Faith-Rooted Community Organiser district lead

The Methodist Church

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Background

The Methodist Church has been drawing upon community organising practices and frameworks for many years. These practices have evolved into exploring Faith-Rooted Community Organising as a foundation to develop existing churches, establish new Christian communities, and embed the principles and practices of **A Justice-seeking Church.** A short course on Faith-Rooted Community Organising has been developed over the past three years which has been well attended and positively received. In 2022, a pilot project was launched in the Wolverhampton & Shrewsbury and Birmingham Districts of the Methodist Church. The pilot aimed to help Methodist congregations in the West Midlands to grow and thrive by translating their missional priorities into actionable practices and developing the gifts of the people of God, effectively turning vision into action.

At the Methodist Conference in June 2024, as part of the God for All strategy, a commitment was made to extend the work of Faith-Rooted Community Organising over the next seven years. This includes employing a Connexional Faith-Rooted Community Organiser and providing funding for part-time Faith-Rooted Community Organiser leads in each Methodist district.

What is Faith-Rooted Community Organising?

Community organising is about bringing people together to take action around their common concerns, and to create changes that tackle issues and experiences of injustice.

Community Organising is grounded in *communities* because that's where we live and relate to each other. It is focused on *organising* because it is about deliberately listening to each other, finding out our shared concerns, and then working together for change.

Faith-rooted community organising builds on these practices and roots them in our core beliefs as Christians in God's promise of justice, peace and transformation.

Extracts from the Methodist Conference **God for All Strategic Update and Renewal (2025-2032)**

District funding for Faith-Rooted Community Organising (FRCO) district leads.

Local and focused FRCO resources are needed to support cultures of vision-into-action in every district by working with key district colleagues including the district leadership team, the district NPNP team, superintendents, mission enablers, Methodist Pioneering Pathways and social justice leads. To seed and 'normalise' an organising culture in every district, we will fund a dedicated half-time FRCO district lead, who will provide bespoke support to embed Faith-Rooted Community Organising practices aiming to develop teams and effective leaders of change in those congregations and communities. The role will be key to supporting existing churches and new Christian communities (NPNPs) to make connections as part of their discipleship and core mission to be justice-seeking.

Faith-Rooted Community Organiser (insert name of district) district lead job description	
Job title	Faith-Rooted Community Organiser district lead (0.5 role)
Reports to	District Chair (or nominated deputy)
Team	Member of the district mission team/ district leadership team/district executive
Work base	Flexible (Home working or district office)
Hours of work	18.5 hours (flexible with some evening and weekend working as necessary)
Salary scale	£37k pro rata (ministers would be subject to the normal terms and conditions)
Holiday entitlement	Insert number of days in line with the local employing body terms and conditions of employment.
Probationary period	Subject to the satisfactory completion of a probationary period (Insert length of probationary period) in line with the local employing body terms and conditions of employment.

The appointee will be employed, and line managed by XXXX (insert name of line manager) within the district alongside being resourced and supported by the Connexional FRCO officer.

The appointee will be a member of the Connexional network of FRCO district leads.

This role is subject to a satisfactory enhanced DBS check.

Funding for this role is for a fixed term of seven years from 2025-2032
**Add any specific district needs e.g. Welsh language*

Job purpose and objectives

The purpose of this role is to advocate for and deliver faith-rooted community organising practices in the Methodist Church as routes to justice, congregational transformation and church growth. The post holder will lead on accompanying and developing an organising culture across the district, providing bespoke support to embed faith-rooted community organising practices to develop teams and effective leaders of change in those congregations and communities. The role will be key to supporting existing churches and new Christian communities (NPNPs) to make connections as part of their discipleship and core mission to be justice-seeking. As a result of this role, faith-rooted organising practices will have an impact in three distinct ways through the:

- embedding of the principles and practices of A Justice-Seeking Church report in the Methodist Church
- transformation of existing churches
- beginning of New Places for New People.

Main responsibilities

- Work with key district colleagues including District Leadership Team, New Places for New People Team, Mission Enablers/missioners, Learning Network colleagues, Methodist Pioneering Pathway and Social Justice leads, and Superintendents to identify specific congregations and communities where faith-rooted organising practices could help turn vision into action.
- Under the guidance of the Connexional Faith-Rooted Community Organiser provide bespoke support to embed faith-rooted community organising practices aiming to develop teams and effective leaders of change in those congregations and communities.
- Working in consultation and in collaboration with the Connexional Faith-Rooted Community Organiser, the Connexional Church at the Margins Officer, Director of Social Justice, and Social Action, JPIT, Learning Network, CYF Team, key district colleagues and local practitioners, to further develop and deliver Methodist -specific training resources which introduce the practices of Faith-Rooted Community Organising within the district.
- Accompany existing churches and new Christian communities (NPNPs) to integrate FRCO practices as part of their core mission planning, worship and commitment to be justice seeking.

