



# **Associate Minister @ St James Fletchamstead**

We are seeking to appoint an Associate Minister at St James Fletchamstead during an exciting time of growth and change in the life of the church.

During 2024, St James will be continuing to journey into partnership and hopefully full membership of The Bridge Benefice (currently made up of two churches, St John's, Westwood and St Stephen's, Canley). This journey began in a deanery planning meeting and continued through prayerful consideration between leaders and interested parties. Joining The Bridge was a St James (or Holy Spirit!) led idea.

The newly appointed Associate Minister will have full responsibility for St James. Whilst David, the Vicar at the Bridge, will be Priest-in-Charge of St James, the Associate will have autonomy and freedom (within the Bridge vision) to lead the church with support from the Bridge team.

By 2025, we hope that St James and the Bridge Benefice will be joined fully with a Joint Church Council, as St John's and St Stephen's are currently.

The intention is that the Associate's primary role will be leading St James. This includes facilitating mission and discipleship in the parish through the week, overseeing Sunday and Wednesday worship services, investing in the team at St James and working to extend the Kingdom of God in Tile Hill. From its inception, the vision of The Bridge is to free clergy from all extraneous tasks in order to focus on mission and ministry. This means that over time the new Associate will reach a point where they have up to half of their capacity free to bless the wider Bridge and even beyond via the Mission Hub.

The Bridge team will provide administrative support, financial management and organisation of occasional offices. We are open to the Associate recruiting a small team of lay people from St John's to assist in the ongoing life and work of St James.

From the beginning, the Associate's role will be to help to run The Bridge, allowing the Associate to bring their gifts and skills to bear on the wider church. Our hope is that this will allow growth for the Associate along with the church.

The role includes being on The Bridge Leadership Team and Joint Council, as well as assisting in the leadership of The Bridge to facilitate the Vicar in his roles with two Deaneries, the Mission Hub and Kairos Connexion. The staff team prays together Monday-Thursday, Thursday includes breakfast.

This is a role with room to grow. We are looking for a collaborative team player, committed to a model of mission and discipleship leading to multiplication, rather than

simply Sunday attraction leading to addition. There is room to be innovative, whilst remaining rooted in the life of a local church and the shared daily task of making disciples in Tile Hill as part of a community on mission.

## **Associate Minister Profile**

- Servant leader
- Collaborative team player
- Passion for evangelism, mission and discipleship
- Belief that the Scriptures are the inspired Word of God (2 Tim 3:16-17)
- Able to teach (1 Timothy 3:2)
- Open to the work of the Holy Spirit
- Able to lead and facilitate growth as a church corporately and individually
- Open to and able to facilitate St James' continued growth in the five-fold ministry gifts of Christ, including the Prophetic and Apostolic, in order to equip members for ministry in their callings (Ephesians 4: 11-14)
- Aware of their own areas of gifting, strengths and weaknesses
- Able to discern the giftings of others and encourage their development
- Commitment to network with other church leaders in the Parish, neighbouring parishes and in the city to build the body of Christ

## **Five-Fold Ministry for Leadership**

When considering the giftings and skills we would like to see in the new Associate Minister, the leadership team at St James considered it in the context of the five-fold ministry as described in Ephesians 4. Whilst not the only way to consider gifting from God, it is a useful tool to explore what aspects the leadership team feel strongly equipped in and what strengths would be particularly looked for in a prospective candidate.

We are aware that no one can excel in all five areas and have tried to avoid the temptation to ask for "the same as our previous Vicar- only with more strengths". A candidate should consider how their own strengths would map onto this to help compliment the total strength of leadership. The ordering of each strength's desirability and the candidate's strengths need not be identical, but it is hoped there would be some compatibility. Please see the table below for further details.

It is also hoped that the potential candidate would feel capable of encouraging the gifting of church members in all aspects of ministry (as God calls).

The appointment will be made by interview by the The Archdeacon Missioner (on behalf of the Bishop,) Vicar of the Bridge and the parish representatives of St James.



