



Supporting Information for Applicants for Operations Manager Post

1. St James' Church, Clitheroe: Our Mission and Vision for 2022

Our Mission (Purpose):

Knowing Jesus, and Making Jesus Known

HOW WE SEE OUR CHURCH IN 2022:

St James' Church is an inside-out church. It supports multiple worshipping communities throughout the week, some based in the church building, others based elsewhere in the area including its school, new facility on the Standen Estate, and fit-for-purpose buildings on the St James' Street site. These communities are formed, sustained and grow through a culture of invitation and welcome, a culture of ownership, and a culture that seeks to enable the Holy Spirit to act through the lives of all its multi-generational members. Prayer is at the centre and is the root of the church's mission to change lives, to release the transforming effect of Jesus Christ, and to bring people to faith.

St James' has an outreach mission across the town and Ribble Valley, looking to meet the physical, social, and emotional needs of our communities with the love, grace and truth of the gospel. It is passionate about social justice that is inspired by Jesus Christ.

St James' links new, growing and mature Christians into effective and appropriate discipleship, be that through short teaching and exploring courses, more long-term, nurturing, small group communities or through practical discipleship experiences, mentoring and apprenticeships. The church encourages and demonstrably practices the use and development of the gifts of the Spirit, and promotes seeking the power and love of the presence of God in daily life.

St James' also share its hope, resources, leadership capacity and capability, skills, knowledge and experience with churches beyond the Ribble Valley as they seek to form and develop more effective worshipping and discipleship communities in their contexts. It has a healthy, sustaining and engaging partnership with King's Highway Church in Kenya, and supports mission, outreach and the persecuted church around the world.

The church has an enabling leadership structure which encourages and motivates people to engage with the Holy Spirit, regularly to take a step forward in their faith, and to live out their ministry, supported by the church in appropriate ways. Lay leadership is key to this, alongside a commitment to encouraging vocations to the ordained ministry. It has the paid staff and leadership in place to support and drive this vision whilst encouraging, training and promoting unpaid workers and ministers.



2. Vision 2022: Our ideas: What we mean by.....

....an inside-out church

An inside-out church is one that is not afraid of showing its real heart to those in the community. It is a church that is not putting on a show, it is simply being the body of Christ. It is a church that desires a healthy inside, and thus understands the importance of what sustains it in terms of teaching, worship and discipleship. However, it recognises it is healthy for a purpose, and that purpose is to reveal Christ to the world. We want to look outward, and see the lost as Christ sees them through a body that is healed from the inside so that we can go out. To be 'inside-out' is to have a heart of the church in line with God's heart. And as it does so, it brings something radical, something upside down, something inside out, that shakes people, ideas, and concepts, and turns them on their heads. It does not conform to culture: it stands out.

... multiple worshipping communities

We want to support, encourage, disciple and teach groups that want to come together throughout the week to worship, to learn and to pray. These groups may be large or small, could meet in houses, in churches, in pubs, in cafes, and on any day of the week. Some will be for adults, some of children and young people, some for all ages. The church will encourage people with a God-given vision and passion to follow their dream and to build and grow worshipping communities from 'where we are' rather than thinking of good ideas and trying to make them happen.

We want to recognise that all these worshipping communities are important and together belong to, and form the identity and presence of, St James' Church in the Ribble Valley. Sunday worship remains important, but does not become the main focus of resource or energy. We want to be one body made up of many parts, each serving God and growing in faith in a supportive and inclusive way. This will need people who are prepared to commit to new concepts practically, spiritually and emotionally to create a rich tapestry, and a sparking network. This model means that leadership of the communities is important.

... new facility on the Standen Estate, and a fit-for-purpose buildings on the St James' Street site

We will look to take advantage of any opportunity to ensure a physical presence on the large and new housing developments. This may be in partnership with another organisation. We will also look to ensure that our St James' Street site is fit-for-purpose to support our vision with adequate and attractive working, worshipping and meeting accommodation and facilities.

... a culture of invitation and welcome...

