



Job Information Pack

## **Pioneer Pastor**

Beverley Mission Area of the Methodist Church

Closing date: **1<sup>st</sup> July 2025, Midday**

Interview date: **w/c 7<sup>th</sup> July 2025**

**Job title:** Pioneer Pastor  
**Employed by:** Bridge Methodist Circuit  
**Location:** Working across the communities of the Beverley Mission Area.  
**Reports to:** Accountable to the Beverley Mission Area Reference Group through an appointed Line Manager, Rev Fran Rhys.

**Key relationships:**  
(Internal)

- Rev Fran Rhys (Line Manager)
- Beverley Mission Area Reference Group
- Church leadership teams
- Church. Circuit and District Officers. Staff and Volunteers

**Key relationships:**  
(External)

- Users of existing church groups and activities and their families.
- Other local support, community and networking groups.
- Local ecumenical partners.

**Purpose of role:**

- To enable people to explore and ask questions of faith in environments that work for them.
- To identify opportunities and develop 'safe spaces' for these conversations and worshipping communities to grow.
- To establish and nurture a new Christian community.

**Faith:** A specific faith is an essential requirement for this role and in accordance with the Equality Act 2010 it is an occupational requirement that the successful applicant is a practicing Christian.

### **Main responsibilities:**

#### General duties:

- Through traditional conversation and by using creative methods, engage proactively with the families of church group and activity users, and as opportunity presents, the wider local community, to explore opportunities for a new faith-based Christian community.
- To encourage people to explore faith and spirituality, with a view to forming and nurturing a new worshipping and discipling community.
- Where appropriate be pro-active in working ecumenically and collaboratively with local community groups to explore other missional opportunities.
- As opportunity presents, attend community events and become a recognised voice.
- Become a trusted presence in our church communities through visibility and presence.
- Identify, safely recruit, and grow volunteer participation in activities and groups.

#### Safeguarding:

- Work within Methodist safeguarding policy adhering to safer recruitment processes.

#### Other requirements:

- Be an active and engaged participant in the [Methodist Pioneer Pathway](#).
- Prepare and deliver reports, as asked to do so, to relevant Church and Circuit meetings.
- Maintain an understanding of the guidance around [Starting New Christian Communities](#).
- As requested by your Line Manager, undertake all other reasonable duties that support the evolving mission across the [Beverley Mission Area](#).

## Summary of terms and conditions:

<b>Contract type:</b>	<b>Part-time<sup>1</sup> Fixed Term Contract<sup>2</sup></b> <sup>1</sup> We are flexible and interested to speak with people who may not be in a position to commit to 20 hours each week. <sup>2</sup> Fully funded for 5-years, with the possibility of an extension subject to additional funding being secured.
<b>Working hours:</b>	20 hours per week.
<b>Work pattern:</b>	A flexible working pattern, to include evening and weekend working, with at least two days free from responsibilities each week.
<b>Rate of pay:</b>	<b>£16.48 per hour</b> (£17139 Actual Salary)
<b>Location:</b>	Working across the communities served by the Beverley Mission Area.
<b>Annual leave:</b>	Leave for a full-time employee is 33-days inclusive of public holidays. Leave for a part time employee is calculated pro-rata to this.
<b>Pension:</b>	There is a contributory pension scheme to which eligible staff will be auto enrolled. Employees who do not meet the auto enrolment criteria are eligible to join the Scheme, subject to certain provisions.
<b>Probationary period:</b>	Offers of employment are conditional on the satisfactory completion of a 6-month period of probationary service. We reserve the right to extend this up to a maximum of 12-months.
<b>DBS disclosure:</b>	Offers of employment are conditional on a satisfactory enhanced disclosure from the Disclosure & Barring Service (DBS).
<b>Right to work:</b>	Offers of employment are conditional on the successful applicant demonstrating the right to live and work within the United Kingdom as required by the Immigration Asylum and Nationality Act 2006.
<b>Training:</b>	There will on occasion be the need for training to be completed that is relevant to the role and to the requirements of the Methodist Church. This appointment is conditional on the successful completion of the Methodist Creating Safer Space Foundation and Advanced Module Safeguarding training, within the first 3 months of employment.

