



Director of Missional Change (Luton)

Appointment Pack
Spring 2024

The background of the entire page is a photograph of an airport tarmac. In the foreground, a large, white-painted sign on the asphalt reads 'WELCOME TO LUTON' in bold, capital letters. Above the sign, a commercial airplane is captured in flight, banking to the left. The sky is filled with large, grey clouds, and the horizon shows some airport infrastructure and greenery.



Thank you for your interest in the role of Director of Missional Change for Luton.

Luton is one of the most diverse, multi-cultural, youthful, towns in the country and this important and senior role will work with and help our churches to discern and act on God's missional vision to become younger and more diverse. This is part of our ten-year diocesan strategic programme funded by the National Church.

We are looking for someone with significant experience in developing shared vision and plans, complex relationship management and community engagement who will work collaboratively and constructively through prayer, consultation and discernment with local clergy and a variety of local partners and organisations to develop and deliver shared plans for transformational mission in Luton.

This role is open to both lay and ordained applicants with the relevant, senior experience. Are you passionate about enabling God's vision in Luton?

If this could be you, we would be delighted to receive your application. If you would like an informal conversation to help you in considering your application please contact the Archdeacon of Bedford, [Dave Middlebrook](#) to arrange this.

We look forward to hearing from you!

A handwritten signature in dark ink, appearing to read 'David White'.

David White
Diocesan Secretary

Job Description

Job Title:	Director of Missional Change (Luton)
Department:	Mission and Ministry
Line Manager:	Archdeacon of Bedford
Reviewed By:	Director of Mission and Ministry
Date:	May 2024

Job Profile

Context

Luton is one of the most diverse, multi-cultural, youthful, towns in the country. The local authority has a 2040 vision for this dynamic and changing urban community. The churches embedded in this growing town are looking to engage imaginatively and missionally with each other and with partner organisations, as they seek to become younger and more diverse.

Purpose of the Role

Through prayer, consultation and discernment with local clergy, partner groups and organisations this important and senior role within the Diocese will help to discern God's vision and oversee the development and implementation of shared plans for transformational mission in Luton as part of a ten-year strategic funding bid, so that the churches in the town grow younger and more diverse.

Nature of the Role

To succeed in this role, you will have significant experience in developing shared vision and plans, complex relationship management and community engagement. You will act as a servant and enabler of the church and its leaders in identifying shared missional plans and have the ability to shape, develop and prune those plans in line with the discernment of God's vision.

Decision Making and Authority

The role reports to the Archdeacon of Bedford and the Growing Younger and More Diverse Programme Board (GYMD Board) which oversees the project, with authority to make decisions, structure consultations and develop missional proposals under their direction.

Guidance and Direction

The role holder receives guidance and direction from the Archdeacon of Bedford, Strategic Programme Manager, Assistant Director of Mission and Ministry and the GYMD Board. Working closely with the Strategic Programme Manager, they will develop missional proposals for Luton for inclusion in and aligned with the diocesan strategic bid.

Alongside this, the role holder will work closely with the Luton Deanery, its clergy and lay leaders, the local advisory project board and the Area Dean of Luton, who oversees the pastoral work and is a partner in mission for the Deanery, and with the Bishop of Bedford, the Bishop of St Albans, and his Senior Staff, including Mission and Ministry and Education department colleagues.

Pressure and Working Environment

The role is hybrid combining desk-based work with time visiting people and projects in Luton and the surrounding area. Regular reporting is required for governance, monitoring, and delivery of projects.

Duties and Key Responsibilities

Leadership of Luton Missional Programme

- Provide spiritual and missional leadership to inspire clergy and laity to seek, discern and respond ambitiously to God's missional vision for church growth in Luton.
- Working with Luton stakeholders, under guidance from the Strategic Programme Manager, identify and draw up missional plans and oversee delivery for long term missional growth.
- Lead engagement and communication with key stakeholders, working in partnership with the diocesan communications team.
- Act as an ambassador for the missional programme, leading services, and events across traditions, and presenting to boards, congregations, small groups, and local communities.
- Liaise with external partners in relation to town centre development, including Luton Town Football Club, the council's Luton 2040 vision and shopping centre development, Bedfordshire University, Christian organisations (e.g., Youthscape), ecumenical leaders, and other faith groups.
- Be an advocate for racial justice and the flourishing of under-represented communities including diversity and disability, particularly in terms of ministry and leadership.
- Work with the Vision and Strategy Team (national church) to deliver missional projects.
- Set a pathway to future sustainability of the missional work beyond the funded years.
- Ensure programme governance is followed, including quarterly reporting to GYMD Board.