We want to be a welcoming church, and where everyone feels comfortable inviting others to join us. We want to help to make people feel they belong, not just to their groups but to the wider church and the broader community. We will look to focus on the needs of those who want to explore faith, and those who want to belong but who are not able to engage with traditional church for a whole variety of reasons. We recognise that we will



need to do this intentionally, and to ensure that opportunities to worship, to learn, to pray and to be discipled can happen at times, and in places which are accessible to all those who wish to engage. We will look to examine and identify the barriers which, either deliberately or inadvertently, are put up that prevent children, young people and adults building a life of faith and a relationship with Jesus Christ.

As part of our welcome we will ensure that our website and digital presence is up to date, and that we use local media sources to share our presence and message in the town and the wider community. We will ensure our building is welcoming, light, and accessible, with friendly, trained and easily identifiable welcomers to help all who enter. In particular new people will be especially welcomed, with a 'New Group for New People' and clear signposting to other events and features of the church, with an aim to linking people effectively in smaller and relevant worshipping or nurturing communities.

We will continue to develop a wide-ranging programme of invitational events, where the Christian gospel and message is proclaimed in appropriate ways; some will be large events, some small; some church based, others living in the community; some will be predominantly Christian events, others will have a Christian flavour and message. All will be high quality, enjoyable and designed to meet specific audiences and people.

...a culture of ownership....

A culture of ownership is one where we as a church through prayer, discernment, conversations and revelation identify the needs of our town, of our church, and of our wider community, and plan strategically to help meet those needs. It means that we can identify with some clarity the resources we need, and allows us to have the conversations with partners who are in a good position to help us meet our vision, whilst we too may help them deliver theirs. It means we have a 'can-do' attitude and believe that a vision rooted in prayer and guided by God is one worth investing in, and one that will be supernaturally supported.

... a culture that seeks to enable the Holy Spirit to act through the lives of all its multi-generational members [and] ... The church encourages and demonstrably practices the use and development of the gifts of the Spirit.

St James' seeks to invite and be guided by the power of the Holy Spirit, in both a corporate and personal sense. It wants to promote and encourage the use of the supernatural in our daily lives, and to rest in a boldness that is rooted in the certainty of our identity in Jesus whilst being rooted in the world. We will constantly look to encourage 'feedback' testimony, and stories of God's faithfulness and power in order to develop faith and further prayer. Through discipleship across all its worshipping communities the church will help people understand that the gifts of the Spirit are not to be feared; that they work hand in hand with the fruits of the Spirit.

... an outreach mission across the town and Ribble Valley [and being] passionate about social justice that is inspired by Jesus Christ.

The church will continue to support, and look for ways to further encourage and develop, social action and justice projects in the town, particularly those with a Christian underpinning. This means we will continue to support CAP and Foodbank, but will also look for new opportunities to engage social justice projects, to promote a fairer and more generous community, and to campaign for those who are weak, poor, voiceless, ill, young and old, and who need champions in order to live in circumstances by which they can live life in all its fullness.



... link[ing] new, growing and mature Christians into effective and appropriate discipleship

Discipleship will be at the centre of the church. Discipleship for the young, the old, for mature Christians, for new Christians, for those who are just exploring, for those who are passing through, for those who are putting down roots, and for those who live on the fringe of church and the fringes of community. In order to do this will be resource intensive, in terms of time, of people and of energy; it will require many different approaches, will require trained and committed leaders with the ability to engage and listen to lots of different people; it will require a commitment from leaders to their own learning, teaching and discipleship. We will continue to enable and develop a range of discipleship opportunities including small groups, mentoring, Sozo etc. It will require some coordination of programmes, of teaching and of materials.

However, at the centre of this we recognise that discipleship is not just materials and resources but relationships. Jesus disciplined through time, truth, testimony, challenge, commitment, community and that will be the heart of what we aim to do. We need to be real, honest, open and see the importance of loving as a disciple, and the command of making disciples. We will look to work closely with our church school in this and ensure that the deep, rich resource from both school and church is properly used.

... share[s] its hope, resources, leadership capacity and capability, skills, knowledge and experience with churches beyond the Ribble Valley

St James' recognises it is a large church, with resources it wants to share with others to help them develop, promote and instigate their ministry within their local contexts. We see this more of St James' being a 'partner resource' for churches as they look to implement their vision but need some support and encouragement. This could be on a number of different levels.