<b>Gifting Area</b>	<b>Desirability (approximate ranking)</b>	<b>Capacity to cover within current St James team</b>	<b>Further Comment</b>
Evangelist	First	Strong amongst a few, but not all	<p>We consider creating a culture of confident evangelism essential for the future of St James. A successful candidate should be able to speak of skill and/or experience in empowering and encouraging the missional energies of a church.</p> <p>We acknowledge a successful candidate may not consider themselves primarily an evangelist.</p> <p>We are looking for someone who sees mission and discipleship as part of every believers' baptismal call, including their own.</p>
Prophet	Joint Second	Strong /Reasonable	<p>Our previous Vicar excelled in this; as such we feel many have learnt and can continue to lead in the charismatic, so it is not considered as essential for a "first-strength".</p> <p>However, as this area is also important to us, we would appreciate it to be amongst the candidate's strengths.</p>
Teacher	Joint Second/Third	Strong /Reasonable	<p>We have good teachers, but would like the new minister to have the skills to also encourage further discipleship and learning of all members.</p>
Apostle	Fourth	Strong amongst some, but not all	<p>Some members of the current leadership team are very able in this area.</p>
Pastor	Fifth	Strong	<p>Our current leadership team has formed a strong Pastoral group and network of supporters within the congregation.</p>

# St James Fletchamstead Parish Profile



Welcome to St James. The Parish is located in the South West of Coventry with a population of 8,410 (2018). There are 5 housing estates, with 4 primary schools (1 Roman Catholic and 1 Church of England) and 1 secondary school, with another senior school just over the boundary. Shops include a large Sainsbury's plus several smaller ones including takeaways. There are also several pubs, social clubs and a large number of industrial and commercial businesses along the south border.

St James is a culturally mixed congregation with members from several different nations. We are evangelical charismatic in our churchmanship.

Our mission statement is 'Deeper in, Further Out'. This reflects our desire to know the presence of God in our gatherings as we seek Him in praise and worship and allow the Holy Spirit to speak and move amongst us in power; then go out ready to dispense His grace at every opportunity He presents to bring the Kingdom and disciple nations. Visitors are warmly welcomed and we pray they will encounter God whilst amongst us.

## Gatherings

*Sunday 09.00 am*

Organ led worship with teaching, prayer and Communion.

*Sunday 10.45 am*

Band-led worship with teaching, children's work and Communion once per month. The opportunity is also given to share faith stories and bring gifts of prophecy in words or pictures to encourage and build faith. Prayer ministry is also available (1 Cor 14:26).

*3rd Sunday 8.00 pm - 'Dwell'*

Band-led worship gathering of The Bridge congregations and Hope Springs church.

*Wednesday 10.00 am*

Teaching, prayer and communion.

*Thursday 7.00 pm*

Weekly prayer gathering and band practice.

## **Discipleship**

At St James, all are taught and encouraged to know God's love and grace for themselves and commit their lives to relationship with Him our Heavenly Father through Jesus our Lord and Saviour and receive and be filled with the Holy Spirit. Daily private devotion is encouraged including, thanksgiving, prayer and dwelling in the Word. Teaching last year included an 'Alpha' course, a series on the 'Father Heart of God' and a class on 'Growing in the Prophetic'.

All are encouraged to join one of the small 'Life' groups for fellowship, encouragement and building each other up in faith and growing in the fruit and gifts of the Holy Spirit.



## **Fellowship**

Fellowship is available through 'Life' groups and in 'Church Cafe' after Sunday and Wednesday gatherings. Also, occasional meals together are held in church.

## **Outreach**

All are encouraged to be aware of opportunities to share God's love and grace daily in their family, workplace and community, being open to the Holy Spirit's leading.

## **Elderly**

'Open Doors' for people over 55 meets from 2.00pm - 3.00pm in church on Monday afternoons. There are around 30 regulars and new members are warmly welcomed to join the chat over cake and a cuppa and to engage in a range of fun activities. At the end, needs are prayed for and an opportunity is given to feedback answers to prayer. The group is extremely appreciative of this ministry.

Coundon Care charity provides day care for the elderly three days per week in the Church Hall. This is a new partnership which has opened up this year and the leaders are extremely appreciative of this connection with us and see their work expanding within the community.

## **Children and Young People**

We employ a part time Family, Children and Young People leader who leads our church family work, as well as out-reach to the community and schools in the parish.

'Jigsaw' is a playgroup ministry which is held on Thursday mornings in church where parents and grandparents are encouraged to help their children to learn to play safely,

share toys and enjoy craft sessions celebrating God's wonderful creation. Opportunities open as God's love is shared with increasing willingness to share problems and joys and ask for public or private prayer.

A youth group meets every other Sunday afternoon and is attracting young people from the wider community, as well as neighbouring Parishes.

We also run "Messy church" style events at key seasonal times such as Advent, Lent, Mothering Sunday, Christmas etc., and a Light Party at Halloween. These are missional and aimed at families within the community. Similar events have been run as after-school clubs at Leigh Academy. In the school summer holiday, we run a Scripture Union holiday club that is popular with local children.

