

JOB DESCRIPTION

Reconciliation Enabler (Coventry Diocese and the West Midlands)

Location:	Coventry, with travelling across the Diocese of Coventry and with West Midlands, with visits to London (For contractual purposes the post-holder's place of work will be the Diocesan Offices, Priory Row, Coventry, however due to Government guidelines related to Covid-19 the post-holder will be encouraged to work from home where possible provided that they can continue to meet the requirements of the role)
Salary level:	FT circa £37,770 per annum 8.5% employer contribution to the Church Workers Pension Scheme and 0.5% salary paid to Life insurance scheme
Hours:	FT (1 post): 35 hours. This role will require some evening and weekend working.
Term:	This post is a 3 year fixed term post

Background information about the post

The Diocese of Coventry understands its purpose to be worshipping God, making new disciples and transforming communities. Its strategy for doing so is by building up the health of church and other Christian communities through the use of the principles and practices of National Church Development. That process of health building is now outworking itself into an ambitious strategy for church planting.

We have a *Whole Diocese Approach* in which we see the Diocese as a family of communities made up of church communities, church schools and Christian chaplaincies all drawing strength and inspiration from our cathedral, with its iconic status as a place and means of Peace and Reconciliation.

Inspired by the Cathedral, one result of the *Whole Diocese Approach* has led to a commitment across the Diocese to be 'Partners Together in the Message and Ministry of Reconciliation' and one of our six shared objectives is to 'equip the Whole Diocese for the work of reconciliation'.

All of this, together with a new expression of our partnership with the Archbishop of Canterbury's Reconciliation ministry, has led to this jointly funded post.

The Reconciling Leaders Network (RLN) was established at Lambeth Palace in November 2017 under the direct auspices of the Archbishop of Canterbury. Led by his Advisor for Reconciliation, the Revd Canon Dr Flora Winfield, it reflects the Archbishop's decision to make reconciliation one of his three personal priorities.

Archbishop Justin's vision is for the Church to be a reconciling presence in the midst of conflict. The Reconciling Leaders Network is committed to mobilising a generation to live out their calling as peacemakers and reconcilers, for a just and flourishing society. Through engaging individuals and churches, it aims to build a movement that will see transformation in communities and sectors at every level. RLN aims to be ecumenically, culturally and generationally diverse.

As part of this movement, Difference is a 5-session course that explores three habits - Be Curious, Be Present and Reimagine - to help us to encounter others well, to cross divides and to see society transformed.

The role of Reconciliation Enabler will be based in Coventry for both Diocesan and Lambeth funded dimensions of the work, and the intention is that the post will serve the Archbishop's ministry and the purposes of the Diocese in a coherent and integrated way.

The post-holder will work closely with the Archbishop's reconciliation team in both London and Coventry to mobilise, envision, equip and empower churches and individuals across the West Midlands to engage with the movement and run the *Difference* course; as well as with colleagues in the Diocese of Coventry for the rolling out of the *Difference* Course in the Diocese and for other aspects of the work described below.

The impact of the Covid-19 Pandemic on church and society will shape both the context in which the post operates and the way in which the post is exercised. It will require intellectual energy, spiritual stamina and practical agility.

Role Purpose

Working closely with the Archbishop's reconciliation team in both London and Coventry, the post-holder will mobilise, envision, equip and empower churches and individuals in the Diocese of Coventry and across the West Midlands to engage with the movement and run the *Difference* course. The course is designed for both online and in-person groups.

Working closely with colleagues in the Diocese of Coventry, drawing on the character and experience of the Cathedral, the post-holder will build upon the use of the *Difference* course to embed and better activate the Diocese's commitment to the gospel of reconciliation by mobilising, envisioning, equipping and empowering churches, schools, chaplaincies, and individuals to be 'Partners together in the Message and Ministry of Reconciliation' throughout the Whole Diocese.

Given Coventry Cathedral's charism of and commitment to Peace and Reconciliation, the Reconciliation Enabler will spend a proportion of time within the life of the Cathedral, to enter into its story more fully, sharing in its worship and helping reconciliation to remain at its heart, to build up its capacity for locally based reconciliation ministry and to draw on its experience of the ministry of reconciliation for the benefit of the Whole Diocese.

Key Relationships:

The post-holder will be an employee of the Diocesan Board of Finance, reporting to the Archdeacon Pastor, and guided and supported by a Steering Group of representatives of the Archbishop's Reconciliation Ministry and the Whole Diocese (church communities, church schools, chaplaincies and the Cathedral). The Steering Group will be chaired by the Bishop of Coventry and, in his absence, by either a member of the Archbishop's Reconciliation Team or the Dean.

In addition to the Archbishop's Reconciliation Team, the Bishop of Coventry and the Archdeacon Pastor other key relationships include:

- The Dean and Cathedral reconciliation team
- The Reconciling Leaders Network
- Anglican and Ecumenical colleagues in the region
- Coventry Diocesan Director of Education, Archdeacon Missioner, Principal of the Diocesan Training Partnership, and Area Deans

Main Activities and Responsibilities

DIFFERENCE COURSE COVENTRY AND WEST MIDLANDS

The post-holder will:

- Champion the *Difference* movement and seek to embed its vision and values within the wider reconciliation work in Coventry Diocese

- Extend the reach of Difference and resource the movement across the West Midlands,
- Provide key support for those churches running the course, including regional gatherings, online live events, training and resourcing
- Recruit new churches and groups to run Difference
- Identify and support new and existing champions of Difference
- Network with a diverse range of ecumenical partners to broaden engagement and inclusivity
- work with chaplaincy and school colleagues, together with other Coventry Diocesan staff to look at where Difference could be adapted to work within a variety of contexts including Prison Ministry, Universities and young people.
- Network with national partners in the work of reconciliation.

