



Reader Training Project Manager (0.5 post)

Background and context

In 2016, the Central Readers' Council celebrated 150 years of Reader Ministry (in its current form). There are now approximately 7000 Readers (or Licensed Lay Ministers, as some dioceses call them) actively involved in ministry in churches across the country. The vast majority are volunteers who have trained for three-years before being admitted to the office of Reader and licensed by their bishop. There are also significant numbers of retired Readers who continue to actively support their church communities.

In recent years, there has also been a significant increase in other lay ministries in the church. Where in the past Readers were involved in everything from conducting funerals, leading services or children's groups, to outreach work with people in need, there are now many other people involved in these areas of ministry e.g. licensed Pioneers, authorised funeral celebrants. This has raised the pressing question, what now is the role of Readers?

In 2017, the CRC Executive Committee began a review of its work with a series of regional consultation meetings with Dioceses. This review resulted in proposals for a fundamental reshaping of CRC in to an organisation which not only supports Readers but also delivers training. The training will be focused on three key areas which we believe lie at the heart of Reader ministry (i.e. its 'charism' or distinctive gift to the wider church):

- **Readers as teachers of the faith** (particularly to those new to the faith);
- **Readers as enablers of mission** (enabling all Christians to be 'fruitful on their frontline');
- **Readers as leaders in church and society** (bringing leadership skills from the workplace / community group to the church and vice versa).

This new role of Reader Training Project Manager is being created to enable CRC to deliver this new approach to training. Initially, we plan to offer a variety of training modules which can be used by dioceses as part of their Continuing Ministerial Development programme for Readers. In time, the training offered by CRC may be used by dioceses in their initial training of Readers.

Most of the training modules will be developed in partnership with other organisations e.g. the London Institute for Contemporary Christianity and the Church Pastoral Aid Society. Most of it will be delivered on-line or offered as material which dioceses / local churches can deliver in their context.

This is an exciting moment of opportunity for the national church and the Project Manager will be at the forefront of these new developments.

CENTRAL READERS' COUNCIL

JOB DESCRIPTION

Reader Training Project Manager (0.5 FTE)

OVERALL PURPOSE OF POST

To enable the renewal of Reader (LLM) ministry across the Church of England and the Church in Wales, by shaping a culture of lifelong learning, and through new and existing training resources focused on teaching the faith, enabling mission and leading in church and society.

KEY OUTCOMES

1. By 2022, 1000 Readers have participated in CRC sponsored training, and show evidence of being committed to 'lifelong learning' and modelling the importance of learning to others in their church.
2. By 2022, 25 dioceses are using CRC resources and are re-articulating the identity and purpose of Reader ministry around 'teaching the faith, enabling mission, leading in church and society.'
3. By 2021, CRC has developed a long term, financially sustainable model of operation.

SPECIFIC RESPONSIBILITIES

1. To work with the CRC Standing Committee, and a group of consultants to develop a programme of work for the delivery of a suite of training resources. This is likely to include:
 - a. A research project on current CMD provision in dioceses to establish what dioceses currently offer, the level of take up, how the effectiveness of current provision is evaluated and what the perceived needs are for the future;
 - b. Working with writers / film makers / e-learning specialists to produce some pilot materials which can be tested in dioceses;
 - c. Develop a method of evaluation for the pilot materials which will form the basis of on-going evaluation and monitoring of all materials and delivery;
 - d. Working with partner organisations (initially LICC and CPAS) to co-create new training resources aimed at Readers;
 - e. Developing a marketing strategy;
 - f. Developing a budget for the first three years of the project;
 - g. Developing a financially sustainable model of working beyond the first three years.
2. To explore the production of other resources e.g. books, films, blogs, magazine articles which will enable Readers to speak with great clarity and confidence about the identity and purpose of Reader ministry, particularly focussing on:
 - a. Readers as teachers of the faith

- b. Readers as enablers of mission
 - c. Readers as leaders in church and society.
3. To work with the Reader Magazine Editorial Committee to align the magazine with the work outlined above.
 4. To explore how CRC can work with dioceses and the National Church Institutions (in particular Ministry Division and the 'Setting God's People Free' Programme Manager) to embed a culture of 'lifelong learning' among Readers.
 5. To set an example by engaging in professional development and in-service training related to the delivery of the demands of the job description and in the context of performance appraisal.
 6. To attend meetings and give regular reports to CRC Executive Committee and Trustees.

EMPLOYER	Central Readers' Council, charity number 271916.
HOURS	17.5 per week for a fixed term of 3 years (depending on funding).
SALARY	£35k pro rata. There is no housing provided. An ordained post-holder will be part of the clergy pension scheme. For lay staff, membership of the Church Worker's Pension Scheme with 12% employer contribution.
LOCATION OF WORK	The post holder will be expected to work from home although the role will involve extensive travel to visit dioceses, to meet with the Line Manager in Leicester and other staff in London. Normal expenses (eg second class rail travel) will be paid.
HOLIDAYS	25 days (pro rata) per year plus bank holidays on a pro rata basis.
LINE MANAGER:	Chair of Central Readers Council (currently the Bishop of Leicester).
KEY RELATIONSHIPS	Vice-Chair, Secretary and Treasurer of CRC Diocesan Wardens of Readers Diocesan Reader Training Officers Ministry Division staff Partner Organisations e.g. LICC, CPAS Web site developer / film editor / course writers.

APPLICATIONS

For an informal conversation about this role, please contact the Bishop of Leicester's PA on 0116 2708985 or melanie.freeman@leccofe.org

To download an application form please go to: www.readers.cofe.anglican.org/index.php

Deadline for Applications: Friday 25th May 12 noon

Interviews: Thursday 14th June 2018 in Leicester

Please send completed applications to: The Bishop of Leicester 12 Springfield Road, Leicester LE2 3BD or melanie.freeman@leccofe.org

Person Specification: key criteria

E – Essential D - Desirable

Qualifications and Training	
Good general standard of education	E
Qualified to degree level or equivalent, with a qualification in theology and ministry	D
Experience	
Project management	E
Working in the field of training and/or adult education	E
Working in a self-directed way in undertaking core tasks	E
Working with, or able to demonstrate an understanding of a variety of theological approaches within the Church of England	E
Working with diocesan training teams / Church of England training institutions	D
Working with writers, film producers, e-learning specialists	D
Leading a research project	D
Knowledge and Skills	
Able to articulate a theology of lay ministry, and Reader ministry in particular	E
A good communicator	E
A good knowledge of IT, and basic skills in web design and maintenance	E
A good understanding of what makes for a good e-learning experience	E
Skilled in writing, editing and film production	D
Personal	
A high level of interpersonal skill and sound judgement demonstrated through self-awareness and emotional intelligence	E
Able to arrange own transport around the country	E
A lively personal Christian faith and a mature spirituality	E