APPLICATION PACK

Transition Mentor – Alyn Deanery
September 2015
As Bishop of St Asaph, I warmly welcome your interest in the post of Transition Mentor. We are a Diocese that is in good heart and that is keen to stimulate and resource churches and church members to speak and act the gospel in the world.

I am pleased to provide you with details about the Diocese, 2020 Vision and information about this opportunity. I hope that this Application Pack will provide all the information that you need in order to consider whether you should apply for this opportunity. If, however, you have any further questions, please make contact with Mrs Karen Williams (see details below) who will direct you to the appropriate person.

**Applications**

Applications must be received by 12 noon on Monday 5 October 2015. Application forms, together with a covering letter no more than one side of A4 describing what attracts you to this role, your experience and how it relates to the opportunities and challenges presented by this post, should be returned to Mrs Karen Williams, Administration and HR Officer, either by post to Karen Williams, The Diocesan Office, High Street, St Asaph LL17 0RD or by email to karenwilliams@churchinwales.org.uk.

**Shortlisting**

Shortlisting will take place in the afternoon of Tuesday 6 October 2015. To ensure the fairness of the selection process, shortlisting will be based solely on the information that you provide in your application and assumptions will not be made about your experience and skills. We will be looking for demonstrable evidence that you meet the criteria set out in the person specification. All applicants will be notified of the results of shortlisting.

**Interview**

This will take place on Wednesday 14 October 2015. Further details regarding the selection process will be communicated at the time applicants are invited for interview. The appointment will be subject to satisfactory references and an enhanced DBS disclosure. We will contact referees prior to interview therefore please notify us if you do not wish for your referees to be contacted.

We look forward to receiving your application should you decide to apply and wish you well.

+Gregory Llanelwy
Bishop of St Asaph
A Profile of the Diocese of St Asaph

The Diocese of St Asaph is a diverse and hopeful community of faith. With roots in the Celtic church and a wealth of character and tradition, we seek to continue to uncover our shared vocation as God’s people in the Church in Wales in the north east of the Province. We are a Diocese in good heart and seek to persist in responding joyfully to God’s challenge.

The Diocese follows the English/Welsh border in the east, whilst the western edge is delineated by the Conwy Valley. The northern boundary runs along the North Wales coast as far as Llandudno, but only takes in part of that town. The southern boundary runs from the lower end of Llyn Tegid (Lake Bala) across to Dolfor, just south of Newtown in Powys. Ecclesiastically it is bordered by the Dioceses of Chester, Lichfield and Hereford on the northern and eastern sides. To the south we border Swansea and Brecon Diocese and to the west, Bangor.

The Diocese is predominantly rural, with many parishes having populations of less than 1000. However, there are important and continually developing industrial and commercial areas around Deeside (one of the largest industrial parks in Europe) and Wrexham and significant smaller developments along the two main arterial roads (A55 and A483).

The coastal strip is home to traditional holiday resorts and tourism is an important industry in many parts of the Diocese. The largest employers are the local authorities through education and the health services with two large general district hospitals at Bodelwyddan and Wrexham. Wrexham hosts a refugee and asylum seekers support centre (supported by the Diocese), while migrant worker groups in the region (largely white EU) are involved in both industry and agriculture. A significant number of care workers come from the far-east. Together with many of the rural areas in the UK, the agriculture sector within the Diocese has endured many shocks and changes, including the foot and mouth crisis, the changing structures of agricultural support from the EU, increasing fuel costs and the unfolding impact of global warming. Welshpool and St Asaph have two of the largest livestock markets in Europe.

The Diocese has 51 Church Schools, nearly a third of the total Church in Wales schools, and these are spread across 6 local authorities. St Joseph’s Anglican and Catholic High School in Wrexham is the only shared faith school in Wales and all our schools are an important way of providing mission and ministry to the young people of Wales.
A Profile of Alyn Deanery

Alyn deanery is within the county borough of Wrexham. The deanery comprises of various satellite villages to the north, west and east of Wrexham town. The deanery was formed in 2012 from two smaller deaneries (Minera and Gresford). It consists of 12 churches in 6 parishes or groups of parishes, situated in communities that in many cases grew up around the former collieries, quarries and steelworks that once were once the major employers. However, some parishes on the north-east border of the deanery look more towards Chester. One small parish in the east is a very distinct rural community. Although Welsh is not widely spoken, there are 2 Welsh medium schools in the deanery and one community in the western half has a Welsh linguistic heritage and the language can be heard spoken there, especially by older residents.