Clergy Support and Deanery Responsibilities

- Listening to the voice of the Spirit, discerning with others where God is at work and inviting the church to join in.
- Act as a servant and enabler for clergy and lay leaders to support collective discernment, development of missional plans, and implement them in Luton
- Encourage growth and innovation, advocating for the development of intentional revitalisations and New Worshipping Communities in Luton.
- In partnership with local leaders, implement innovative approaches to engage new people on a meaningful journey of discipleship.
- Attend the project specific meetings in Luton and the local Luton advisory project board.

Diocesan Responsibilities

- Support the Strategic Programme Manager in local consultations and development of the Diocesan Strategic Funding Bid, by developing and setting out Luton missional plans
- Help implement the Diocesan Vision of Living God's Love as an officer at the GYMD Board
- To undertake training and instruction and comply with diocesan policies including, but not limited to, Safeguarding, Data Protection, GDPR, Net Zero Carbon and Racial Justice
- Transforming Conversations and Further Coaching training and MS Office skills as needed

Person Specification

Experience and Skills

Spiritual

- A heart and mind for God's mission, experienced in discerning, leading, and walking in God's missional vision as a humble, servant leader, through prayer and consultation
- Experience in leading church growth, ideally including new worshipping communities
- Experience in leading fruitful work with children, youth, and young families
- Ability to relate to a multi-ethnic/faitn context, with appreciation of the role of the church as ambassador and host, and to work with those of differing traditions to one's own
- Understanding of the Church of England and its variety of different contexts

Leadership

- Ability to think strategically and act pragmatically in complex and ambiguous contexts
- Ability to develop a strategy and to translate this into a prioritised delivery plan
- Experience of leading and managing change, working with church leaders
- Ability to influence and encourage collaboration across contexts with diplomacy and tact

People/community

- Complex relationship management and community engagement
- Excellent interpersonal skills and an aptitude for dealing courteously with people
- An energetic and inspiring personality able to retain focus on, and enthusiasm for, a vision
- Able to work within and around existing structures to set a path for missional growth
- Ability to find creative ways of dealing with difficulties and criticism in a constructive way, and have difficult conversations with sensitivity

Ways of working

- A proactive attitude, the confidence and reliability to work unsupervised
- A willingness to work flexibly including occasional evenings and weekends, and, where necessary, to travel to projects and events across Hertfordshire and Bedfordshire
- Good IT skills, including a working knowledge of Microsoft Office

Advantageous

- Ministry as a Priest in the Church of England
- Theological education to degree level or above
- Understanding of project management, developing plans, monitoring, and reporting
- Experience of developing realistic plans grounded in revelation, analysis, and local context

Personal Values

- Relational & supportive – active partnership with diocesan and local church leaders, working together to enhance missional programme plans and being Spirit-led
- Transparent & honest – openness about decision-making processes to maintain trust, and a commitment to share the lessons of funding to maximise its impact
- Intentional – funding is linked to a plan setting out anticipated change and how achieved
- Empowering – helping to build capacity, to lead and sustain frontline mission
- Evidence based and realistic – respecting local knowledge, funding plans are to be based on high-quality evidence integrated with local practitioners' understanding of context
- Humility, recognising this is God's work – recognising success is dependent on God, excited and curious to learn what God will do, and sharing our own skills with humility

Wider Context on Luton

Luton is a large and diverse town in the county of Bedfordshire in Southeast England, with a population over 225,000, and is one of the most populous and multicultural in the UK. It serves as a major economic hub for the region, with manufacturing, engineering, retail, and services among its top industries. Luton has a rich history dating back to the 6th century, but experienced significant growth in the 20th century. It is famous for London Luton Airport, as well as Luton Town Football Club. Luton is a unitary authority within Bedfordshire and one of the youngest and most deprived towns in southeast England. The town has seen numerous waves of immigration over the years, reflected in its diverse community, including those from the Caribbean, Asia, and more recently Eastern Europe.

