**STRENGTHENING COMMUNITIES ENABLER**

**Background**

The Strengthening Communities team of the Diocese of Lichfield works to resource parishes to develop further work that supports mission and ministry in local communities, building on the Diocesan Shaping for Mission process and our focus on living out the 5 Marks of Mission in word and action. The team has core work streams in areas including Places of Welcome, Dementia-Friendly Church, Enabling All and Mental Health & Wellbeing. Its mission is to partner with others, seeking the common good, working for justice as people of hope, so that communities may flourish and those who are vulnerable, isolated, and disadvantaged might enjoy life in its fullness. We are linked to the Church Urban Fund’s Together Network, working in partnership with similar organisations and teams across England, including on initiatives such as Places of Welcome.

**Key focus - Places of Welcome**

The Places of Welcome movement is a growing network of hospitality run entirely by volunteers from community groups who want to make sure that everyone in their area has a place to go for a friendly face, a cup of tea and a conversation if and when they need it. We aim to ensure that **every neighbourhood has places where all people feel safe to belong, connect with others and contribute to their local community**. There are now over 600 Places of Welcome nationally and we are proud that over 150 of those are in the Diocese of Lichfield, using local venues where people can find company and be valued for who they are. Our guiding principles are expressed in 5 Ps:

* **Place**:   An accessible and hospitable building, open at the same time every week.
* **People**:   Open to everyone regardless of their circumstances or situation and staffed
 by volunteers.
* **Presence**:   A place where people actively listen to one another.
* **Provision**:   Offering free refreshments (at least a cup of tea and a biscuit) and basic local
 information.
* **Participation**: Recognises that every person coming to a Place of Welcome will bring
 talents, experiences, and skills that they might be willing to share locally.

These principles build up an ethos where everyone is encouraged to participate using the skills and resources that volunteers and guests contribute. Some engage in craft activities, share practical skills, cook together, arrange for trips out, and run computer classes. Some have close links with job clubs and foodbanks running from the same venues and have been involved in initiatives such as the Warm Welcome response to the cost-of-living crisis of winter 2022/23. Places of Welcome also provide natural opportunities for signposting on to local services supporting carers, those with health problems and people in debt. This information can be shared in a sensitive manner, with both leaflets and flyers available, as well as responding to issues that arise during conversations. Many, though not all, Places of Welcome are based at churches which, in several neighbourhoods, can provide an initial point of engagement with local communities.

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| **Job Title: Strengthening Communities Enabler, Lichfield Diocese** |
| **Accountable to: Diocesan CEO** |  |
| **Hours of work: 35 hpw (job share applications will be considered)** |  |
| **Base: Home based with a hot desk in St Mary’s House, Lichfield**  |  |
| **Salary: £32k** |  |
| **Contract: Permanent**  |  |
| **Mileage allowance: 45p a mile** |  |
| **Annual leave: 25 days plus statutory bank holidays and three additional days over Christmas** |  |
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| This is a post to which an Occupational Requirement under paragraph 1 of Schedule 9 to the Equality Act 2010 applies, the requirement being that the post holder is a practising Christian. |  |

**Job Purpose:**

This role is designed to combine the operational support for places of welcome and enabling the wider work of the strengthening communities’ team.

* To develop relationships with the deaneries and parishes in the Diocese of Lichfield and to support and develop parishes with their community outreach.
* To represent the wider team serving as a positive ambassador with local churches and faith organisations, communities, and other partners in the voluntary and statutory sectors.
* To support the opening and development of Places of Welcome and other community responses in parishes and community groups across the Diocese of Lichfield area.
* Provide advice and guidance to Places of Welcome, establish mutual support groups and raise the profile of Places of Welcome and the wider team among statutory and voluntary organisations and with the wider community, in order to increase engagement and partnership working.
* Take on the role of Team Enabler and be the main channel to the Diocesan CEO.

**Principal Duties:**

1. Maintain contact with all existing Places of Welcome within the Diocese of Lichfield by providing advice and guidance to volunteer co-ordinators, drawing on national Place of Welcome resources and local good practice; ensuring effective communications with co-ordinators, helping them to set up and manage their Places of Welcome, connecting them with one another.
2. Support the active collaboration of Places of Welcome with wider partnerships.
3. Work with interested parishes, faith and non-faith community groups to promote and develop new Places of Welcome and encourage existing drop-in activities to join the network.
4. Contribute to external communications, seeking opportunities to advertise and promote Places of Welcome within the community e.g. via blogs / good news stories etc
5. Attend national and regional network meetings.
6. Ensure the collection and recording of appropriate monitoring information including impact stories, collating key issues as part of wider horizon-scanning and evidence building to inform funding applications and development of new strands of work in response to emerging issues and needs.
7. To listen to church communities about the needs of their area and work alongside them to develop responses to these needs, identify existing examples of good practice in church-related community projects and social enterprise locally, and to share these.
8. As Team Enabler facilitate team meetings, provide pastoral support, and encourage the development of collaborative problem solving.

**Key Relationships**

The post-holder will be line-managed by the Diocesan CEO. They will need to build strong links with the other members of the team and the wider Diocese.

The post-holder will work with partners such as the Church Urban Fund (CUF), specifically on Places of Welcome, and other members of the Together Network such as Sandwell Churches Link.

The post holder will need to travel to venues across the Diocese of Lichfield and occasionally surrounding areas of the Black Country.

**Person Specification**

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|  | Essential | Desirable |
| Skills | * Good communication skills, both verbal and written: Able to deliver presentations and training courses, both online and physically on site for a mixed range of audiences. Active listening skills.
* Ability to work collaboratively with people at all levels including with church leaders, congregation members, public sector officers, volunteers and local communities
 | * A person with vision and able to inspire others.
* Developing promotional materials
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| Abilities | * A self-starter
* Able to work independently and flexibly.
* Able to prioritise and effectively manage workload.
* A good understanding of diversity and equal opportunities.
 | * A knowledge and understanding of the Diocese of Lichfield.
* Understanding of guidance for safe use of community facilities
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| Experience  | * Publicising and promoting an idea or activity.
* Project delivery and development.
* Communicating and networking with people from a wide range of backgrounds.
* Working or volunteering with a church parish or other community organisation and be able publicly to articulate a rationale for community outreach which is compatible with a faith-based approach.
* Working collaboratively with other partner organisations.
* Have knowledge, experience and understanding of the impact of loneliness and isolation upon the lives of people and communities.
* Experience of working within a team.
 | * Involvement in a Place of Welcome.
* Developing small funding applications.
* Have an understanding and knowledge of the structures of the Church of England and the Five Marks of Mission.
* Working with people of different faiths, and none.
* Experience of team leadership.
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For more information, visit:

* [www.lichfield](http://www.lichfield).anglican.org
* [www.tctogether.org.uk](http://www.tctogether.org.uk)
* [www.placesofwelcome.org.uk](http://www.placesofwelcome.org.uk)

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| To apply: send your completed application form no later than midnight on Sunday, 23rd April, 2023 by email, to: jo.durber@lichfield.anglican.orgIf you would like an informal conversation about this post, please contact Lesley Bovington at lesley.bovington@tctogether.org.uk |
| **Closing date for applications: 23rd April 2023 Shortlisting by 28th April 2023** | **Interview date: 5th May 2023 in Lichfield** |