The parishes are served by 6 incumbent clergy. The deanery has also been privileged to be seen as good training ground for assistant curates. An assistant curate currently serves in the parishes of Llay, Rossett and Isycoed. There are a handful of active lay readers and a few active retired clergy. In 2014 the deanery commissioned 7 worship leaders. Deanery clergy meet monthly for worship, planning and mutual support. Recent vocations nurtured in the deanery include a reader in training and an ordinand. A few other lay people are following the “Exploring Faith” course.

Aside from bi-monthly conferences, the deanery comes together for occasional special acts of worship and has hosted some innovative events including a “Question Time” evening in 2013, modelled on a format piloted at the 2012 diocesan conference. The deanery’s main year of pilgrimage event was a pilgrimage to St Asaph cathedral incorporating a Eucharist in stages. In 2013 the deanery also carried out a ministry audit of its parishes and is now working through the findings from that. The deanery is committed to supporting study and lay training and is working towards becoming a mission area. Clergy in the deanery have a wide range of churchmanship, interests and styles of ministry, but share a common commitment to ministry and mission.

Worship is predominantly Eucharistic. In some places family services have had only limited success, whereas Messy Church has been more productive. The deanery plans to learn from and build on local successes, as well as developing the example of successful work with teenagers in one parish. Deanery worship (often on the fifth Sunday of the month) has sometimes worked well in the past but needs re-examining. Ecumenical activity occurs in the deanery, though it is patchy and predicated very much by the strength, willingness and availability of ecumenical partners.
There is much ministry in educational institutions across the deanery, both in church and community schools, even though this is currently very much a clerical ministry and is more embedded in English medium schools than Welsh medium ones. Laity play some role in supporting clergy to ministry to the nursing homes and this is an area where recent moves to train worship leaders and pastoral assistants can be built on. Many churches are collecting points for local food banks. One church is actively engaged in the Wrexham churches’ “Feeding the Roofless” project.

Mission is affected by the nature of our available buildings. All Saints, Gresford is an ancient architectural gem. Some churches, notably St Martin’s, Llay and the recently refurbished church-cum-hall in Southsea, are flexible multi-purpose spaces. Others are about to begin reordering projects (St Mary’s, Minera) or are developing plans (St Mary’s, Brymbo). For one or two other churches closure may eventually need to be a serious option.

Administrative and financial collaboration across the deanery needs to be developed. At the western end of the deanery parish regrouping has been a relatively recent process and new relationships are still being built up. The eastern end of the deanery has seen some pastoral reorganisation in the recent past too. Two parish priests have been replaced in the past year. In addition the deanery is a recent consequence of the 2012 merger. Nevertheless, these changes are just the beginning. There is a growing awareness of the 2020 vision process and the inevitable and necessary nature of the cultural changes that have already begun. A transition mentor will be able to play an invaluable role in helping our churches identify more clearly how this change and development will unfold in this particular part of the teulu Asaff.

- Parishes of Broughton with Berse and Southsea (2 churches)
  Revd James Aylward (retires December 25th 2015)
- Parishes of Brymbo and Bwlchgwyn (2 churches)
  Revd Chancellor Pam Powell (also serves as Diocesan Transition Missioner)
- Parishes of Gresford and Holt (2 churches)
  Revd Canon Tudor Hughes
- Parish of Gwersyllt (1 church)
  Revd Paulette Gower
- Parishes of Llay, Rossett and Isycoed (3 churches)
  Revd Canon Pauline Walker;
  Revd Sam Erlandson (assistant curate)
- Parish of Minera with Coedpoeth (2 churches)
  Revd James Harris (Area Dean)
The Bishops commissioned a team of advisers in 2011 to conduct a root-and-branch review of the Church in Wales. The three members of the team were:

- Lord Richard Harries, the former Bishop of Oxford, who chaired the group;
- Professor Charles Handy, former professor at the London Business School;
- Professor Patricia Peattie, former Chair of the Episcopal Church in Scotland’s Standing Committee.

