

SPECIALIST MISSIONARY

PRISONS & RESETTLEMENT

JOB DESCRIPTION



Department:	Ministries
Reporting to:	Specialist Team Leader – Pan-London Prisons & Resettlement Team
Responsible For:	Field workers and Volunteers
Location:	London Wide
Duration:	Permanent
Hours of work:	Full-time contract. Flexibility for evening/weekend working will be required.

About Us

London City Mission exists to share the good news of Jesus Christ in the city of London. For over 185 years LCM has been reaching the most impoverished communities of London, through times of outbreak of disease and pandemic, wars, financial crises, social unrest, changing demographics and complex challenges amongst multiple sectors of our society. In all this, LCM has continued to hold out the hope of the gospel: life, healing, grace, practical help, transformation and so much more through Jesus Christ. But we can't reach the millions of people in our city who need to hear about Jesus alone. Our strategy is, therefore, to partner with the local church of London, equipping everyday Christians to lovingly bring this message of hope in Christ to those least likely to hear it – Because London Needs Jesus!

Overall Purpose of the Role

A Specialist Missionary works with a Specialist Team Leader and Field Director to provide expertise to support and enable churches in London to reach out to specific groups and to develop broader strategy for London-wide gospel initiatives. This role is to bring additional specialist Prisons and Resettlement outreach expertise to the Pan-London Prisons & Resettlement team, the wider LCM, and to inspire and enable churches that LCM is engaged with to reach out to prisoners and ex-prisoners in their communities with the gospel. This means

- supporting our field teams with strategies, resources and support to equip churches they are working with to establish Prisons and Resettlement ministries,
- giving churches the confidence and practical ministry skills that they need for Prisons and Resettlement outreach work,
- doing frontline ministry together with churches, modelling to them and developing new outreach strategies together to effectively share the gospel with prisoners and ex-prisoners.

This is, therefore, a church mobilisation role. This role holder will focus on Prisons and Resettlement.

About You

You will have a developed evangelistic ministry and passion for sharing the gospel, with a love for people from all walks of life, social demographics and cultural backgrounds. You will have the ability to inspire and train everyday Christians into outreach activity and be able to demonstrate how you have done this in a Western, cross-cultural missional context. You will have a love for the church of Jesus Christ in London and the ability to network at all levels of the church to develop partnership for mission in London. You will

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have expertise in Christian outreach into Prisons and Resettlements, and the ability to pass this on by training, inspiring and equipping everyday Christians to get involved in Prisons and Resettlement ministry.

Summary of Main Responsibilities

- Church Partnership:
 - Work closely with your Specialist Team Leader, your wider team, and/or alongside other LCM teams to contribute to specialist Prisons and Resettlement outreach expertise and strategies.
 - Support the work of regional teams in their partnerships with their local churches inputting specialist training, equipping and modelling Prisons and Resettlement outreach.
 - Use the skills, resources and expertise you have to contribute to the training of churches in the wider LCM network.

- Specialist Resourcing:
 - Contribute to research, thought-leadership, missional strategies and the development of resources for reaching your specialist ministry group.
 - Work with your specialist ministry colleagues or other regional teams to contribute to the practical application of specialist ministry, as required.
 - Provide training to churches in London and beyond to enable them to enhance their local evangelism.
 - Support your Specialist Team Leader in developing and promoting best practice for ministry to prisoners and ex-prisoners.
 - Seek and develop relationships with para-church organisations with expertise which matches your specialism where this will help us to mobilise churches.
 - Work in partnership with local churches to reach prisoners and ex-prisoners with the gospel by:
 - i. Enabling churches to understand and fulfil their calling to reach those least likely to hear in their communities.
 - ii. Training, equipping, and showing church staff and members in a range of ministry tools and approaches to either:
 - Ministry inside prison; or ongoing discipleship and support for prison leavers in the community.
 - Work across LCM teams and regions to equip them to reach prisoners and ex-prisoners with the gospel, as required.

- Personal Support:
 - Ensure ongoing pastoral care, prayer support, and actively seek financial backing from your Sending Church.
 - Secure personal support aiming to annually raise a target for financial contributions aligned with LCM's fundraising goals.
 - Establish a robust network of individuals and churches interested in receiving regular updates on your ministry, and actively seek their commitment to provide both prayer and financial support.
 - Collaborate with Fundraising and Supporter Partnerships to coordinate visits for external parties, churches, current and potential supporters/gospel partners, allowing them to witness the impactful work of the ministry.
 - Represent LCM in external engagements such as local and national conferences. Speak at churches in London and beyond to inspire congregations for ministry to the local community while building your own network of prayer and financial support.

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- Skills and Character Development:
 - Continue to grow in your evangelical faith, rooted in Christ.
 - Ensure prayer and the study of the Bible are foundational in your own spiritual walk and ministry.
 - Take forward your own personal and spiritual development, respond well to feedback on performance and lessons learned, and take action to address any areas for improvement.

