



PERSIAN MINISTRY DEVELOPMENT ENABLER ROLE DESCRIPTION

Title:	Persian Ministry Development Enabler
Stationed to:	Sheffield Methodist District (on behalf of Sheffield Methodist District and Yorkshire North & East Methodist District)
Location:	Working across and beyond the Districts as necessary, with initial primary locations of work in Doncaster and Hull (for a Methodist presbyter or deacon a manse would be provided in the Doncaster area)
Line manager:	Chair of Yorkshire North & East

Purpose of the job: To lead and grow ministry to Persian communities across the districts: nurturing disciples and self-sustaining Christian leadership within these congregations, equipping host churches & circuits, fostering the birth of new congregations, building effective networks and preparing the ground for sustainable growth

Main responsibilities

Nurturing disciples

- To nurture understanding of the Christian faith and develop mature Christian discipleship amongst existing Persian worshipping communities, including through:
 - Sourcing/ preparing and delivering studies on Christian instruction, personal discipleship and Christian leadership
- To identify and nurture new Persian leaders from within these congregations:
 - Sourcing/ delivering appropriate training in preaching, church leadership, small group leadership, evangelism in a UK context
 - Providing and arranging 1:1 mentoring
- Creating pathways for these leaders to be Connected to the resources of wider Methodism
- To provide pastoral support for Persian Christians and adherents
- To preach and lead Farsi worship
- To support (and equip churches to support) isolated Persian Christians and adherents in locations where there is no Persian congregation
- To support Persian Christians in finding a new church if they are forced or choose to relocate

Equipping hosts

- To provide training and support for circuits and churches in how to respond to people whose prior experience of religion has been by imposition
- To support and encourage churches/ circuits wanting to reach out to immigrant/ asylum seeking communities

- To resource local ministers and lay leaders in supporting asylum applications (supporting individuals through this process is considered part of local ministry, but reliant on specialist knowledge)

Integrated Kingdom work

- To build networks with other regional churches, charities and governmental bodies, bringing an authentic Methodist voice to these conversations
- To identify and respond to places of unmet need
- To be an advocate for work with Persian Christians, immigrant communities and marginalised groups within local and national Methodism
- To be an active representative on the Methodist Fellowships Network
- Creating opportunities for Persian Methodist members to gather, network and celebrate on a national scale
- To develop governance structures for our Persian congregations which are culturally appropriate, robust, pragmatic and compatible with Methodist ecclesiology.

Birthing new communities

- In collaboration with local circuits and churches, and other appropriate partners to successfully launch new Persian congregations, which would then be in Connexion with a partner English congregation and other Methodist Persian congregations.
- Our initial expectation is that Sheffield would be a key location to plant a congregation, subject to ongoing discernment.

Preparing for sustainable growth

- At all times to be working towards a position where
 - Persian congregations are equipped to grow and develop under their own lay leadership
 - Persian congregations and our circuits are equipped and seeking opportunities to plant new fellowships where need exists
 - Preachers, ministers and lay leaders in English-speaking congregations are aware of differences in language and approach which may be required when supporting different migrant communities
 - Circuits and churches are able to apply lessons learned from this project to other immigrant or foreign language communities
- This role in its current form is therefore expected to be required for a season of approximately five years and then to transition to locally sustaining and self-replicating ministry. Funding has already been secured for the first three years.

Accountability and Line Management Support

The Persian Ministry Development Enabler will be managed by the appointed Line Manager and relate to a Support Group.

The Support Group will include members from within and beyond Persian congregations and will:

- Become familiar with the work
- Monitor and evaluate progress on a regular basis
- Act as a 'sounding board' for new ideas and determine priorities

- Ensure appropriate levels of pastoral support are in place
- Assist in identifying and pursuing appropriate personal development and training

Terms and conditions

- Full time (37 hours per week) including regular weekend work, with at least one day free from all responsibilities each week
- Salary up to £30,784 per annum
- An auto-enrolment contributory pension scheme is available
- 33 days (including public holidays) annual leave entitlement
- Appointment is subject to a satisfactory DBS Enhanced Disclosure
- Appointment is subject to the completion of a satisfactory probationary period of six months
- For an ordained Methodist presbyter or deacon standard ministerial terms and conditions for a full time appointment would apply

PERSON SPECIFICATION

Attributes	Essential	Desirable	Method of Assessment
Education & Training	Educated to degree level or have equivalent qualification	A recognised Biblical, theological or practical mission qualification	Q
Proven Ability	Current and active member of a Christian church or community and recognised preacher	Recognised/ accredited church leader/ minister in own denomination	A
		Working knowledge of the structures and processes of the Methodist Church	A, I
Special Knowledge & Skills	Able to demonstrate application of exceptional administrative, organisational and planning skills		A, I
	Able to converse in, read and lead worship in Farsi and English, or with proven experience in learning new languages	Fluent in written and spoken English and Farsi, or other related languages	A, I, P
	Ability to understand and engage with both UK and Persian cultures	Understanding of Persian culture and UK cultures and societal norms	A, I, P
	Comfortable using word processing, projection, website and social media software		A, I, P
		Experienced teacher, trainer, mentor or coach	A, I

Attributes	Essential	Desirable	Method of Assessment
		Experience of planting or supporting new Christian communities	A, I
Special Qualities or Aptitudes	Able to relate effectively to a wide spectrum of people		A, I
	Committed to working with marginalised communities		A, I
	Able to communicate effectively in writing, verbally and via social media.		A, I
	Able to motive self and others. Able to set and work to goals without direct supervision		A, I
	Able to present a strong Christian example		A, I
	Able to build effective networks and partnerships		A, I
	Able to adapt to changing priorities and circumstances		A, I
	Working knowledge of and commitment to safeguarding and to promoting the safety and welfare of children and vulnerable adults.		A, I
	Able to relate to people across a wide theological spectrum		A, I
		Driving licence valid for the UK	Q
Any Other Requirements	Willingness to understand and engage with Methodism and be subject to its discipline		A, I
	Satisfactory Enhanced Disclosure from the Disclosure & Barring Service		DBS Application

A – Application form; I – Interview; E – Exercise; Q – proof of qualification (certificates or transcripts); P – Practical exercise