



Church on the Margins

Greater Manchester Facilitator

Job Description

Job title: Church on the Margins Greater Manchester Facilitator

Responsible to: Church Action on Poverty Programme Manager

About Church Action on Poverty

Church Action on Poverty is an independent, ecumenical charity which has been working since 1982 to tackle the root causes of poverty in the UK. We aim to: build a more just society; build the capacity of poor communities to exercise power; build a movement for positive change; and change public perceptions of people in poverty.

Our work involves working with churches, other partner organisations – and critically with people themselves in poverty – to tackle some of the root causes of poverty in the UK. We currently do this through pioneering new ways of giving a voice to people experiencing poverty; innovative approaches to tackling food poverty; and running effective national campaigns in partnership with the churches and other organisations.

About the programme

Our *Church on the Margins* programme in Greater Manchester seeks to promote the idea of a 'Church of the Poor/Church on the Margins': a church of justice, inclusivity and welcome. The Church on the Margins programme will be delivered in conjunction with the Methodist Manchester and Stockport District, the Centre for Theology and Justice based at Luther King House and other ecumenical partners. It will develop a network for people who are involved in church activism, estate ministry, people from church congregations, inclusive church, alternative church and those who want to make church a more welcoming place for all.

Over the next three years we will establish and facilitate a series of peer learning sets, to bring together groups of churches and projects across Greater Manchester, to explore together what it means to be a 'church of the poor', how to respond lovingly to their local context, and how to fully engage in Christian within marginalised communities. They will share stories of how their faith informs their action, and their action deepens their faith.

By the end of the three years we will have developed a robust evidence base, illustrating what it means to be a 'church of the poor/church on the margins' and effective models of Christian discipleship in a range of contexts of poverty and marginalisation across Greater Manchester. That evidence will motivate other people and churches within the region to adopt similar models of mission and praxis in their own contexts.

- Each year, we will recruit two cohorts of six to eight churches, groups and projects, including people with experience of poverty as full participants.
- Each cohort will include groups drawn from local churches, projects and individuals engaged in social action, including a range of ecumenical partners.
- Each cohort will participate in a day workshop, using the pastoral cycle to help them listen more deeply to marginalised people, understand the communities where they live and work, reflect theologically on their social action, and plan further action.
- We will work with Luther King House and others training ministers and lay workers, to arrange placements in projects within the community of praxis.
- We will organise an annual reflection day for 20-30 people with: stories from local churches and projects; theological reflection; and workshops to discern shared learning.
- We will have shared these findings with the wider church across Greater Manchester and nationally: both with other practitioners, and with church leaders and those setting policy and making decisions in circuits, districts, and other church institutions. Church bodies of all denominations, in the region and at national level, will have a better understanding of what it means to be a 'church of the poor' in practice; and of the value and importance of investing resources such as finance, ministry and lay training to pursue this goal.
- We will have established a model for building communities and engaging churches that can be replicated in other regions – by Methodist districts and circuits, and by equivalent bodies in other denominations.

Key role for the Facilitator

The key tasks of the facilitator within this process are:

- Establish and facilitate two Church on the Margins peer learning sets per annum in Greater Manchester, each comprising 6-8 churches/groups.
- Plan and facilitate a reflection workshop for each learning set, drawing on existing Church Action on Poverty resources/approaches and any other appropriate participatory learning methods.
- Co-facilitate an annual reflection day for 20-30 people with: stories from local churches and projects; theological reflection; and workshops to discern shared learning.
- Work with other members of the Church Action on Poverty staff team to gather stories and case studies from local churches/participants to contribute to wider learning as to what it means to be a Church on the Margins.
- Contribute to wider learning as to what it means to be a Church on the Margins through writing, participating in workshops, giving talks etc, as time and opportunities permit.

Accountability and relationships

The Church on the Margins facilitator will be accountable to the Church Action on Poverty Programme Manager, and will receive regular supervision from them. They will have close working relationships with the Director, Research and Information Officer and other members of the Church Action on Poverty staff team.

Other details

Duration: The post is initially on a three-year basis, reviewed after 12 months.

- Hours:** 7 hours per week, to be worked flexibly, including both evening and occasional weekend work (including opportunity to take substantial time off in lieu accrued during busy periods of work).
- Salary:** Church Action on Poverty Salary Band D (scale points 24-29 on the local authority APT&C scale), dependent on previous pay and experience. This currently equates to £27,905 - £32,029 pro rata.
- Pension:** Church Action on Poverty will make a contribution to a mutually agreed pension scheme of up to 10% of salary, on the basis that the employee contributes not less than 5%.
- Holidays:** 25 days' annual leave pro rata plus statutory holidays (employed basis).
- Location:** Church Action on Poverty office, Salford. Working across Greater Manchester and occasional travel nationally.
- Freelance:** Subject to negotiation, the work could also be carried out on a freelance basis, paid on an appropriate daily rate, equivalent to the gross cost of a paid staff member.