Your say

The Review Group travelled to every Diocese in Wales and met more than 1,000 people in public meetings to find out what changes they wanted to see. They also invited people to write to them with ideas for shaping the Church of the future.

At the open meetings people were asked what aspect of both their Diocese and the Church they felt most positive about and what changes they would like to see to make its ministry more effective. They were also asked how they would address challenges such as the predicted fall in clergy numbers and financial resources.

Findings

The Review was published in summer 2012 with 50 recommendations. At its heart was transformed ministry. To help arrange the recommendations in a way that is manageable and understandable for the Church, an Implementation Group has focussed initially on what it sees as the core vision of the Report and the recommendations that are designed primarily to achieve that vision:

- The formation of Ministry or Mission Areas across the Church in Wales.
- The provision of ministry via Ministry Teams, incorporating lay and ordained ministers working to a collaborative model
- An integrated programme of training for ministry for laity and ordained ministres intended to develop leadership skills and collaborative working practices.

“The Review Team found the Church in Wales to be very warm and welcoming and there are many good things happening. But in order to serve the people of Wales effectively, particularly its young people, we believe some radical re-thinking is necessary.”

Lord Harries Chair of the Review Group
“This is our review as a Church – we asked for it and we contributed to it. The report is our framework, not our blueprint. Its vision is transformed ministry and that is what we need to focus on. It’s an exciting time for us and one which offers great opportunities for the Church to thrive.”

_Helen Biggin, Chair of the 2020 Vision Implementation Group_

You can read the Church in Wales Review in its entirety online at [www.churchinwales.org.uk/review](http://www.churchinwales.org.uk/review)

**Engaging with 2020 Vision**

Why do things need to change? 2020 Vision’s proposals are pretty radical so this is the first question anyone will ask when they hear about this new initiative for our churches.

The simple answer is this: it’s not sustainable for the Church in Wales to continue operating in the way it is at the moment. Congregations are declining, clergy are retiring and the numbers of people training for ordination will not fill the gap. Something needs to change.

We are still using the parish model in the same way we did in 1920 when the Church was disestablished. Without change the Church in Wales will continue to decline as it heads towards its centenary in 2020.

The Church in Wales Review was published in 2012 and made the case for change clear. It talked about the need for change being “urgent” – particularly in the way our churches are set up.

The Review proposes a move away from the parish model of ministry towards a new model of church. Ministry Areas – or Mission Areas as we are calling them in St Asaph – will see churches partnering together with a shared leadership team to make them more sustainable for the future and prepare them for growth. The Review also calls for more training for ministers – ordained and lay – to help make this model of ministry a reality.

So we have to change if we want to see our churches flourish. We have to be willing to do things differently if we want the Church in Wales to have a viable future – particularly with reference to families and the younger generation.

The Review points out that the number of young people engaged with Church life is “miniscule” and adds: “This situation cannot be addressed as the church is organised now.” It’s time to move forward.
Why?
The Bench of Bishops and the Governing Body asked for the Church in Wales Review to find out if our leadership, structures and resources are ready to take God’s mission forward in Wales, as we approach our 100th birthday. 2020 Vision looks at the challenges and recommendations which the Review gave us.

What?
2020 Vision says that “We are stronger together” and suggests we form Mission Areas – partnerships between congregations, clergy and lay ministers – to unlock our potential as the people of God answering His call in today’s Wales.

When?
Now. We don’t have to wait for someone else to give us permission to start building relationships and partnerships in worship, witness and mission. God’s call is for now.

Who?
Everyone. All the baptised are commissioned as disciples and witnesses of Jesus. 2020 Vision wants to see us renew and invigorate our churches. You can take the initiative, and our vicars, area deans and archdeacons are there to enable you to move forward.