- Seek opportunities for children, young people and adults to participate in Faith-Rooted organising to develop their faith formation, discipleship (e.g., through micro-organising campaigns).
- Act as the lead district contact for the Connexional Faith-Rooted Community Organising network/movement.
- Gather and participate in Connexional evaluations of how Faith-Rooted Community Organising practices are being used to implement change, see transformation and enable flourishing.
- Fully participate in the FRCO network, gatherings and training opportunities initiated by the Connexional FRCO officer.

Person Specification

	Essential	Desirable	Assessment Method
Education and Training			
Ability to show a good level of experience and ability in theological thinking, which may be demonstrated through an academic qualification such as a theology degree/diploma or practical experience e.g. local preacher.	**X**		**Q**
Ability to show a good level of experience and learning in Community Organising practice which may be demonstrated through a formal qualification (e.g. certified training) or through practice led learning (e.g. involvement in grass roots organising).	**X**		**Q**
Trained in Faith-Rooted Community Organising.		**X**	**Q**
Proven Abilities, Knowledge and Skills			
Proven ability as a community organiser particularly within a faith-based context, supporting contexts to move from 'vision to action'.	**X**		**A, I, P**
Deep understanding of the intersection of faith and justice, with the ability to embed these values into community organising work.	**X**		**A, I, P**
Experience in developing and delivering training related to community organising and leadership development.		**X**	**A, I, P**
Ability to lead and collaborate effectively with key stakeholders, including district leadership, local congregations, and justice-seeking teams.		**X**	**A, I**
Excellent verbal and good written communication skills, with the ability to engage and inspire individuals and groups from various backgrounds.	**X**		**A, I, W**
Proven ability to engage with people of all ages and backgrounds, in church, faith and community settings and different cultural contexts and a sensitivity to, issues of equality, diversity and inclusion.	**X**		**A, I**
The ability to manage multiple collaborative relationships and competing priorities, work independently, and meet deadlines whilst paying attention to detail.	**X**		**A, I, P**
Personal Qualities			
A passion for the role of community organising in justice, congregational transformation and beginning new forms of church.	**X**		**A, I, W**
Capacity to think creatively and strategically in developing new approaches to community organising and leadership.	**X**		**A, I, P**
The ability to work as part of a team.	**X**		**A, I, W, P**

In agreement with, and willingness to advocate for the Methodist Church's commitment to being an inclusive, evangelistic, justice-seeking church, including the God for All strategy and aims.	**X**		**A, I, W, P**
Committed to on-going personal learning and development of Faith-Rooted Community Organising practice.	**X**		
Willingness to work occasional irregular hours including evenings and weekends.	**X**		**A, I**
Occupational Requirement: This post carries an occupational requirement to be a Christian (in accordance with the Equality Act 2010).			

Method of Assessment: A – Application Form; I – Interview; W – Written exercise; P – Presentation; Q – Proof of qualification (certificates or transcripts)

FAQs for the Faith-Rooted Community Organiser district lead role

Job Title and Roles

- **Could the two Connexionally funded halves (NPNP and FRCO) role be carried out by one person?**
  While this could be an option, preferably not, as the skill sets required for the two roles are quite distinct, so it is preferable to keep them separate.
- **Will the title for the post be set by the Connexion or left to local decision?**
  The title is set by the Connexion (as above) to ensure clarity.
- **Is an ordained Methodist presbyter/deacon eligible to apply for these roles**
  Yes, they would be, provided they adhere to the standard protocols for part-time appointments.
- **Can a lay person hold this role and another separate part-time role e.g. District Mission enabler**
  Yes, it is possible that the roles can be combined provided they do not exceed the working time directive, and the combined responsibilities of the roles are manageable by the role holder. The salary scale for the DME role does not need to match the NPNP district lead; it is possible that local terms and conditions remain applicable.