Person specification

Criteria	Assessed by
Skills/knowledge	
Excellent interpersonal and facilitation skills.	A.I.R.
Skills/knowledge of how to work in participatory ways including with people with direct experience of poverty/marginalisation	A.I.R.
An understanding of a range of churches/denominations and ability to operate comfortably in a church environment.	A.I.R.
A strong personal commitment to working for social justice	A.I.
Good administrative and IT skills (e.g. Microsoft Office)	A.I.
A self-starter who is good at initiating relationships and activities	A.I.
Experience	
Experience of facilitating theological reflection with a range of churches	A.I.R.
Strong experience of group facilitation (preferably in a church context)	A.I.R.
Experience of working with people/communities with direct experience of poverty/exclusion	A.I.R.
Experience of delivering projects to agreed targets and timescales	A.I.R.
Work-related circumstances	
Understanding of and willingness to adhere to Church Action on Poverty's vision and values	A.I.
Willingness to work flexibly, including some evenings and weekends, travel across Greater Manchester and occasionally nationally.	A.I.

A = Application; I = Interview; R = Reference

Application for employment

Confidential

Job applied for: **Church on the Margins Greater Manchester facilitator**

Closing date: 12 noon, Thursday 23 January 2020.

Personal details

Surname: _____ Other names: _____

Permanent residential address: _____

_____ Postcode: _____

Daytime telephone: _____ Evening telephone: _____

Email address: _____

Where did you see this job advertised? _____

Referees

Please give the names and addresses of two people who can provide references. Do not include relatives (unless your current or previous employer is a relative). **If you are at present employed, please give details of your present employer. If not currently employed, please give the details of your last employer.**

<p>First referee</p> <p><i>Delete as appropriate:</i></p> <p>Current employer / former employer / friend / other (specify): _____</p> <p>Name: _____</p> <p>Address : _____</p> <p>_____</p> <p>Email address: _____</p> <p>Telephone number: _____</p> <p><input type="checkbox"/> Tick here if you do not wish us to approach this person without prior permission.</p>	<p>Second referee</p> <p><i>Delete as appropriate:</i></p> <p>Current employer / former employer / friend / other (specify): _____</p> <p>Name: _____</p> <p>Address : _____</p> <p>_____</p> <p>Email address: _____</p> <p>Telephone number: _____</p> <p><input type="checkbox"/> Tick here if you do not wish us to approach this person without prior permission.</p>
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Work experience

Please give details of past and present work. This can be paid work, voluntary work, work at home, time spent raising a family, etc. All time since leaving full-time education should be accounted for. **Start with the most recent. Use the space below and please do not attach a CV.**

Name and address of employer or organisation	Job title or role	Paid? (yes/no)	Main duties	From	To (month/ year)	Reason for leaving

Qualifications

Academic and/or professional

Date	Qualification	Level	Where obtained

Training

Include any short courses you have taken.

From	To	Details

Personal statement

Your application pack includes a person specification. This is very important because it lists the essential requirements necessary for this job. **Please follow the steps below before completing this section.**

- 1) Study the person specification very carefully. It shows which of the requirements listed will be assessed from the application form. This means that the panel will be looking for evidence that you meet these particular requirements from the information you give in the space below.
- 2) Please show concrete evidence and real examples of how you meet each of these requirements. **Remember if you do not show that you meet these requirements, it will not be possible to shortlist you for an interview.** Please continue on separate sheets if required.

Disabled applicants

Where the successful applicant is a disabled person, every effort will be made to supply all necessary adaptations, employment aids or equipment to enable them to carry out the full duties of the job.

If, however, you feel that a certain aspect of the job may still prove unachievable by you, and this is due to the nature of your impairment, then the panel will give full consideration to the possibility of redesigning the job to remove that particular barrier. If you wish to bring such a matter to the panel's attention at this stage, please do so in the space below. If you have no such matter to raise, then simply leave this space blank.

Health and medical conditions

Do you suffer from any medical conditions that might affect your ability to carry out the job?

Yes No

If yes, please give details:

Period of notice

How soon after an offer of employment would you be able to start the job?

Declaration

I confirm that to the best of my knowledge the information I have provided in this application (including home address and self-declaration) is correct and true. I realise that if it is found that I have deliberately given false or misleading information I am liable to be disqualified from further consideration or, if appointed, to be dismissed immediately and without notice.

Signed: _____

Date: _____

Please return to info@church-poverty.org.uk or Church Action on Poverty, 28 Sandpiper Court, Water's Edge Business Park, Modwen Road, Salford M5 3EZ.

Diversity monitoring

The information in this section will be treated in the strictest confidence, and used to produce overall statistics about recruitment and selection, and to take action to prevent discrimination.

Gender Please put a tick in one of these boxes.

I am... Female Male Non-binary Prefer not to say

Disability The Equality Act 2010 defines disability as 'a physical or mental impairment which has a substantial & long term effect on a person's ability to carry out normal day to day activities'.

Do you consider yourself to have a disability, impairment, learning difference or long-term condition?

Yes No Prefer not to say

Please give further details if you wish:

Age Please put a tick in one of these boxes.

I am.. under 18 18-24 25-44 45-64 65 or over Prefer not to say

What best describes your ethnic group? [Please tick one only]

Asian/Asian British

Bangladeshi Chinese Indian Pakistani Prefer not to say

Any other Asian background please specify here _____

Black/ African/ Caribbean/ Black British

African Caribbean Prefer not to say

Any other Black/African/Caribbean background, please specify here _____

Mixed/multiple ethnic groups

White and Asian White and Black African White and Black Caribbean

Prefer not to say Any other mixed background, please specify _____

White

British Gypsy or Irish Traveller English Irish Northern Irish

Scottish Welsh Prefer not to say

Any other white background, please specify here _____

Other ethnic group

Arab Prefer not to say

Any other ethnic group, please specify here _____

Prefer not to say ethnic background