



Haven Christian Centre

Hollybrook Way, Heatherton, Littleover, Derby DE23 3TZ



Church Profile and person specification for a
Part Time Enabling Minister

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Partner Denominations Welcome

The psalmist wrote how wonderful it is when God's people, as family, are united. That is true of Haven Christian Centre, a wonderful Local Ecumenical Partnership of four Christian denominations; Baptist, Methodist, Anglican and URC. Together the Haven is a strong, close-knit fellowship united around the Good News of Jesus Christ.

After an extended period of pastoral vacancy, the Haven has renewed vision and spirit for the future together with a strengthened lay leadership team. The leadership team at the Haven have worked collaboratively with representatives of the four partner denominations to develop a confident and coherent profile for their next minister. We are delighted that you find yourself reading that profile.

The Haven are not seeking a congregational chaplain but an enabling minister who will help every member of their fellowship to become confident in their respective giftings and using those giftings in church and community to reveal Jesus and to manifest the Kingdom of God.

As a Christian fellowship, the Haven is committed to the local community God has called them to serve in faith, hope and love. They are committed to both their immediate community of Heatherton Village and the wider community of Littleover. The Christian community in Littleover is vibrant and relationally supportive and the Haven is intentional about growing its ecumenical relationships locally. Missional opportunities abound in the local area particularly around schools ministry and further new major housing developments in the area.

On behalf of the partner denominations and the Haven's leadership team, I thank you for reading this profile and prayerfully discerning whether to apply for this exciting role. As you read, reflect and pray, be encouraged that throughout the preparation of this profile and the advertising of this role, the Haven have been committedly praying for their next minister: could that person be you?

The Venerable Matthew Trick
Archdeacon of Derby City and South
Derbyshire
Diocese of Derby

Revd Dr Stuart Bell
Superintendent Minister
Derby Methodist Circuit

Revd Mike Fegredo
Regional Minister
East Midland Baptist Association

The Revd Geoffrey S Clarke
Moderator
The United Reformed Church
East Midlands Synod



Vision

“To be a people whose love for Christ and one another overflows into a joyful sharing of the Good News with our community and with all those whom God has given us a unique opportunity to reach.”

We believe that a continued Christian presence through the Haven Christian Centre (the Haven) is central to the mission of the Littleover area and that investment in this church would reap significant Kingdom rewards.

Our vision is to see God’s Kingdom growing in the Heatherton, Havenbault and Highfields areas.

To see that the Holy Spirit will not only meet and change us as we worship but that we will carry His presence out into our local community and see God’s hand at work among our families, friends and neighbours.

The Haven as a Local Ecumenical Partnership (LEP) aims to draw from the doctrine and traditions of all of the supporting denominations.

Other local churches in the Littleover area are:

St Peters Church of England Church

Littleover Baptist Church

Littleover Methodist Church

Newmount Methodist Church

Carlton Road United Reformed Church

Haven Christian Centre’s Ecumenical Vision Statement (See Appendix A)



Location and Population

Haven Christian Centre is situated within the Heatherton Village estate on the south-west edge of Derby, on the outer edge of Littleover ward in Derby. The church serves the area of Heatherton and Havenbault.

Further to the south lies the Highfields housing development which links to Heatherton Village. Whilst this development is within the parish of Findern, geographically, practically and missionally it would be within the mission of the Haven as an LEP.

See maps Appendix B

The area comprises largely owner-occupied housing with professional families. There are 5 schools in the area, there are pockets of social housing, a Health Centre and dentists, a small supermarket (recently opened), and a parade of shops, a public house, a private hospital, 2 care homes, and a Community Centre.

The total population of Littleover Ward is estimated at 15,100. The ethnicity is mostly white British, with 44.3% from ethnic minorities - Asian (31.8%), Black, Caribbean or African (3.7%), mixed or other (8.8%). Source information Census 2021, Office for National Statistics <https://www.ons.gov.uk/visualisations/customprofiles/build/>.

The area falls predominantly within the Anglican parish of Littleover and Blagreaves, with some spill-over into the parish of Findern. The total population of the parish was over 18,000 at the 2011 census, with further housing built since then. As such, it is the most populous parish within the Diocese of Derby, set to increase further with the current pastoral measure in train to merge Blagreaves and Littleover parishes.