Where?
Every church is in a local area of community and mission with other churches. It might be your deanery but some deaneries are too big or no longer reflect the population of our communities so we might look at new boundaries. We are God’s family and we want to partner with each other so we are strengthened to travel together in fellowship.

How?
You are the Church, and you will have the ideas. What can you share to help God’s mission where you live and worship? What can you stop doing to help free you up to serve in new ways? How can you partner with brothers and sisters in other churches to tackle things which may seem too great to tackle as a single congregation?

2020 Vision offers us three points of focus for our mission:

Serving community, inspiring people, transforming Church
Job Description

Job Title: Transition Mentor

Reporting to: Transition Missioner and Area Dean

Based: Home or Office based

Job Purpose

The Transition Mentor will play a key role in delivering the development of Mission Areas as part of 2020 Vision in the Diocese of St Asaph. The role will focus on managing change at Parish level. In the initial stages, the role will require intensive ‘active listening’ in order to understand people’s hopes, concerns and fears. Once this stage is complete, the Transition Mentor will synthesise and analyse the feedback received before producing recommendations for the future development of the Mission Area.

Key Responsibilities

1. To coordinate meetings and encourage conversations with key stakeholders and groups within the Mission Area
2. To define and agree measurable outcomes for these meetings with local Church in Wales leadership
3. To prepare and provide appropriate stimulus materials for these meetings so that the outcomes are achieved
4. To facilitate these meetings in a way that allows people to articulate their hopes, concerns and fears with regard to 2020 Vision
5. To assess church and community readiness at a local level
6. To produce a written report that summarises the content and spirit of these meetings and provides coherent recommendations for future development of the Mission Area
7. To undertake any other duties and responsibilities commensurate with the remit of the post

Key Working Relationships

The Transition Missioner
The Archdeacon
Area Dean
Clergy of the Deanery
Congregations of the Deanery
Local community organisations and representatives
## PERSON SPECIFICATION: Transition Mentor

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<th>Key Criteria</th>
<th>Essential</th>
<th>Desirable</th>
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| Qualifications and Experience | • Understanding the structure and culture of the Church in Wales and the challenges of 2020 Vision Experience of working with projects and people in the public and not for profit sector  
• Experience in a job or voluntary role that has involved training and motivating adults  
• Experience in team working and collaborative leadership | • Experience of working with volunteers  
• Educated to degree level or equivalent |
| Skills and Abilities           | • An understanding of how people go through change and the change process  
• Experience and knowledge of change management principles, methodologies and tools  
• The ability to plan and prioritise work  
• Exceptional communication skills  
• Excellent active listening skills  
• Ability to engage with and inspire a range of audiences  
• Sympathy with the Welsh language and culture | • The ability to relate to people through the medium of Welsh |
| Work-related Personal Qualities| • Flexible and adaptable; able to work in ambiguous and sensitive situations  
• Resilient and tenacious with a propensity to persevere  
• Commitment to the wider mission of the Church  
• Willingness to work flexibly and outside of normal working hours as required  
• Ability to drive and have the use of a car | • A clear and demonstrable Christian faith |
Diocese of St Asaph

Transition Mentor

Main Terms and Conditions

Terms of Contract

Tenders are invited from consultants for this contract. The total cost of any tender must not exceed £9,000 and it expected that the contract period will be at least 4 months, with a need to work flexibly during the contract.

Hours of Work

The nature of the role is such that the appointee will be expected to work such hours as are necessary for the effective performance of the job including evenings and weekends.

Training

An Induction Programme will be provided and agreed with the successful applicant.

Payment

The Transition Mentor will be asked to tender for work performed in accordance with this contract. Payment will be made directly to a nominated bank account on the last day of the month worked. The Transition Mentor will submit an itemised invoice each month setting out the time spent and services provided.

Independent Contractor

The Transition Mentor will act as an independent contractor. This means that s/he will be responsible for paying any taxes arising from this contract, including tax and NIC.

Location

Home or Office based, although the role will require travel, mainly within the designated Mission Area.

Expenses

All reasonable working expenses will be met at the agreed Diocesan rates on the submission of completed claims forms.

Notice

Either party may cancel this agreement on 14 days’ notice to the other party in writing.