Rural Discipleship Enabler

Diocese (0.50 post): Leading the implementation of the Bishop of Leicester’s Rural Commission recommendations, to enable our rural churches to seek the growth of God’s Kingdom in:

- the depth of discipleship,
- the number of disciples of Jesus,
- loving service of the world.

We are particularly keen to grow the relationships between rural churches and schools (in line with the national ‘Growing Faith’ initiative).

Benefice (0.50 post): Leading the churches of Bosworth Benefice in

- deepening of discipleship,
- missional commitment to their communities,
- in relation to their rural context.

Salary of £39,955 p.a.
Background

Thank you for your interest in the role of Rural Discipleship Enabler. I am delighted that you are exploring the possibility of applying for this role and I want you to know that there are many of us here in the Diocese of Leicester who are praying for you as you seek to discern God’s calling.

This dual role has been created as a partnership between the Diocese of Leicester and the Benefice of Bosworth to address the wider Diocesan and local Benefice rural needs. It is primarily funded by the benefice and I am deeply grateful to them for their generosity.

You can read more details of our Diocesan vision and strategy at www.leicester.anglican.org, but I want to highlight a couple of areas as you begin this exploration.

Firstly, the Rural Commission helped our diocese redefine ourselves as a “rural diocese with urban heartlands”. We are therefore exploring how our diocesan strategy, which focuses on discipleship and asks every church three key questions about growth in depth of discipleship, numbers of disciples and loving service of the world, can be lived in our rural context. You will need to show us that you share this vision and commitment, and want to be part of a movement of people in mission. This is an ambitious calling, and will only be achieved through prayer, intentional investment of time and resources and a focus on equipping the whole people of God.

Secondly, as we move forward in this endeavour, we don’t know how God will raise up the Pioneers and other ministers needed for the fresh expressions of church (also a key part of our strategy). We don’t know how God will grow the culture of generous giving within the diocese to make this work sustainable for the long term. We don’t know how God will grow the faith of children and young people. There is much that we don’t know and hence much that we will need to learn. You will need to show us that you are open to learning, committed to working humbly with other colleagues and above all, a person of deep faith and trust in God.

If you find yourself both excited and daunted by the prospect of what we are doing in the diocese, then it could be that God is calling you. Please read on, and talk with Archdeacon Claire Wood, 0116 261 5309.

I hope that I may have the opportunity of meeting you in the near future, but in the meantime be assured of my prayers.

Yours in Christ,

The Rt Revd Martyn Snow
Bishop of Leicester
The Bishop of Leicester’s Rural Commission

In 2017 the Bishop of Leicester set up a small group to lead a listening exercise with the purpose of both celebrating the life of our rural churches and making recommendations for the future. The group was chaired by the Dean of Leicester and its report was published in May 2018. In June, the diocese held a celebration at Brooksby College (near Melton Mowbray) at which the report was presented and discussed. The full report can be accessed here: https://www.leicester.anglican.org/latest/features/the-rural-commission/

The report outlined four key findings:

a. We are connected - Our Diocese is made up of mostly rural communities with market towns and in the geographical middle is the city. We have seen how the rural experience might contribute to the urban/town and vice versa. We note that rural contexts shape a distinctive way in which the Christian faith is lived and expressed whilst recognising it is the same faith and ministry everywhere.

b. The whole church needs the gifts of the rural church - The Rural contexts offer experience of small Christian communities which are authentic and full of life and offer commitment to their contexts. Rural churches are usually embedded in their communities with deep and significant relationships which would be the envy of most town or urban parishes.

c. Work with others to work for mission - The call to grow the church is just as much urgent in rural areas as any others but this will have its own character and pace concurrent with the context. A full rediscovery of what it means to be a baptised Christian and part of the ministry of the whole people of God is the single change which will have most impact on growth.

d. Shared vision brings shared learning - we recognise that our patterns of ministry and the way we organise the church has to change. We have heard many people calling for simplification in governance and management. We have heard from churches and deaneries in the Diocese who are taking risks to form new relationships in ministry and developing specialisms.

In addition, the Commission made six key recommendations. Among these was the establishment of a Diocesan Rural Mission Team led by a part-time Diocesan Rural Enabler.

“The Enabler Role would be to convene and lead a team, made up of mostly lay people with experience of rural contexts and all with a heart for rural mission and ministry. This team will work alongside rural communities to support local discernment, to learn and to share this learning with the wider diocese; fostering wherever possible cross-fertilisation between rural, sub-urban and urban contexts. All this work needs to be overseen by a member of the Bishop’s Leadership Team and integrated alongside the other Diocesan initiatives such as those coming from the Mission & Ministry Department, the Generous Giving Team or Vocations work. Launde Abbey may provide spiritual and prayerful wisdom rooted, as it is, in a rural context.”