The development of a further 800 dwellings around Rykneld Road (Heatherton Phase 2, including land immediately to the south of the church) will add further population, another new school is also planned as part of that development.

Schools

Griffe Field Primary School and Highfields Spencer Academy, are the closest Primary schools to the church and in the past there have been links with the schools. The combination of the pandemic and the previous minister retiring have reduced contact, however the church is starting to reach out to these schools again.

Littleover Community School and Derby Moor Academy are the 2 local secondary schools.

There is also Derby Grammar School, an Independent school.

A new joint Littleover and Blagreaves Churches initiative to go into all the Littleover schools is currently in its infancy but represents an opportunity to develop outreach into the schools.



About the Haven

In the early 1990s plans for building the Heatherton Estate were approved, from the very start there was a vision for a church on the new estate and land was reserved for a church building.

We were formed as a worshipping community in 1993 as a result of the vision of our parent churches in Littleover to plant a church on the new housing estate, the forming of the church gave an exciting opportunity to build a church which demonstrates true unity across the denominations.

The Haven Christian Centre formally became a Local Ecumenical Partnership (LEP) in 1996, involving the Anglican, Baptist, and Methodist denominations, the United Reformed Church became part of the LEP in 1998.

The People

It is recognised that many churches and denominations are facing the issue of falling numbers and having to do more with fewer resources. The Haven has experienced this, particularly over the past 2 years. Since reopening after the pandemic our focus has been to provide Sunday worship services. However, in the future we would hope to expand on this.

The Haven currently has a membership of around 35 people. In the years before Covid membership had been in nineties with a wide range of ages.

Generally the demographic of the church is now middle aged to elderly. There are few children attending the church now. Some members have health related issues and mobility difficulties in common with an aging membership.

The Church Building

The building was completed in 1999. It is of brick and timber construction and provides a large main flexible hall, meeting / Children's Church rooms, a kitchen, storage and toilets. It is surrounded by lawns and has a car park.

The building is also a facility for the community and is used by a variety of groups ranging from dance and exercise groups to Scouts, Rainbows and Brownies.

The building is also used for other ad-hoc uses including private parties and as a polling station during local and national elections.



Worship Pattern

Services are held every Sunday morning with children's church included twice a month. Our services are live streamed on YouTube for those unable to attend locally.

The church aims to draw on the styles and traditions of the supporting denominations in terms of worship pattern, although no one style is dominant, as such an open evangelical style has developed over time. This aims to embody times of worship that are Spirit led.

Holy Communion/Breaking of Bread is included as part of the main service once a month, following the denomination patterns, this is currently presided over by a local Ordained Minister or Elder of the Haven (current or former)..

Fellowship breakfasts are currently held on the first Sunday of the month. These were initially held each Sunday during lent last year, which started with breakfast followed by a Holy Habits Bible study / discussion. The Fellowship breakfast has continued since then.

Services are led by people of the Haven with local ministers / lay preachers / readers invited to preach. The Church is currently following the lectionary for the theme of the services and preaching. Inviting other ministers and lay preachers to preach has helped bolster links with the wider local church community and the church would be keen to continue to do this.

Intercessions are included each Sunday brought by members of the congregation.

The church used to have a vibrant worship band, however over the past few years most musicians have left or moved away. The remaining musicians do not feel confident enough to lead worship. The other local churches have been approached to assist with lead musicians. For sung worship, mp3 tracks are currently used, however live music for worship is used when the opportunity arises.

There is a monthly church prayer meeting which is not particularly well attended. The corporate prayer life of the church does need rejuvenating.

A Pastoral Prayer group meets weekly during the day.

Children's and Youth Work

The church used to have a thriving Sunday School and youth group, and for a time also employed part time a Youth in the Community Worker,

A small number of families with children now attend, and a Sunday School is operated twice a month to provide scriptural based activities for the children. A small group of dedicated volunteers are involved in the children's work and they continue to try new approaches to delivering children's activities.

It is recognised that numerous children and young people pass the church every day on their walk home from their schools and opportunities exist for some form of after school club as a means of outreach.



