily atheists. See: *The Nones: Who are they and what do they believe?* Hannah White Theos 2022. <https://www.theosthinktank.co.uk/cmsfiles/The-Nones---Who-are-they-and-what-do-they-believe.pdf>

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JOB DESCRIPTION

Pioneer Mission Worker (younger adults)

St Matthew's and St Luke's are partner churches, bringing God's love to South Oxford through active engagement with local people. The two churches are located at the heart of two very different communities within the same parish. St Matthews is a reflective mainstream church based in an affluent area of Oxford whilst St Luke's is serving an area that scores highly on multiple deprivation scales.

The aims, management and working practices of St Matthew's and St Luke's churches reflect their Christian vision and values, expressed through:

- Growing church, sharing Jesus, in the heart of our community
- Fostering justice and equity, mercy and forgiveness through care and concern for those in our community

Purpose of Pioneer Mission Worker role

The Pioneer Mission Worker will lead engagement with younger adults (e.g. in their 20s and 30s, 'Millennials'/'Gen Z') in the Parish, working with church members at both St Matthew's and St Luke's to develop an effective outreach programme and engage more effectively with this demographic group. The purpose of this role is to share the gospel with people in this age group, to deepen them in their faith and in how their spiritual lives impact everyday living. Our hope is that over the next 3-5 years the number of people in both churches will grow and that the presence and relevance of our church community will increase across the Parish and be more responsive to the needs of young adults. We would also like to see people from this demographic group involved in volunteering and leadership roles in both churches.

Responsibilities

- Lead engagement with younger adults across the Parish, building on existing church networks and groups and also creating opportunities to make links with younger adults within the Parish who are unfamiliar with Christianity and church. Whilst there are some established groups and activities in place, we are looking for the person in this role to bring new ideas and approaches to shape an outreach and engagement programme for young adults. This includes:
 - Researching the needs/priorities and interests of this age group across the Parish, in order to inform the development of an appropriate outreach and support programme
 - Developing activities that share faith, e.g. making links through shared interests and activities with this age group in the Parish
 - Developing activities that develop and deepen faith, including involvement in a monthly informal worship service at St Matthew's ('Sustain'), working with the



Families and Pastoral Care Worker to plan activities and provide spiritual support/exploring faith opportunities for young parents

- Linking with and learning from initiatives of other churches in Oxford in outreach for this age group
- Pastoral/befriending role for younger adults, working closely with the Vicar and with the Families and Pastoral Worker at St Matthew's to support individuals and signpost other support
- Working closely with the Office Administrators and Vicar who have responsibility for communications in both churches, develop digital communications/social media to support the work with young adults

We expect the Pioneer Mission Worker to divide their time approximately 70:30 between outreach activities within the Parish and church-based activities.

The Pioneer Mission Worker will work as part of a small team of St Matthew's and St Luke's employed staff and the line manager is currently the Vicar of St Matthew's and St Luke's.

Working Hours

Working hours are 24 hours per week worked flexibly, depending on activities. Attendance at evening meetings should be counted as hours worked. Some Sunday working is essential.

Holiday

Holiday entitlement is 25 days per year (pro rata) plus bank and public holidays.

Place of work.

The role will be based in St Matthew's Parish Centre, Marlborough Road and St Luke's Church, Canning Crescent, although we do not expect this to be an office-based role.

Salary

The salary for this role is £17,500 per annum (based on a full-time salary of £27,000). In addition a 6% pension contribution on qualifying earnings will be made. The PCC uses the NEST workplace pension scheme.

Contract length

This post is a permanent contract. A six-month probationary period applies. The notice period will be one month.

Full details of employment conditions are given in the St Matthew's with St Luke's Employment Handbook.



PERSON SPECIFICATION

| | Essential | Desirable (or willingness to learn) |
|--|------------------|---|
| <u>Skills/ Qualifications/Experience</u> | | |
| Some biblical/theological training (Pioneer Mission training an advantage) | X | |
| Familiarity with the principles of contextual mission and experience of mission/outreach | X | |
| Substantial experience in creating opportunities for younger adults (20s/30s) and capacity for innovation in this area | X | |
| Good interpersonal and communication skills – confident engaging with people both in-person and on-line | X | |
| Good team-worker | X | |
| Pastoral/listening skills, including ability to listen to and understand context | X | |
| Prior experience of employment and/or further/higher education is highly desirable | | X |
| <u>Personal Attributes</u> | | |
| Active Christian faith | X | |
| Personable and able to relate to people from a wide range of backgrounds and experience | X | |
| Able to work with a sufficient degree of autonomy | X | |
| Self-motivated | X | |
| Patience and persistence | X | |

Occupational requirement: This post will be the face of St Matthew's and St Luke's to younger adults within the congregations and the local community. It is a requirement that the post holder relates to this group and others who use the church and volunteer within it, in a way that fulfils the Christian ethos and upholds the Christian values of the church. There is therefore a genuine occupational requirement for the post holder to have a Christian faith.