Bosworth Benefice is made up of 7 rural church communities. Market Bosworth is the largest with around pop. 3000. which includes some small industry, shops, a Church primary school, the
Bosworth School (secondary academy) and the Dixie independent school. The 6 other villages all are less than pop. 400. There is a primary academy school at both Congerstone and Nailstone.

Market Bosworth is served by the Parish Church of St Peter’s, along with Bosworth Free Church and Our Lady & St Gregory Catholic Church. There is an independent Baptist church at Barton in the Beans (which falls within the Benefice)

Currently to cover the 7 churches there is 1 parish priest with 2 Lay Readers.

Market Bosworth holds a service each Sunday at 10am. The 1st Sunday is a led by a Reader and is Morning Prayer based. Other Sundays are Eucharist CW Order 1 with Choir.

The smaller churches (apart from All Saints, Cadeby) have 1 Communion service and 1 lay-led service per month on a rota basis. St Andrew, Carlton has 2 Communion services per month. Two of our parishes (St James, Sutton Cheney and All Saints, Nailstone) are Prayer Book services.

All Saints, Cadeby operates as a ‘festival’ church. They hold at least 6 services per year by arrangement with the Incumbent.

On fifth Sundays we hold a joint Communion service which rotates around the churches.

Worship within the Benefice churches is either Common Worship based or Book of Common Prayer.

We have a Benefice Administrator based at Bosworth.

There is a good relationship between the churches though there is inevitably a feeling of ‘Bosworth centred-ness’. The smaller churches do at times feel marginalised and isolated.
OVERALL PURPOSE OF POST

This post is a dual role in which the successful candidate will be based in the Benefice of Bosworth.

The overall purpose is to enable creative and imaginative rural mission both locally in the benefice and across the diocese.

Working with the Diocesan Rural Mission Team, the post-holder will enable a full rediscovery of what it means to be a baptised Christian and part of the ministry of the whole people of God in our rural areas. They will lead and encourage the Benefice of Bosworth’s response to the Bishop of Leicester’s Rural Commission as interpreted by the local Benefice for implementation, to facilitate and assist in deepening the discipleship and missional commitment of the churches that make up Bosworth Benefice in relation to their rural context.

KEY OUTCOMES of the dual post

IN THE DIOCESE:

To establish and lead the Diocesan Rural Mission Team, and enable a full rediscovery of what it means to be a baptised Christian and part of the ministry of the whole people of God in our rural areas.

1. By 2025, to have implemented the recommendations of the Rural Commission report in ways which are sustainable for the longer term.
2. By 2025, to have established new disciplines of discipleship which are appropriate for the rural context, linking to the emerging diocesan approach of ‘everyday faith: everyday prayer, everyday witness and everyday service.’
3. By 2025, to have established new patterns of rural ministry, with a significant increase in numbers of Non-Stipendiary Clergy and (lay) Associate Ministers
4. By 2025, to have grown links between churches, schools and households and enabled children and young people in their ‘growing faith’.

IN THE BENEFICE:

To have established a local Rural Discipleship Team within the Bosworth Benefice with a clear vision and purpose to enable others to engage, learn and build communities based in the love of Christ.

1. By 2022 (3 year period) – To have developed clear vision and missional purpose reports for each church, which amplifies and reflects their local narratives.
2. By 2022 (3 year period) – To have journeyed with and implemented a series of discipleship ‘training/deepening’ and enabling initiatives across the Benefice.
3. By 2022 (3 year period) – To have facilitated and developed a proposal for a Minster enabling style ministry across the Benefice.
KEY TASKS of the dual post

IN THE DIOCESE:

1. With the Archdeacon of Leicester, to establish and lead the Diocesan Rural Mission Team “made up of mostly lay people with experience of rural contexts and all with a heart for rural mission and ministry.”

2. With the Rural Mission Team, to implement the recommendations of the Rural Commission Report, in particular the key recommendations to the diocese:
   a. To facilitate a process of celebration and lament in our rural churches (p17 A).
   b. To ensure the recommendations of the report are addressed at every level in the diocese (p17 B).
   c. To reassure local congregations that the diocese is seeking to multiply church congregations, not close them (p17 C).
   d. To work with the Department of Mission and Ministry to enable all churches to articulate a clear vision and missional purpose (p17 D).
   e. To work with the Department of Mission and Ministry and the Education Department to develop strategic plans for schools and church communities in areas of new housing (p17 F).

3. With the Rural Mission Team, to conduct further research and build on the specific recommendations of the Rural Commission in relation to:
   a. Rural contexts
   b. Schools, children and young people
   c. Mission, evangelism and growth
   d. Discipleship and vocation
   e. Leadership and ministry
   f. Governance and buildings
   g. Finance and giving

4. To play a key role in the Diocese’ “Key Questions for 2026” process – this is intended to be a diocesan-wide conversation around our finances, models of ministry and future use of buildings.