Initially it could be that some individuals with specific skills and knowledge at St James' work alongside a PCC or vicar as they start to think about their vision and what impact they are looking to make in their parish and community. It could then be that St James' staff are released for a portion of their week to help other churches implement their plans. This could be the planting Curate sharing their skills in setting up new worshipping communities, the Youth Pastor working alongside another church as they look to develop a programme of discipleship and support for their young people, or our Children's and Family Worker assisting a church in planning a holiday club or a weekly children's event. Initial conversations have taken place between the Rector and the Diocese about how this model would work, and we are enthusiastic about identifying churches keen to partner with, St James', Clitheroe.

Moreover, St James' will deliberately and consciously engage with and encourage other churches to attend events that help grow disciples and offer the experience of teaching, worshipping and discipleship. Furthermore, St James' could look to establish the 'St James' School of Teaching and Discipleship' which looks to develop a structure and planned teaching and discipleship programme which could be delivered either face to face or potentially on line as a resource for St James', for other churches in the Ribble Valley, and for the Diocese. We will actively seek out and encourage people who may be called to full time ministry, in either a lay or ordained role, and will support those going through ordination training.



... a healthy, sustaining and engaging partnership with King's Highway Church in Kenya [and] ... support[ing] mission, outreach and the persecuted church around the world.

St James' will remain an outward looking church which seeks to engage with the Christian church worldwide in a genuine spirit of partnership. We will develop our specific links with King's Highway Church in Kenya – this will involve two-way trips, shared teaching series and resources, experiencing worship and teaching together through video-link, praying for each other, journeying with each other through our various experiences in life, and supporting each other's efforts in bringing God's kingdom to earth.

We will teach about, pray for and support the persecuted church; and will commit ourselves to being part of the worldwide body of Christ, which in places is suffering and in persecution. We will reach out to that part of the body which is suffering and will let them know that we stand with them, and support them in prayer and other ways as appropriate.

....an enabling leadership structure...[a commitment to] lay leadership...[and]... the paid staff and leadership in place to support and drive this vision whilst encouraging, training and promoting unpaid workers and ministers.

Of significant importance in delivering this vision is the honouring, recruitment, training and development of unpaid workers and ministers. The vision requires people to be released into leadership, to take risks, and to form and develop networks and relationships that centre on worship, discipleship and teaching. This requires people of all skills, from those talented and gifted in working with babies and new parents, to those who have a ministry comforting the sick and the dying; to those who have the gift of writing and speaking, to those with a special connection that encourages, discerns and cares for each member of our worshipping communities; it requires evangelists as well as administrators, musicians in addition to accountants, theologians alongside chefs. What is important is their heart of service, their commitment to develop and nurture their faith, and their willingness to share of themselves with those around them. The church recognises that this starts at an early age and will encourage children and young people to lead.

The church will constantly encourage and support people to do that, will walk with people as they take their first steps as disciples, will hold them as they start to move forward, and encourage them to flourish in their gifts and talents. This will be the hallmark of St James' Church.



3. Meeting the Aims of Blackburn Diocesan Vision 2026 (www.blackburn.anglican.org/)

We believe that employing an Operations Manager will enable a clearer move to serious engagement and implementation of all the aims of the Diocesan vision.

In terms of *Making Disciples of Jesus Christ*, over the next three years we will:

- Work more closely with St James' Church of England School to provide more opportunities for a better understanding of the scriptures and of Jesus Christ
- Continue to be a prayer-based, and prayer-powered church, teaching and engaging our children and young people to be part of that, and to develop a regular and passionate prayer life.
- Look to raise significant additional funds from within our growing congregations to ensure the vision we believe is God-given can be developed and delivered in this place and this time.
- Develop our Resourcing Church partnership across the Diocese to enable capacity for making disciples to increase across the region

In terms of *Being Witnesses to Jesus Christ*, over the next three years we will:

- Look to establish a new congregation on the new large housing estate in our Clitheroe parish, with a particular focus on young families
- Develop work with the families of our school children to encourage a better understanding of the Christian faith, supplemented by regular Alpha Courses
- Build and develop our online and digital presence to serve as a witness and make teaching and discipleship opportunities more accessible

In terms of *Growing Leaders for Jesus Christ*, over the next three years we will:

- Encourage and develop at least 10 young people into leadership positions within the church
- Identify, encourage and grow leaders from within our church for our new congregations and new work with families, children and young people
- Work closely with our partner Resourcing Churches to help build capacity in leadership across other Anglican churches in the Diocese.