



Job Information Pack

Faith Rooted Community Organising Lead

Darlington Methodist District **0.5** Role

Stockton Methodist Circuit **0.5** Role

Contract arrangement: Whilst employed through the Darlington District this full-time contract involves working for two different employing bodies on an equal basis: 18.5 hours per week for the Darlington Methodist District and 18.5 hours per week for the Stockton Methodist Circuit.

Closing date: **30th September 2025**

Interview date: **w/c 13th October 2025**

Job title:	Faith Rooted Community Organising Lead.
Employed by:	Darlington Methodist District. <i>The post is full-time, with weekly hours split 50/50 between the Darlington Methodist District and Stockton Methodist Circuit.</i>
Location:	Office space provided from Church premises in the Stockton Circuit.
Reports to:	An appointed Line Manager, who will be supported by a management committee of four, comprising two members from the Darlington District and two from the Stockton Circuit.
Key relationships: (Internal)	<ul style="list-style-type: none">• Helle Sewell, Darlington District Mission Enabler & Line Manager• Rev Richard Andrew, Chair of the Darlington District• Rev Dr Vincent Jambawo, Superintendent Minister, Stockton Circuit• Ordained, lay and volunteer teams across the Darlington District and Stockton Circuit• Leadership teams of the Darlington District and Stockton Circuit
Key relationships: (External)	<ul style="list-style-type: none">• Connexional Faith-Rooted Community Organising (FRCO) Officer• Other Connexional Officers• Ecumenical partners and leaders
Purpose of role:	<ul style="list-style-type: none">• To provide spiritual support, pastoral care and strategic support for the church congregations in the Stockton Methodist Circuit, working collaboratively with the established Presbyterian team, existing church missions and community partners.• To seed and 'normalise' an organising culture across the Darlington Methodist District, providing bespoke support to embed FRCO practices, developing teams and leaders of change in congregations and communities. <p><i>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.</i></p>

Occupational requirement:

Christian faith

A faith is an essential requirement for this role and in accordance with Schedule 9 of the Equality Act 2010 it is and will remain throughout the life of the employment contract an occupational requirement that the successful applicant is a practising Christian.

Main responsibilities:

Faith-Rooted Community Organising Lead (Darlington District):

- Work with key district colleagues including the District Leadership Team, New Places for New People Team, Mission Enablers, Learning Network colleagues, Methodist Pioneering Pathway and Social Justice leads to identify congregations and communities where faith-rooted organising practices could help turn vision into action.
- Under the guidance of the Connexional FRCO 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 FRCO 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 FRCO within the district.
- Accompany existing churches and new Christian communities (NPNPs) to integrate FRCO practices in their core mission planning, worship and justice seeking commitment.
- Seek opportunities for children, young people and adults to participate in Faith-Rooted organising to develop their faith formation, discipleship.
- Act as the lead district contact for the Connexional FRCO network/movement.
- Gather and participate in Connexional evaluations of how FRCO practices are being used to implement change, see transformation and enable flourishing.

Job Title (Stockton Methodist Circuit):

- Be rooted in faith and prayer, actively engaging and supporting others to seek fellowship.
- Listen to the various community engagement initiatives across the Circuit.
- Listen to the wider community context within both the Stockton Borough and local contexts, building relationships with a view to helping the church respond effectively.
- Discern the possibilities across the Circuit for developing community engagement, encouraging and enabling as appropriate.
- Continue to look for opportunities to seed and nurture new Christian communities.
- Work specifically across current established ministries, especially food ministries.
- Help to coordinate fundraising for the Circuit's community engagement initiatives.
- Help to recruit and support volunteers.

Other requirements:

- Be an active and engaged participant in [Reflective Supervision](#).
- Attend meetings and gatherings within the Circuit, District and wider Connexion which are relevant to the role, preparing and presenting reports and updates as necessary.
- Be an active and engaged member of the Connexional network of [FRCO district leads](#).
- As requested by your Line Manager, undertake other reasonable duties that support the evolving vision and mission of both the Darlington Methodist District and the Stockton Methodist Circuit.

Summary of terms and conditions:

Contract type:	Full-time¹ Permanent ¹ We are flexible and interested to speak with people seeking part time hours, or those interested in a job-share arrangement.
Working hours:	37 hours per week (1 FTE).
Work pattern:	A flexible working pattern, to include evening and weekend working (inc. Sunday's), with at least two days free from responsibility each week.
Rate of pay:	£37000 per annum.
Location:	Office space provided within the Stockton Circuit.
Annual leave:	Leave for a full-time employee is 33-days inclusive of public holidays. Leave for a part time employee is calculated pro-rata to this.
Pension:	There is a contributory pension scheme to which eligible staff will be auto enrolled. Employees who do not meet the auto enrolment criteria are eligible to join the Scheme, subject to certain provisions.
Probation:	Offers of employment are conditional on the satisfactory completion of a 6-month period of probationary service. We reserve the right to extend this up to a maximum of 12-months.
DBS disclosure:	Offers of employment are conditional on a satisfactory enhanced disclosure from the Disclosure & Barring Service (DBS).
Right to work:	Offers of employment are conditional on the successful applicant demonstrating the right to live and work within the United Kingdom as required by the Immigration Asylum and Nationality Act 2006.
References:	Offers of employment are conditional on the receipt of satisfactory references. We reserve the right to withdraw a conditional offer based on the references that we receive.
Training:	<p>There will be the need for training to be completed that is relevant to the role and to the requirements of the Methodist Church.</p> <p><i>Training costs will be met by the District/Circuit.</i></p> <p>Any appointment is and will remain conditional on the successful completion, at the earliest opportunity of:</p> <ul style="list-style-type: none"> - Methodist Church Community Organising Training - Methodist Church Foundation Module Safeguarding Training. - Methodist Church Advanced Module Safeguarding Training. - Methodist Church Unconscious Bias Training. <p>On-going personal learning across all aspects of the role is necessary. Any appointment remains conditional on the postholder engaging and contributing positively to their development.</p>