Life Ministry Events

All life events, ranging from Christenings and Dedications, full emersion Baptisms, marriages, thanksgiving's and funerals are celebrated in line with Christian churches.

Other Church Activities

There is an active Under 5's group that currently has a waiting list of parents and children that want to join.

Prior to the pandemic several house groups were run, however now due to a number of people leaving, these no longer currently take place.

The Church has been used as a 'Warm Space' during the last winter, though there have been few visitors from the local community.

Leadership/ Ministry Team

The leadership team of the church usually consists of the Minister and Elders (Trustees).

The Church has been without a minister since October 2021 and has been in a time of interregnum during this period. This has provided a beneficial time for review and reflection on the current situation of the church as well as future plans and opportunities.

The Elders are the equivalent of Church Wardens, Stewards, Deacons & URC Elders. The church's constitution allows for up to 7 Elders, they are usually elected by the church membership for a three year period and may serve for a further three years.

During 2022 there were only 2 elders, so a Steering Group was added to the leadership team to assist with the exploration of the ministerial vacancy. However, at the AGM in November 2022 more Elders were elected. There is now a complement of 5 Elders, some have held this position previously and the remainder are new to the role.

There are also other essential roles within the church including a Treasurer, Safeguarding Officer and Fabric Coordinator. In the past the church had a full team of coordinators with responsibilities for various areas of church, e.g. Sunday School, youth work, house groups, outreach, mission, etc.

Manse

The Haven has a Manse on the estate, it is a modern three-bedroom detached house typical of those on the estate, about ten minutes' walk from the church. In addition to the three bedrooms, a converted garage on the ground floor provides office accommodation.

The property is currently let out privately and the income used for church and mission based activities.

The manse would be available for the Enabling Minister and the Haven feels that it would be desirable for the appointee to be resident on the estate, however this would not be compulsory if the appointed minister currently lives locally in their own property.



Mission Action Plan (MAP)

The Haven firmly believes that the church was established in the location that it is for a reason. When first established a number of attendees came from the surrounding housing estates, although over time this number has gradually reduced, and now only a few local residents attend. This is no different to the commuter type church that has developed nationally.

However there is still a sense of geographical significance of the church relative to the existing housing on the Heatherton Estate and the new housing that is also planned.

The members of the Haven are aware that substantial change will be necessary for the trajectory of decline to change. We believe that there is a future in God's purposes for this church, and that the future will be different from the past. It is for this reason that at the heart of our MAP is the calling of an Enabling Minister, whose role will involve gathering a revitalisation team from our partner churches* and beyond. Under the leadership of the Enabling Minister and supported by new team members, it is our aim to establish new contextual mission in the area and to regrow the church from its roots. The members are open about what this might mean and are willing to play their part.

* These churches have been consulted about this plan and are supportive of it.

Finance

The Haven's financial year runs from 01 September to 31 August in the following year.

A copy of the last years examined account is available.

❖ Mission Giving

The Haven has a policy that 10% of the previous year's income is given to Mission based organisations.

The following Mission based organisations are currently supported. These are a mixture of local, national and international mission based organisations:

- Baptist Mission Society
- Church Mission Society
- Methodist World Mission
- Derby City Mission
- St Crispen's Orphanage, India
- Open Doors
- Padley Group
- Scripture Union
- Tear Fund
- Kid's Aid Tanzania
- FEBA
- Mission Aviation Fund (MAF)
- Christian Motorcycling Association
- Upbeat Communities
- Universities & Colleges Christian Fellowship (UCCF)
- Christian Solidarity Worldwide
- Restore

A review of the number of organisations the Haven supports is currently being undertaken, so that the support can be more focused and of better use.



Enabling Minister Role Description

We are seeking an evangelical Enabling Minister (Ordained .5FTE) to work alongside the existing congregation of the Haven and establish a local revitalisation team for an initial period of five years, extendable after review

The Haven desires to give as much freedom and flexibility to this role as is possible and wants to emphasise that this role description is indicative and can be shaped and refined in partnership with the Haven and wider LEP church community.

We would hope that the enabling minister will bring experience of starting and leading church outreach ministries in a way that engages with the church and wider community.