Expected Standards

Employees are expected to:

- Be a committed member of a local church.
- Agree to the Mission's Statement of Faith and Conduct.
- Represent LCM and raise personal support (annual financial target and prayer support) for your ministry and the Mission.
- Attend LCM training needed to support you in the delivery of the requirements of your role.
- Fully participate in the spiritual life of LCM including attending the annual week of prayer, monthly Team Days, and weekly/daily staff prayer meetings.
- Take due care of your own Health and Safety and that of others (as appropriate) in your working environment.
- Ensure compliance with General Data Protection Regulation principles and practice.
- Be an advocate for, and role model of, LCM values.

Key Internal Relationships:

- Specialist Team Leaders and Field Directors, other missionary teams, and other Ministry HQ staff.
- Other Specialist Missionaries with a similar ministry specialism.
- Training and Mentoring.
- Other functions in LCM: including Church Partnerships, Communications, Fundraising and Supporter Partnerships, Property, Finance, and HR.

Key External Relationships:

- Church leaders, staff, and members of churches in your geographical area, and your own church.
- Members of other para-church organisations which help to deliver the frontline ministry.

Person Specification

A. Experience:

Essential

- Evidence of an evangelistic ministry with least reached people groups, and particularly in Prisons and Resettlement.
- Coaching, supporting, and working with volunteers in delivery of ministry.
- Development and delivery of mobilisation of churches in ministries to prisoners and ex-prisoners.
- Relevant qualification and/ or training in missiology, urban mission, ethnology, and cross-cultural mission.
- Experience in mapping and district surveys.

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B. Key Competencies

1. Strategy & Mobilisation

Strategy: Has vision for cross-cultural urban mission and the ability to articulate vision into strategic steps in a specific context. Can apply a range of strategies and missional tools into a specific specialist context appropriately and train others in these for long-term missional activity and impact. Gets to the heart of the key needs, issues, challenges, and opportunities in their area, can think through a range of options for how to address these and identify appropriate solutions or courses of action.

Mobilisation: Knowledge and skills in developing evangelistic outreach working with church members or several churches to help them evangelise specialist groups least likely to hear the gospel. Can assess churches as potential partners. Can provide guidance and insight and demonstrate practical help to support churches to develop and deliver relevant mission plans and ministry. Can apply a range of behaviours to engage with and influence external interested groups or individuals and adjusts the approach to suit the situation.

2. Experience

Evidence of accomplishment in cross-cultural urban mission with the ability to apply generalist and specialist mission experience into a range of social and demographic contexts. Specialist experience relevant to the role. Proactive with long-term commitment to mission. Stewards well their time and resources. Commits plans to the Lord. Ability to evaluate and adjust plans to meet arising needs, and ensures resources are stewarded well. Communicates key information clearly, simply, and confidently. Can communicate compelling stories of God at work in peoples' lives. Can build credibility as a trusted adviser and partner across a range of evangelical church streams.

3. Relationships & Teamwork

Makes timely and sound judgements and decisions on a range of issues, seeking advice and approval from their Team Leader and other colleagues, as appropriate; ensures these are aligned with LCM strategy and goals, and that LCM make the most of opportunities. Applies Godly wisdom. Able to build and maintain fruitful working relationships with a wide range of people in their churches, ministry area, and within LCM. Builds a network of people in their area and uses this proactively. Resolves conflict well. Co-operates well with others and shares knowledge and expertise to support their work and development. Willing to learn from others. Works as part of a team, contributing to team goals and encouraging and supporting other team members. Works collaboratively within their own team as well as with colleagues across LCM (Field and Head Office).

4. Faith & Church

Evidence of an infectious and mature Christian faith and of regular church commitment. Commitment to the LCM Statement of Faith and holds a strong evangelical theological position. Our four LCM values clearly shape the way they work and relate with others.

5. Personal Support Base

Already has established or can demonstrate understanding of the steps required to establish and develop a prayer and financial support base. Has the ability to develop ongoing financial support to meet the annual target increasing year on year. Understands the need to maintain

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pastoral care relationship with their Sending Church and can articulate what that could look like in their own context.

This job description is not intended to be exclusive or exhaustive. It does not form a contract of employment. It is an outline indication of activity and will be amended in the light of LCM's changing needs.

Occupational Requirement

Due to the nature of the work, this role requires post holder to be evangelical Christians. This is in accordance with the Occupational Requirements provisions of the Equality Act 2010. Employees are required to agree to the Mission's Statement of Faith and Conduct.

Benefits

Here are some of the benefits we would offer you in this role:

- Full-time (40 hours per week), permanent appointment.
- Starting salary for this role: £21,720 per annum, with incremental increases after 2.5 & 5 years, reviewed annually in April.
- Accommodation allowance of £1,100 per calendar month (taxable) during probation period. Discussions about provided Mission housing will begin following successful completion of probation period.
- Two-year training course in practical missional practice and urban mission theology; one day per week within working hours.
- 25 days annual leave rising to 27.5 days after 4 years of service.
- 3 additional days off work to be taken by all staff in between Christmas and New Year as fixed days. Additional leave on all bank holidays.
- An attractive pension scheme with LCM contributing £22 per calendar month plus 11.5% of salary.
- Clear Christian values underpinning all we do.
- Regular LCM and team prayer events; monthly whole of LCM team days with worship, teaching, prayer, and updates; and an annual week of prayer in January.
- Cycle to work scheme.
- Active staff forum to ensure staff have a voice in people, well-being and safety matters.