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	E	D	A
Training and Qualifications			
Good understanding and use of written and spoken English.	Yes		A, I
Higher level qualification in theology/mission.		Yes	A, I, Q
Knowledge, Skills and Experience			
Proven ability as a community organiser, particularly within a faith-based context, supporting contexts to move from 'vision to action'.		Yes	A, I
Previous experience in pastoral care, counselling, or chaplaincy work.	Yes		A, I
Proven leadership skills, able to identify and explore the giftings of others and nurture a team, enabling people to find their place in service and ministry.	Yes		A, I
Qualities and Aptitudes			
A passion for and a deep understanding of how faith and justice intersect, with the ability to embed these values into community organising work.	Yes		A, I, P
Able to think creatively and strategically in developing new approaches to community organising and leadership.	Yes		A, I, P
Able to seed, develop and adapt positively to changing priorities and circumstances in order to meet the evolving needs of local communities.	Yes		A, I
Able to collaborate effectively with internal and external stakeholders.	Yes		A, I
Able to work with competing priorities with excellent organisation skills.	Yes		A, I
Able to communicate with confidence, both verbally and in writing, in a culturally relevant way to all ages and backgrounds.	Yes		A, I
Able to work effectively within a team and alone with minimum supervision.	Yes		A, I
An active listener, friendly and sensitive, with excellent interpersonal skills.	Yes		A, I
Any Other Requirements			
A robust and well-developed Christian faith with an interest in exploring fresh expressions of church, supportive of the ethos of the Methodist Church.	Yes		A, I
Awareness of and a sensitivity to issues of equality, diversity and inclusion.	Yes		A, I
Committed to work irregular hours, to include some evenings and weekends.	Yes		A, I
To engage and participate in the Connexional network of FRCO district leads and/or any other relevant communities of practice.	Yes		A, I
A satisfactory disclosure from an enhanced DBS check.	Yes		DBS

Assessment:

A: Application form; I: Interview; Q: Proof of Qualification; P: Presentation; E, Exercise

Next steps:

General enquiries and informal conversations about the role are strongly recommended. In the first instance we ask that you direct these by [email](#) and in confidence to Helle Sewell, District Mission Enabler.

- [Application form](#).

Anticipated timeline:

A start date of January 2026 is anticipated

1. Closing date:	30 th September, 2025
2. Shortlisting date:	3 rd October, 2025
3. Interview date:	w/c 13 th October, 2025

1. We reserve the right to close the vacancy earlier than this date should a sufficient number of applications be received.
2. We will contact applicants after this date to let them know if we are progressing their application.
3. Interviews will be held in-person at Methodist premises within the Stockton Methodist Circuit.

Adjustments:

Please let us know if you require adjustments making at any stage or to any aspect of the application process or provide us with any information that you feel relevant whilst we consider your application.

If you are selected for interview, we will ask if you have any access needs or if you require any reasonable adjustments to be made for the interview. Please be assured that we will be supportive in discussing reasonable adjustments at all stages of the recruitment process.

Experience, knowledge, skills, and abilities:

The person specification lists minimum requirements for this post. When shortlisting, the recruitment team will only consider information that you have written on your application form. They will assess what you have written to against the person specification document. *Where CVs are submitted these will not be considered when making shortlisting decisions.*

Criminal convictions/Safeguarding:

The nature of this role means that it is exempt from Section 4(2) of the Rehabilitation of Offenders Act 1974 and anyone who makes an application to work with us will need to disclose details of unspent convictions at that stage. Whilst having a criminal record does not automatically restrict you from working with us this will depend on the job that you have applied for and the nature of any conviction(s). Offers of employment are conditional on a satisfactory enhanced disclosure from the Disclosure & Barring Service (DBS).

Data protection:

The information you provide will be held in the strictest confidence. We process information in line with our Privacy Policy and if you are successful in your application the information we hold will be used to administer your employment with us. By making an application, we assume that you agree to the processing of your data in accordance with our Privacy Policy.

Equality, diversity, and inclusion:

Our commitment to equality, diversity and inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender assignment, sexual orientation, marital status or civil partnership, race, nationality, ethnicity (race), religion, ability or disability, pregnancy or maternity, and to encourage equal opportunities.

Employees must ensure a positive commitment towards equality, diversity and inclusion by treating others fairly and not committing any form of discrimination, victimisation or harassment of any description and to promote working relationships between all internal and external stakeholders.

Unless stated that an 'Occupational Requirement' is in place for a vacancy, recruitment will be made on the basis of an applicant's ability and merit as measured against the job criteria.

Feedback

If you have feedback about how we recruit, you can contact us in confidence [here](#).