The Church of England deanery of Luton comprises 24 Anglican church buildings covering the town and surrounding villages and has 18 parish units. The churches span a wide range of worship traditions, from Anglo-Catholic to Charismatic Evangelical. The church congregations are made up of members from the town's richly diverse global heritage and there is good co-operation and support across the traditions. Multiple other denominations are also represented, ranging from Black Pentecostal to Romanian Orthodox traditions, with some congregations sharing Anglican church facilities. The ecumenical and interfaith dialogue and cooperation is strong, with partnerships promoting community cohesion, understanding, and combating racism and division.



The Diocese of St Albans

The Diocese of St Albans consists of the counties of Hertfordshire and Bedfordshire and part of the London Borough of Barnet. The population is c.1.8 million, and the electoral roll is approximately 32,000. The Bishop of St Albans has overall responsibility for the Diocese. He is assisted by two suffragan bishops, the Bishop of Bedford, and the Bishop of Hertford, who in turn are assisted by the Archdeacons of St Albans, Bedford, and Hertford. There are twenty deaneries, and the Diocese has 340 parishes, of which about one third are rural, 210 benefices, 380 churches, 257 stipendiary clergy, 44 non-stipendiary clergy, 223 clergy with Permission to Officiate and 248 Lay Readers. There are 137 Church Schools and Academies in the Diocese.

The Diocesan Synod is the elected decision-making body of the Diocese and the Bishop's Council as the Standing Committee of the Synod has a key role in formulating diocesan policy.

The Diocese of St Albans has a clear vision of Living God's Love with three priorities: Going Deeper into God; Transforming Communities and Making New Disciples, and doing so with: creativity, joy imagination and courage. The vision flows from God's love for us and is expressed in our love for God and our neighbours. Through *Living God's Love* we are seeking spiritual and numerical growth across our parishes, benefices, schools and chaplaincies.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Holywell Lodge in St Albans. There is a strong Christian ethos within the office, but there is no expectation that all staff will necessarily be practising Christians.

The work of Diocesan staff is overseen by three Boards:

The **Board of Finance** is responsible for formulating the diocesan budget, which is currently about £16m, and for managing clergy housing, investments and overseeing parochial trusts, the combined value of which is about £160m. The lead officer of the Board, who has overall responsibility for the staff of the Diocesan Office, is the Diocesan Secretary.

The **Board of Education** is responsible for the 138 church schools and academies. Most of these schools and academies are in Bedford Borough, Central Bedfordshire and Hertfordshire, with one in Luton and two in the London Borough of Barnet. The education team is led by the Director of Education.

The **Board for Mission and Ministry** is responsible for the development and learning of ministry teams within the Diocese and the mission of the Church in wider society. This work is led by the Director of Mission and Ministry.

The Mission and Ministry Department covers a broad range of work encouraging, enabling, and resourcing discipleship and vocations, a vibrant mixed ecology of church, clergy wellbeing and development, lay training and local contextual mission action plans. There are three teams:

1. Growing Younger and More Diverse Team – Led by the Assistant Director of Mission and Ministry and including the Strategic Programme Manager
2. Flourishing Churches Team – Led by the Flourishing Churches Team Leader
3. Ministry Development Team – Led by the Deputy Director of Mission and Ministry.

Terms and Conditions of Employment

- Salary:** Either employed, with a competitive salary, or stipendiary plus housing (mid-way between the stipend rate for posts of Residentiary Canon and Archdeacon status in the Diocese of St Albans – currently £38,021).
- Pension:** Enrolment with the relevant Church of England Pensions Board.
- Hours/Holidays:** This is a full time, senior position. You are required to work reasonable hours to meet the needs of the role.
- Term:** This is a fixed term position of three years duration. Following a six months' probationary period, the notice period will be three months.
- Place of Work:** The post is based primarily in the Luton Deanery. Office space is also available at the Diocesan Office.
- Development:** We are committed to staff development based on an annual review which helps highlight learning and training requirements.
- Status:** The successful applicant will need to provide proof of right to work in the UK and complete a DBS check before taking up the post.
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To apply for this post, please complete the Application Form and send this, together with the Recruitment Monitoring Form (both available on our website at www.stalbansdiocese.org/Vacancies) to the Diocesan Secretary (details below):

Closing date: **Monday 10 June 2024, 12 noon**
Interviews: **Wednesday 26 June 2024, in Luton**

Submit via email: diosecpa@stalbans.anglican.org

or by post to: David White, Diocesan Secretary, Diocese of St Albans, Holywell Lodge, 41 Holywell Hill, St Albans, AL1 1HE.

References may be taken up before interview. Please indicate clearly if anyone may not be approached at this stage.