We recently began hosting school children from across the city for Praise Parties in the style of the Diocesan 'Alive' event. We have been collaborating with four other local churches to put on these events.

We hold a Family Fun Day for the community in the grounds of the church once a year with free barbecue and childrens activities. This is also very much appreciated by the community and attracted well over 100 this year.

## Uniform Groups

We have had a long connection with these groups who hire our hall weekly for their meetings of Scouts, Cubs, Beavers, Brownies and recently Squirrels for the very young.

## Delveens Dance Group

We have a similarly long association with this group who hired the hall on Saturdays for children's dance classes.

We see the church hall as a facility with which we can bless the community and charge low rates for its use by such groups who are serving the community.

## Community Shop

Located in Tile Hill South, the Community Shop sells items at a reduced price and raises significant money for other charities. They also offer help and support to anyone who needs it and are seeing people who need someone to talk to, including newly arrived families from other countries who cannot speak English but need help.





All of these ministries are experiencing growth as God's love and grace are shared. There is also a need for more volunteers. This is especially the case for Open Doors and the Community Shop.

## **Vision**

Our vision and desire is to see the Kingdom of God come in ever increasing measure as we host the presence and power of God when we gather corporately and also as we live out our callings day by day in the world.

## **Leadership**

We have a committed group of leaders who meet bi-monthly to share and pray together. These and others serve in many ways including PCC, childrens and young people's work, safeguarding, Life Groups, Open Doors, Jigsaw, Church Cafe, Charity Shop, Cleaning, Gardening. A new role, Eco Church leader, has recently been filled.

Further details of these and other church ministries and activities can be found in the 2022 Annual Report.

## **Attachments**

Church of England Data Services - St James (2011) [Data Services | The Church of England](#) St James Annual Report 2022



## St James Vicarage

The Vicarage is a modern 4 bedroom detached house alongside the church on Tile Hill Lane. There is a bathroom and separate WC upstairs. There is a kitchen and separate utility room, as well as a lounge and dining room. The study and downstairs WC are immediately accessible from the front door. A gas boiler supplies heating and hot water. It enjoys a good sized garden with the church's prayer garden beyond.

Despite its proximity to the church, it is not obviously "The Vicarage". The previous incumbent was in post 19 years, so there is much to be updated. The Diocesan Housing team is very helpful and will be ready to talk over these improvements once an appointment is made.





# St James Fletchamstead and The Bridge Benefice: A Parish and Benefice Profile

## The Church Context

St John's Westwood and St Stephen's Canley make up The Bridge Benefice. The vision behind The Bridge is to create a structure which enables economies of scale and varieties of gifts to bless the church family in order to release a culture of discipleship and mission, hoping to lead to overflow in multiplication.

The Bridge is also a Diocesan Mission Hub within the Coventry South deanery. We are exploring how best to build and serve a network of interested churches, especially through Learning Communities and Huddles focusing on the concepts, culture and tools for mission and discipleship, as well as strategising together. The Bridge is also part of Kairos Connexion, with strong links to The Order of Mission (TOM). For more information about the Mission Hub, Kairos Connexion and The Order of Mission, please see the end of the document.



**St John's** is an evangelical and charismatic church, which has been a "sending" church for many years, planting in both rural and urban contexts. It has a varied age demographic, with a number of young families and a growing number of students thanks to our relaunched family discipleship and student work. The parish is dominated by the University of Warwick, with wealthy suburbs making up the rest. New housing developments provide an

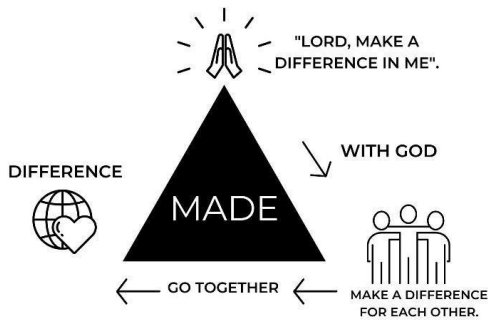
exciting new opportunity for mission, alongside our focus on campus and student ministry. We are in the process of being joined by a small non-denominational church, Hope Springs, and plan to appoint a lay leader in September 2024.

**St Stephen's** had a revitalising graft in 2017 from St John's and is a mission focused church in a mixed area with significant deprivation. It is a young church in every way and is where our Mission Hub Associate, Erin, is to focus her leadership and ministry from January 2024. Canley is an area in transition from a mainly white working class area to a diverse area with students, recent migrants and long term Coventrians living side by side.