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<b>E = Essential, D = Desirable, M = Method</b>	<b>E</b>	<b>D</b>	<b>M</b>
<b>Training and Qualifications</b>			
Good understanding and use of written and spoken English.	Yes		A, I
Higher level qualification in mission and/or theology.		Yes	A, I, Q
<b>Knowledge, Skills and Experience</b>			
Experienced in establishing dialogue with a diverse range of people, including those currently unaffiliated with faith and the church, being sensitive to all.	Yes		A, I
An understanding of how to create new or enhance current activities and forms of worship that meet the needs of existing and seek to attract new attendees.	Yes		A, I
Experience of pastoral work with families which include young children.	Yes		A, I
Experienced in working collaboratively with ecumenical partners and other community groups, developing positive and trusted relationships.		Yes	A, I
Good knowledge of computers and social media platforms, being able to think creatively about how to interact and develop relationships with the community through promoting in-person groups and making faith accessible digitally.	Yes		A, I
<b>Qualities and Aptitudes</b>			
Able to react and adapt positively to changing priorities and circumstances in order to meet the current and future needs of our church communities.	Yes		A, I
A person of vibrant faith, and a strong sense of calling to Church Planting and Pioneering Ministry, with an interest in exploring fresh expressions of church.	Yes		A, I
Able to work with competing priorities with excellent organisation skills.	Yes		A, I
Able to identify and explore the giftings of others and nurture a volunteer team.	Yes		A, I
Able to develop and maintain appropriate boundaries, demonstrating integrity and a commitment to confidentiality.	Yes		A, I
An active listener, friendly and sensitive, able to work with compassion.	Yes		A, I
Able to communicate with confidence, both verbally and in writing, in a culturally relevant way to all ages and backgrounds.	Yes		A, I
<b>Any Other Requirements</b>			
A robust and well-developed Christian faith.	Yes		A, I
Be supportive of the ethos and charisms of the Methodist Church.	Yes		A, I
Awareness of and a sensitivity to issues of equality, diversity and inclusion and a commitment to the unique value of the individual in all aspects of life.	Yes		A, I
A local knowledge of Beverley with an understanding of how the development of children and families work will benefit the local community.		Yes	A, I
A commitment to work irregular hours, to include evenings and weekends.	Yes		A, I
To be an active participant in any relevant communities of practice.	Yes		A, I
A satisfactory disclosure from an enhanced DBS check.	Yes		DBS

**Method of Assessment:**

**A:** Application form; **I:** Interview; **Q:** Proof of Qualification; **P:** Presentation; **E:** Exercise

**Next steps:**

General enquiries and informal conversations about the role are actively encouraged.

In the first instance we ask that you direct these by email to [Rev Fran Rhys](#).

- Click [here](#) to download an application form.
- Click [here](#) to return your completed application form.

**Anticipated timeline:**

A start date as soon as possible is available and will be discussed at interview stage.

<b>1. Closing date:</b>	1 <sup>st</sup> July 2025
<b>2. Shortlisting date:</b>	3 <sup>rd</sup> /4 <sup>th</sup> July 2025
<b>3. Interview date:</b>	w/c 7 <sup>th</sup> July 2025

1. We reserve the right to close the vacancy earlier than this date should a sufficient number of applications be received.
2. We will contact applicants after this date to let them know if we are progressing their application.
3. Interviews will be held in-person at Methodist premises within the Beverley Mission Area.

**Adjustments:**

Please let us know if you require adjustments making at any stage or to any aspect of the application process or provide us with any information that you feel relevant whilst we consider your application.

If you are selected for interview, we will ask if you have any access needs or if you require any reasonable adjustments to be made for the interview. Please be assured that we will be supportive in discussing reasonable adjustments at all stages of the recruitment process.

If you have any questions about how we recruit you can contact us by clicking [here](#).

**Entitlement to work in the UK:**

Any job offer will be conditional on you demonstrating the right to live and work within the United Kingdom as required by the Immigration Asylum and Nationality Act 2006. You will be asked to provide evidence of your entitlement should an offer of employment be made.

**Experience, knowledge, skills, and abilities:**

The person specification lists minimum requirements for this post. When shortlisting, the panel will only consider information that is written on your application form, and they will assess this information against the person specification. *Where CVs are submitted these will not be used to make shortlisting decisions.*

**References:**

Any job offer will be conditional subject to receipt of satisfactory references. We reserve the right to withdraw a conditional offer based on the references that we receive. One should be from your current or most recent employer, the second from a previous employment. It is important that both referees are able to comment on your suitability to the role.

**Criminal convictions:**

Anyone who applies to work with us will be asked to disclose details of unspent convictions. Whilst having a criminal record does not automatically bar you from working with us this will depend on the job that you have applied for and the nature of the conviction.

**Data protection:**

The information you provide will be held in the strictest confidence. We process information in line with our Privacy Policy and if you are successful in your application the information that we hold will be used to administer your employment with us. By making an application, we assume that you agree to the processing of your data in accordance with our Privacy Policy.

**Equality, diversity, and inclusion:**

Our aim is to have a workforce that reflects the diversity of talent and abilities drawn from across our community. In line with the Equality Act 2010, we will monitor the composition of our workforce to ensure it is representative and that staff are treated equally and fairly.

Unless stated that an 'Occupational Requirement' is in place for a vacancy, recruitment will be made on the basis of an applicant's ability and merit as measured against the job criteria.