MOBILISING, TEAM BUILDING AND TRAINING

Building upon the difference course, the post-holder will mobilise, form and train teams of people committed to the work of reconciliation in the Diocese of Coventry and beyond to be involved in the following spheres as appropriate, practicable and feasible:

- *Congregational*: supporting parishes, benefices and deaneries experiencing times of tension and conflict.
- *Cathedral*: resourcing the Cathedral's commitment to being a laboratory of reconciliation demonstrating the ministry of reconciliation in its life and exercising it through its activity.
- *Ecumenical*: growing relationships and common action across the diocese so that together we can be Christ's agents of reconciliation in our community bringing help, hope and healing in spiritual, relational and practical ways;
- *Interfaith*: growing reconciled relationships and common action across the religious communities of the diocese in order to build resilience into the common life of Coventry and Warwickshire, and witness to society of the goodness of God (building upon the Cathedral's *Together for Hope* initiative).
- *Environmental*: calling the church to be active in the reconciling of humanity to the earth, helping Christians to see that God brings his kingdom to earth, manifesting God's will here as in heaven, and that in Christ 'all things were created' and through Christ 'all things have been reconciled to God' (Colossians 1.15-20).

COVENTRY FOCUS AREAS

The Reconciliation Enabler will have a lead role in the following two areas:-

- ***Living in Love and Faith***: steering the diocese through the LLF process as a test case of our capacity to be a people of reconciliation, especially given the Bishop of Coventry's role in the creation of the LLF resources.
- ***Coventry City of Culture***: developing, in partnership with the Cathedral, 'courageous Coventry conversations' in areas of societal need and tension that seek to shape the culture of the City so that it better expresses its commitment to be a city of Peace and Reconciliation' both in 2021 and beyond.

Monitoring and Evaluation

- The post-holder will participate in reviews of progress every 6 months and an annual review.
- If ordained, as holder of a General Licence, the Reconciliation Enabler will also participate in the MDR scheme.

Person Specification

The Diocese of Coventry is committed to creating and sustaining a diverse and inclusive workforce which represents all aspects of the communities of which we are part and welcomes all applications from across these communities.

This section details the attributes which are required in order to undertake the full remit of this post. To be shortlisted an applicant must be able to demonstrate that they have **all the essential requirements** for the role.

Attribute	Essential	Desirable	Measured by
Qualification			
Graduate qualifications in theological studies or in another relevant subject area	√		Application
Hold a current driving licence and use of a Vehicle		√	
Experience			
Working in a reconciliation related field	√		Application
Organising delivering training to a variety of audiences	√		Application
Developing and delivering a vision and strategic plan	√		Application Interview
Mobilising volunteers and building and leading teams of champions.	√		Application Interview
Networking with the full diversity of churches in Coventry and the West Midlands		√	Interview
Trialling activities and evaluating their impact in a structured way		√	Application Interview
Skills and attributes			
A clear calling and commitment to the work of reconciliation together with an ability to articulate the theological heart of the message and ministry of reconciliation	√		Application Interview
Excellent interpersonal skills and ability to build and maintain good working relationships with all stakeholders, contacts and colleagues	√		Application Interview
Good administrative and organisational skills with sound financial management	√		Application Interview
Ease within both formal and sometimes high-profile contexts and in more informal situations	√		Interview
Excellent time management skills ability to self-motivate and to function well in a complex environment	√		Application Interview
Proven record of IT skills and knowledge of Microsoft Office, the development of on-line training resources and updating Internet Web Pages	√		Application Interview

Personal qualities			
A committed Christian, whose faith resources and shapes their life and work, and which could be resourced through the diverse liturgical life of the Whole Diocese, especially the cathedral – this is a genuine occupational requirement as set out in Part 1 of Schedule 9 of the Equality Act 2010.	√		Application Interview
Committed to the Diocesan mission purpose of ‘Worshipping God, Making New Disciples, Transforming Communities’, its ‘Whole Diocese’ approach and its strategic aims	√		Application Interview
Inspiring, enthusiastic, encouraging and supportive to others, both one-to-one and in groups	√		Application Interview
Resilient and well-resourced in their spiritual life	√		Application Interview
Sympathetic in understanding the range of church traditions	√		Application Interview
A flexible and positive approach to working and an ability and willingness to travel to various locations as required	√		Application Interview

If you have a disability or long term illness that otherwise prevents you from meeting any of these criteria, please contact us to discuss whether a reasonable adjustment can be made.

This post is subject to enhanced DBS disclosure and it is a genuine occupational requirement that the post holder is a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010

The post holder will need to prove that they have the right to work permanently in the United Kingdom.

Application forms can be downloaded from:

http://www.dioceseofcoventry.org/vacancies/current_vacancies/. The deadline for applications is **midday on Monday the 16th November 2020**. Interviews will take place in Coventry or on ZOOM subject to Government Covid- 19 Restrictions **on Tuesday 1st December 2020**

Completed applications forms need to be returned to Simone King; Simone.King@Coventry.Anglican.org