## St James and The Bridge

During a 2020 deanery planning meeting, a lay leader at St James suggested that the future might include closer working with The Bridge Benefice. The previous incumbent and PCC continued this trajectory, which led to The Vicar of The Bridge becoming Priest in Charge of St James in January 2024. The expected journey is that St James will complete this trajectory and legally become part of the benefice from January 2025 at which point finances will be shared and the PCC will go into abeyance, with members joining the Bridge Joint Council.



## Vision and Values

Our new proposition statement is: Make A Difference Everyday (MADE). We believe this reflects our values of transformation through relationship with God, which leads us out to make a difference to those around us. Moreover, the vision is to create structures which can cope with a God of overflow (2 Kings 4:1-7), ensuring everything is scalable and multipliable.

## Being Part of the Team

St's James, St John's & St Stephen's as 'bases' are resourced by The Bridge team (HR, Finance, Communications and Media, Safeguarding, Youth, Children's and Events). We want to ensure all members of our team are invested in and cared for as they undertake their roles and our rhythms reflect this. We pray together and are disciplined together regularly.

### The Staff Team is as follows:

Associate Minister (St Stephen's and Mission Hub):	Erin Gilmour
Children's Discipleship Enabler:	Amy Cole (Mat. cover)
Curate (Garden of Hope):	Caroline Hammond
Evangelist:	Mark Ahmad
Finance:	Stuart Torpey
Hope Springs Leaders (at St John's):	Steve and Susie Elton
Operations Manager:	Beth Ferguson (Mat. Cover)
St John's Administrator:	Liz Raynor
St Stephen's Administrator (+Vicar/Area Dean's PA):	Jenni Dunne
Vicar of The Bridge and P-in-C at St James:	David Hammond
Youth Worker:	Trevor Chappel

## **Mission Hub**

A Mission Hub Church is a parish church (or Benefice), but one where a leader and its congregation have a developed sense and vision for sharing in mission locally, and a clearly expressed desire, ability (or potential with added investment) to resource others in mission, evangelism, and enabling new ways of being church.

We see that as a call to serve the church in reimagining church on mission and discipleship principles learned from Kairos Connexion and The Order of Mission. We also seek to be generous in supporting all other churches in sustainable ways.

## **Kairos Connexion (Kx)**

Kx is a network of churches, built out of churches who came together around a move of God in Sheffield in the late 90's and early 00's. We believe in a model of church that is more focused on the missionary disciple and less on the big meeting. We long to mobilise every disciple to make disciples. Kx runs learning communities and huddles, coaching and immersive teaching that transforms leadership teams so that they can transform their church in the power of the Spirit.

We have clear principles and core understandings that underpin how we work. Each church in the movement may not use the same branding or language but we share a DNA and a call. This is not always visible from the outside but if the church is a vehicle, then our Kx discipleship values are the engine and the fuel is the Holy Spirit.

Rev'd David Hammond is a member of the Kx national leadership team and leads the West Midlands Hub.

## **The Order of Mission (TOM):**

The Order of Mission (TOM) is a global network of missional leaders bound by covenant in proclaiming the Kingdom of God in the world.

We are a family on mission committed to hearing the call of God on our lives and responding in obedience and faith. We are a movement born out of a desire to fully give ourselves to making disciples of Jesus, so that the Kingdom of God is extended wherever we are called and live our lives.

There are TOM members in the church and staff team, as well as a network of TOM members across the city. TOM is a partner to Kx in that it is a modern monastic movement with shared roots. It is for individuals rather than churches to join. Three of the current Bridge staff are permanent members.



## How to Apply

For informal conversations about the role, please contact:

Archdeacon Missioner, Ven Barry Dugmore

Tel: 07487 578311

[Barry.Dugmore@Coventry.Anglican.org](mailto:Barry.Dugmore@Coventry.Anglican.org)

or

Vicar of the Bridge, Rev'd David Hammond

Tel: 07939464095

[david@thebridgecoventry.org](mailto:david@thebridgecoventry.org)

David will be on sabbatical from 15/4 to 14/7 but is happy to have conversations via phone. Please text and request a conversation, emails will not be seen.

For further details and an application form please contact:

Debbie Niblett

Mission and Discipleship Team Administrator

Tel: 07943 314739

Email: [debbie.niblett@Coventry.Anglican.org](mailto:debbie.niblett@Coventry.Anglican.org)

**Closing date for applications:** 21st June 2024

**Familiarisation Day and Interviews:** 15th & 16th July 2024

An application form can be downloaded from the Diocesan Website:

<https://www.coventry.anglican.org/about/vacancies/current-vacancies.php>

Enhanced DBS disclosure is required for this post.