To help articulate this role further we have provided a vocational specification to help with your discernment. The following objectives underpin the key responsibilities.

- To participate fully in the development of a thriving missional community in the Haven Christian Centre and other local churches within the LEP denominational framework.
- To establish and lead a local revitalisation team, drawn from the surrounding local partner churches and community and other suitable worshipping communities with whom practical, prayer and support partnerships may be formed.
- To form strategies to help re-establish outreach to engage with our local surrounding community with the Good News of the gospel of Christ.
- Together with the existing Pastoral Team provide organisational and pastoral leadership and support to members of the Haven and wider local church network as we reach out to and serve the local community.

The post carries with it the standard terms of appointment of the successful candidate's denomination, pro rata to part time nature of the role.



Role Specification

We are thrilled to be offering this role and hope that the details below give you some idea of the scope and opportunities for ministry. As noted previously this is open to refinement.

We see this as a pioneering role. Whilst the church has not moved geographically, society has changed, and this role's aim is to cooperate with our partner churches to try to reengage with the wider community.

Activities that may be involved are therefore;

- To help to develop and communicate a vision and strategy for reaching the missing generations in the Littleover, Heatherton and Highfields areas.
- To help to build a thriving missional environment at the church in way that partners with other churches in the area, including across denominational lines.
- To help plan and support groups and activities that provide bridges between the church and those in the wider community.
- To help plan and implement creative outreach to those not currently actively engaged with the church or the Christian faith.
- To be part of the Pastoral Team, whilst observing safeguarding best practice at all times.
- To help coordinate ministry programs and courses including small groups, Alpha, and the like.
- To help oversee, equip, and develop lay ministry leaders within the Haven.
- To support and help develop the existing programme for children and young people in the church and in local schools and the wider community.
- To partner with other local churches to help develop faith communities in new housing developments in the area.
- To contribute to services regularly through the teaching and reading of Scripture, prayers, presiding over Communion and other pastoral duties.
- To help develop worship in the church, and support and encourage the use of Spiritual Gifts.
- To work ecumenically with the other local churches in the neighbourhood.
- To be involved in baptisms / dedications / marriages / funeral services and follow up for families.



Person Specification

We are looking for an ordained individual, who has a deep faith in Jesus Christ, a strong sense of vocation, is an enthusiastic leader and facilitator and who has a heart for evangelism and creative outreach in a local community.

❖ Faith and Vocation

- You must be a person of Christian faith and prayerfully follow your own walk with Jesus. Have a passion for God and His word.
- You should feel called to leadership within the body of Christ.
- You should desire to see the outpouring of spiritual gifts and encourage the development of these in others.
- You must have a desire to see people come to a living faith in Jesus Christ.
- You should be able to encourage and support others in their continuing walk of discipleship with Jesus.
- Ideally you will have experience in leading and supporting outreach work within churches and the wider community.
- You must have a passion to see the whole church including the missing generations encounter God.
- We realise that everyone has to start somewhere so little experience of this but lots of enthusiasm and vision to do so would be equally acceptable.

❖ Qualities and Experience

- It is essential that you have a desire and ability to plan, organise and lead teaching and outreach that is engaging, enjoyable and centred on the Gospel.
- Being able to work within teams, and lead teams yourself is essential.
- A wholehearted commitment to the mission, vision and worship philosophy and in particular, to growing a worship opportunity that is relevant to all generations is essential.
- Experience of working with other leaders within an ecumenical context, in which a partnership and a sense of unity with other denominations comes before our differences is desirable.
- Creativity and the ability to develop fresh and engaging resources to help enable the church to better minister to all generations is desirable.
- A developed ability for self-reflection and an openness to personal development is essential.
- Willingness to work with and be mentored by other more senior members within the denomination which you are part of is essential.



- Well-developed communication and interpersonal skills (written and verbal) is essential.
- Experience of pastoral care and oversight of families within the context of the church, and an ability to appropriately build relationships with people outside the church is essential.
- Flexibility in working hours is desirable.
- To have a developed understanding of the challenges facing modern society and the experience to know that many people and families struggle to sustain the basics for life such as food, home and social inclusion is essential.



Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. To this end we;

- Value difference in others and respects the dignity and worth of each individual.
- Reflects the diversity of the nation that the Church exists to serve.
- Foster a climate of creativity, tolerance and diversity that will help all to develop to their full potential.
- We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination.
- We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Safeguarding

The Haven takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy, the Haven follows the Methodist Church Safeguarding Policy, Procedures and guidelines and the enabling minister will be expected to work within this framework and to liaise with the Haven's Safeguarding Coordinator regarding any safeguarding matters.

This post is subject to Enhanced DBS checks.

Before a formal offer of appointment is made, the prospective candidates will be asked to sign a Self-Declaration Form. This form asks the person concerned to declare whether or not they have ever been convicted of a criminal offence with regard to children / vulnerable adults or accepted in this regard an official caution from the police.

In addition, the preferred candidate will be checked through the Disclosure and Barring Service, and so will be required to complete a form and produce evidence of identity. This check must be repeated every five years, or on moving to another post.

The successful candidate would be expected to attend any relevant safeguarding training throughout their employment at the Haven.



Further information and how to apply

Thank you for your interest in what we believe is a truly exciting and challenging post and, whether or not you put in an application, we ask you to join with us in praying for God's hand on this appointment process.

If you feel called to this post, it would be good to have an informal discussion with you and to receive your application. For informal conversations about this post, you are welcome to contact:

James Bathurst (Haven Elder)

Email: eldershavencc@gmail.com

Mobile: 07946577011

Haven Website: <https://havencc.co.uk/>

Haven YouTube Channel: www.youtube.com/@HavenCC

Applications

Applications are welcomed from ordained ministers of the four denominations involved in the Haven LEP.

For Anglican clergy please use the Diocese of Derby form

Baptist Ministers applying for this post are asked to submit their Ministerial Profile with a covering email in the normal way.

Closing date for applications and profile submissions is **Saturday 3rd June 2023**.

Shortlisting will take place on w/c **Sunday 4th June 2023**

Interviews will be held at the Haven on **Saturday 24th June 2023**.

We are praying for you as you discern God's call at this time.





Haven Christian Centre

**An Anglican, Baptist, Methodist and United Reformed
Local Ecumenical Partnership**

Ecumenical Vision Statement

We, the minister(s), Elders, Trustees and people of the Haven Christian Centre, now declare together our continued readiness to commit ourselves to each other under God. Our earnest desire is to become more fully, in God's own time, the Church of Christ, united in faith, communion, pastoral care and mission. Such unity is the gift of God.

Through the Word we are called into a new relationship with God and with one another as children of God. It is a relationship inaugurated by faith in Christ through the Holy Spirit, nurtured and deepened through the ministry of word and sacrament, and expressed in a confession of one faith and common life of loving service.

We affirm our openness to this growing unity in obedience to the Word of God, so that we may fully share, hold in common and offer to the community around us those gifts which we have received. In this unity we recognise that there will not be uniformity but legitimate diversity.

In response to God's call, and reconciled through the life, death and resurrection of Jesus Christ, we pledge ourselves to bear witness together by sharing our faith with others and by showing Christ's redeeming love to the world.

Our basis of belief is expressed in the historic creeds of the Church, which undergird our purpose to serve the people of the Havenbault / Heatherton area in Littleover, Derby and to help them become committed followers of Jesus Christ. We shall seek to do this by:

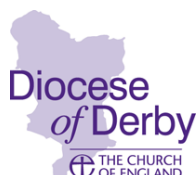
- Celebrating God's goodness;
- Demonstrating God's love;
- Communicating God's word;
- Educating people.

To help us to achieve these aims we shall seek to develop programmes and activities which enable every member to play a part.

We commit ourselves to maintaining proper relationships with our parent bodies, with the Council of Churches Together for Derbyshire and with other churches as appropriate in the locality of Littleover and in the city of Derby as well as nationally and internationally.

We pledge ourselves to this agreement.