Employment and Management

- **Will the District be the employer for this post?**
  Yes, they will.
- **Will there be any accountability to the Connexion or will Districts line manage?**
  Districts will provide line management responsibilities and local inductions. The Connexion will provide induction, training, and support, including a monthly online network meeting.
- **If a lay person in the district is already performing all the responsibilities within the role, what actions need to be taken?**
  It may be appropriate for the person to continue in the role, if all the responsibilities are being performed by the role holder. If so, then following consultation with the employee their contract of employment may need to be adjusted as necessary to reflect the updated title, specific responsibilities, and hours.
- **If a lay person in the district is already performing some of the responsibilities within the role, what actions need to be taken?**
  Presuming there are no other options (e.g. the person concerned is the only one doing parts of the role) a likely way forward is to consult with the person whether they would like to continue in the extended role and include all the responsibilities. If so, agree on amendments to their contract of employment as needed to reflect the title, responsibilities, and hours of the role.

- **If an ordained person is doing some or all the responsibilities within the role what actions need to be taken?**
  Review with the person if they would like to continue in the extended role and include all the responsibilities. Agree on an amendment to their letter of understanding to reflect the title, responsibilities, and hours of the role. Contact the Conference Office for further advice if needed.
- **If no one in the district is currently performing any of the responsibilities within the role, what action needs to be taken?**
  Use the job description and person specification for the role to appoint and employ someone through an appropriate recruitment process.
- **What form of supervision is required for this role?**
  This role requires reflective line management. The line-manager needs to have completed the reflective line-management training provided by the Learning Network. For more information about reflective line-management training, click HERE. Reflective supervision is not required for this role unless it is filled by an ordained person, who is automatically included in reflective supervision.

Salary and Funding

- **Will the salary and hours be fixed by the Connexion, or will there be District discretion?**
  The salary is fixed at £18.5k for 18.5 hours for these roles to provide consistency across the Connexion.
- **Can Districts add tasks and potentially add money to make a full-time post?**
  Yes, they can.
- **What is the timescale for the funding becoming available – this year, next year, several years' time?**
  The Faith-Rooted Community Organising district lead funding is being staggered with half the districts receiving it in September 2025 and half in September 2026.
- **Will there be processes the district needs to go through before drawing down the funding?**
  The Connexional FRCO team will be ready to provide support and guidance to accompany each district through the appointment process through shared conversations. Once an individual is in post, the funding can be drawn down.
- **Will the funding be a set amount of funding, or will it be given according to budget costs?**
  The funding for this role is for the **basic salary costs only** – £18.5k per annum from 2025-2032/33. The funding will be released annually providing someone is in the appointed role.
- **Does the funding include an annual uprating?**
  Yes. The GfA funding includes an annual uprating by 3% from year 2 onwards, enabling an annual 3% increase of the salary by the district. Districts are responsible for all other additional on-costs Districts are responsible for all other additional on-costs (e.g. NI and Pension contributions, work related expenses and provision of IT).
- **Can Districts amend the salary offered for this role?**
  As the employer, the district can choose to pay more from their own funds. If districts chose to pay less, then they will receive a commensurately reduced rate of funding.
- **What funding is available if an ordained person is in this role.**
  If an ordained person is in this role, the district will receive £18.5k for 18.5 hours or a proportional amount for fewer hours.
- **If we do not appoint this role until September 2027, can we still have 7 years of funding**
  The 7-year funding cycle for this post **ends in 2033**. We encourage all districts to begin these appointments by September 2026 to ensure they receive the full seven years of funding.

Support

- **What Connexional support is available?**
  The Methodist Church has appointed a Connexional FRCO Officer (role commences on 1st March 2025) who will be available to support and accompany each district through the appointment process, through shared conversations, including inviting two or three individuals from each district to attend a training event to introduce FRCO. Each district can then determine when they are 'ready' to appoint the FRCO district lead, which can either be September 2025 or September 2026
- **Where is the Connexional Faith-Rooted Community Organiser based within the Mission team?**
  The Connexional Faith Rooted Community Organising Officer will be part of the Justice Team within the wider Mission Team and will work collaboratively with the Evangelism and Growth Team and others.
  Their key priorities will be:
  a) Developing and implementing a Connexional FRCO training strategy
  b) Refining and embedding the theological foundations of faith-rooted community organising
  c) Developing and sustaining a network of district officers
  d) Leading on the development of external partner organising relationships

- **What support is available for the district FRCO leads?**
  - Induction with the Connexional Faith-Rooted Community Organiser, the Connexional Church at the Margins Officer, Director of Social Justice, and Social Action and JPIT.
  - Connexional network of district FRCO leads online and in-person.
  - Access to book Connexional FRCO team to resource online meetings within the district/circuit and if available in-person.
  - Learning Network, District Mission Enablers/Advisors
  - Coaching is available (free) to all FRCO leads.
  - Training opportunities will be available.