



Church on the Margins

Development Coordinator

JOB DESCRIPTION

Purpose of the job

Our vision is that the UK can and must be transformed into a country where everyone can live a full life, free from poverty. Poverty robs people of dignity, freedom, and hope, of power over their own lives. We believe that our vision - an end to poverty in the UK - can become a reality. As a member of the Church Action on Poverty staff team, the Development Coordinator is expected to contribute towards achieving the organisation's core strategic goal of building a more powerful social movement rooted in principles of dignity, agency, and power, committed to realising this vision together.

The post-holder is responsible for a new three year phase of our Church on the Margins programme, which seeks to enable the Church (in its various forms) to become an even more tangible and meaningful expression of 'Good News' for people and communities struggling against poverty, in which they are able to truly be themselves, exercise leadership and flourish. The Church on the Margins programme supports people and communities struggling against poverty to reclaim dignity, agency and power within the life of the church, the wider community and the 'public space', across a range of locations and denominations principally in the north of England.

Key responsibilities

Building Dignity, Agency and Power to End Poverty

- Piloting new ways in which people with lived experience of poverty/marginalisation can genuinely shape and co-design the priorities and mission strategies of local churches.
- Establishing 2-3 communities of Praxis: creating a mutual and collaborative learning environment where questions emerge from the participants as they discern wisdom together. Each cohort will bring together 6-10 local practitioners who are engaged in forms of 'church on the margins' work, for shared reflection on theology, practice and what it means to build dignity, agency and power together. The first geographical area is likely to be South Manchester.

Supporting the movement

- Working ecumenically to support the United Reformed Church North Western Synod and nationally, and other denominations in their commitment to dedicated long-term investment into community mission and anti-poverty work, which are directly informed by the lived experiences and priorities of people and communities who are economically and socially marginalised.
- Support the aims of the movement, organisations and partners through contributing to campaigning and community organising (e.g. Challenge Poverty Week).

Community mission and lived experience leadership

- Collaboratively develop forms of pioneering or community mission which enable people with lived experience to exercise dignity, agency and power and learning/good practice is shared more widely amongst practitioners and more widely.
- Developing pathways through which people with lived experience of poverty / marginalisation can resource/ equip / train local church leaders to better understand the experience and issues
- Promote this work across church institutions and help them to both understand the value of this work and commit significant long term investment to support it.
- Work with colleagues to develop a learning and communications plan to share specific stories of 'success' in relation to church on the margins.
- Participate in organising one or more regional roundtable events each year, hosted by church leader(s), to bring together people with lived experience and local practitioners, and to help shape priorities for action by church and civil society.
- Assisting the United Reformed Church in developing a long term church on the margins mission and anti-poverty strategy, co-designed with people with lived experience of poverty.
- Engaging with and influencing the resourcing decisions of other denominations, theological colleges, etc and building links with black majority churches as well as building on existing partnership with Methodist Church at the Margins programme, and faith-rooted community organising pilot.

Accountability and relationships

- Employed by Church Action on Poverty Ltd
- Accountable to and offered line management and support by the People, Partnerships and Learning Manager
- Working closely with other Church Action on Poverty programme staff and partners in line with Church Action on Poverty's 'one team' ethos.
- A willingness to work occasional evenings, weekends, and UK-wide travel.

Other details

Duration: Permanent

Hours: 28 hours per week, including some 'unsocial' hours, evening and weekend working and overnight travelling, for which Time Off in Lieu is provided.

Salary: Church Action on Poverty Salary Band D, (APT&C scale points 24-29, £31,099 - £35,411 – pay award pending) pro rata, dependent on previous pay, paid on the 14th day of each month.

Pension: Church Action on Poverty will make a contribution to the NEST pension scheme of up to 10% of salary, on the basis that the employee contributes not less than 5%.

Holidays: 25 days per annum (plus statutory bank holidays and two additional days between Christmas and New Year) pro rata, rising to 30 days after 5 years.

Benefits: Simply Health Cash Plan, Work from Home allowance, Cycle to Work Scheme, Staff Expenses Debits Card, National Gym and Partner Discounts.

Location: Church Action on Poverty office, Salford – or home and hybrid working options are available. The majority of work, at least in the initial 1-2 years will be within Greater Manchester.

Person specification

| Criteria | Assessed by |
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| Skills/knowledge | |
| Good understanding of the church in the UK and the structures of the main denominations | A.I.R |
| An ability to empathise with people directly affected by poverty in the UK, and an understanding of the challenges they face | A.I.R |
| Excellent verbal communication and listening skills, including in particular with people experiencing poverty | A.I.R |
| Excellent networking skills and ability to build relationships with a wide range of people | I.R |
| Skills to enable others to develop confidence and take opportunities | A.I |
| Good IT and written skills | A.I |
| Strong self-motivation and an ability to work on own timetable | I.R |
| Experience | |
| Experience of developing mission strategies or supporting outreach in a church context | A.I.R |
| Experience of working with volunteers in the church or community | A.R |
| Experience of developing programmes or projects | A.I.R |
| Experience of facilitation and group organising | A.I.R |
| Experience of working with people in poverty, in participatory and empowering ways | 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, weekends, and UK travel, including occasional overnight stays | I |

A = Application; I = Interview; R = Reference