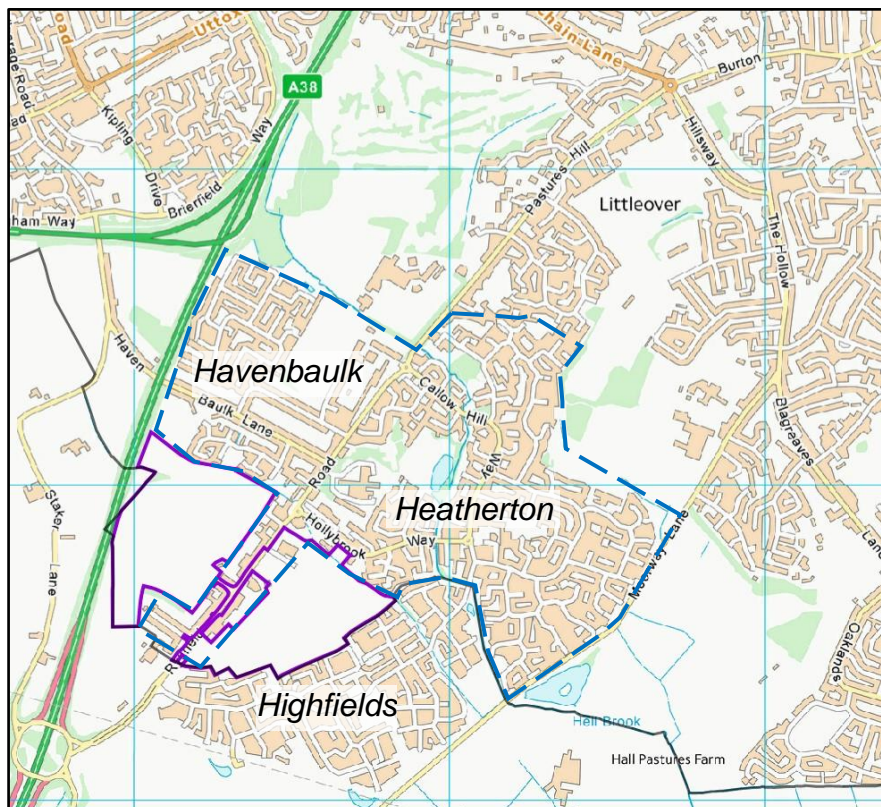
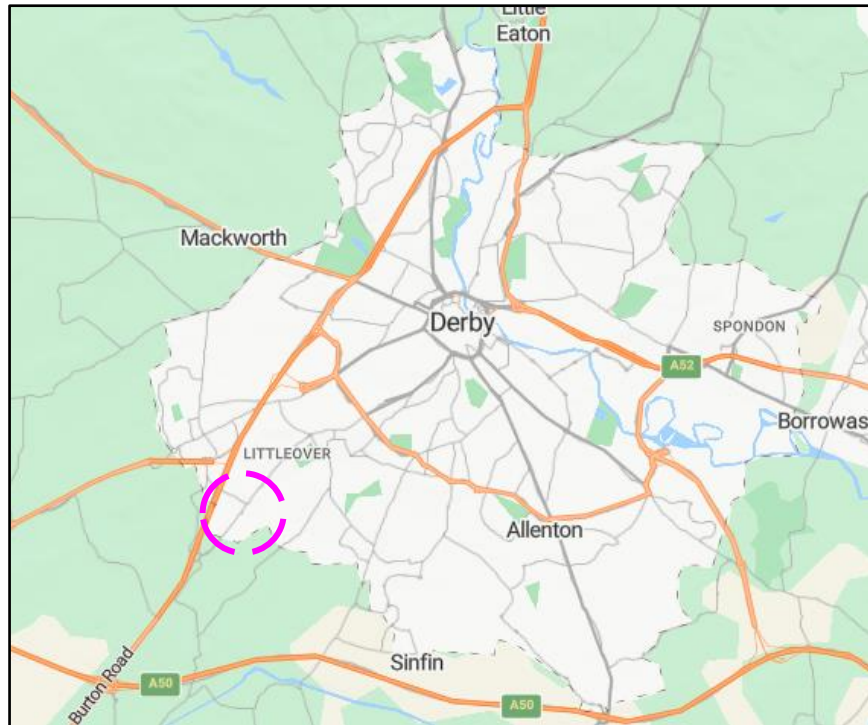
Dated November 2019





Haven Christian Centre

Location of church in Derby



Key:

- The Haven
- Havens Main area
- Future housing development area
- City Boundary