5. To share wider learning from creative responses to rural mission in various parts of the diocese, as well as in other dioceses

6. To attend meetings of Ministry Officers (with the Department of Mission and Ministry), and to make reports to the Portfolio Management Group.
RURAL DISCIPLESHIP BENEFICE ENABLER

To work alongside the Benefice Ministry Team and attend Ministry Team meetings

1. To attend Meetings as necessary to facilitate the outcomes of the role.
   a. Attend Bosworth PCC and other PCC’s as necessary
   b. To attend Churches Together in Bosworth meetings
2. Work alongside individual churches to enable them to capture their journey of discipleship and develop their narrative of an on-going ‘story’ and heritage.
3. Enable each church to recognise their unique gifting and to develop these as a blessing of faith to be shared generously and courageously within their community.
4. Assist each parish to articulate a ‘clear vision and missional purpose’.
5. Work with parishes to deepen an understanding of what it means to be a Disciple, in which asking questions and reflecting together using Bible Study and other suitable materials, strengthens a deep sense of a rooted everyday faith.
6. Develop deeper links between our Primary schools and their respective churches.
7. Develop links with the respective local communities.
8. Encourage, facilitate and inspire a deeper shared love and care of one another within our parishes.
9. Encourage and facilitate the development of prayer life.
10. Provide regular reports to the respective PCC’s / DCC’s.
11. Explore and present possibilities for a Minster style ministry that enables deeper connection between the benefice churches.
12. Assist and promote children’s work at St Peter’s, Market Bosworth and across the Benefice, equipping others to share and lead in this ministry.
13. Review and make recommendations for a living faith visitor experience at St Peter’s, Market Bosworth and the churches of the Benefice.
14. Assist and make recommendations for our work with Ecumenical partners.
KEY RELATIONSHIPS of the dual post

IN THE DIOCESE:

The Archdeacons
The Department of Mission and Ministry, and Ministry Officers
The Diocesan Discipleship and Vocations Enabler
The Diocesan Mission and Communications Enabler
The Department for Education
The Diocesan Buildings Team
The Diocesan Finance Team

IN THE BENEFICE:

The Incumbent
The Ministry Team
Benefice Administrator
PCC’s
Parish Wardens
Church Wardens

ACCOUNTABLE TO

IN THE DIOCESE - The Bishop of Leicester through the Archdeacon of Leicester.

IN THE BENEFICE - The Rector of Bosworth Benefice

EXPENSES:

DIOCESAN Working expenses (including travel) paid through the Department of Mission and Ministry.

BENEFICE Working expenses (including travel) paid through Bosworth PCC. Monthly claim form to the Benefice Administrator.

This dual role has been created as a partnership between the Diocese and the Benefice of Bosworth.

RURAL DISCIPLESHIP DIOCESAN ENabler This is 0.5 of the role and is equivalent to 3 days per week.
It is not expected that the Rural Discipleship Enabler will take Sunday services in other parishes outside of the Bosworth Benefice, although from time to time this may be appropriate.

RURAL DISCIPLESHIP BENEFICE ENabler This is 0.5 of the role and is equivalent to 3 days per week.
It is expected that the Benefice Enabler will participate in the ministry of the Bosworth Benefice, participating in the life of the churches and taking Sunday Services as agreed with the incumbent.

In view of this dual role, it will be particularly important that the post holder abides by the Bishops’ guidelines for all stipendiary clergy:
Every week: Licensed stipendiary clergy are expected to take a full 24 hours off from the business of daily ministry each week and when possible attach that to a second day with a slower rhythm than the rest of the week.

Every month: All clergy are encouraged to take 48 hours off (rather than 24 hours) once a month.

Every year: Annual holiday allowance is six full weeks including 6 Sundays.

The maximum term proposed for this post is 6 years. This would be an initial 3 years plus 3 years (for an ordained individual) or an initial 4 years plus 2 year extension (for a non-ordained individual). Key Outcomes will be assessed and agreed at key points.

The successful candidate will have an annual Review with the Archdeacon, Incumbent and Parish Warden (Bosworth).

We would wish to appoint someone who:

- Will embrace and brings practical insight into the findings of the Diocesan Rural Commission Report.
- Will have an understanding, appreciation and commitment towards rural communities.
- Will be realistic about the peaks and troughs of rural ministry.
- Will balance the strategic aims arising from the Rural Commission alongside the practical tasks of the local Benefice rural needs.
- Will be prayerful and approachable.
- Will be sympathetic to the different traditions within the Benefice and wider Diocesan Community.
- Who is competent and conscientious, able to manage their own time.
- Who is motivated and able to work within a team, to inspire and give confidence to others.
- Who has a willingness and ability to pass projects on to others.

February 2020