

# St Ebbe's Church, Oxford

## LEADER FOR A PLANT FROM ST EBBE'S OXFORD IN COWLEY JOB DESCRIPTION

The PCC of St Ebbe's Oxford is looking to appoint a leader for a plant into a former URC building in Cowley, East Oxford.

### BACKGROUND

St Ebbe's is an evangelical church with five congregations meeting on a Sunday, four of which meet on the church site in the centre of Oxford. We also have three congregations meeting at our building in Headington, with their own leadership but under the responsibility of the St Ebbe's Rector and PCC. The church family consists of a broad-range of people: families (many with young children), a number of 20s-30s, a few older saints, and many students from Oxford University. We also have responsibility for a small parish which comprises a broad cross-section of people, and beyond Oxford we support Christian workers in other parts of the UK and overseas. During university terms over 800 people come through our City Centre doors on a Sunday.

St Ebbe's planted an evening congregation in Headington in 2001, which then started a morning congregation in 2004 and moved into its own building in 2006. Since then the various planting possibilities we have pursued have come to nothing, but an open door has now presented itself to us in Cowley. The Littlegate Trust has bought the former URC building in Temple Cowley and has offered it to St Ebbe's for a plant. This plan has been warmly welcomed by both the Bishop of Oxford and Canon Geoff Bayliss, the Rector of Cowley.

### THE VISION

Cowley is vibrant, diverse and multi-ethnic. Our aim is to plant a church in and for the local community, which seeks to serve and bear witness to the breadth of people in the area in the name of Christ. We aim to do this by relating to and partnering with local churches as much as possible, e.g. through ministry in local schools. We plan to send a launch team of volunteers from St Ebbe's (from both downtown and in Headington) under an overall leader and supported by an apprentice.

The Cowley plant will be expected to share the overall vision statement of St Ebbe's, as agreed by our PCC:

One Aim – to see Christ honoured,

Two Essentials – the Bible and prayer,

Three Tasks – to reach out to non-believers, to build up believers, to send out Christian workers.

### THE LEADER

The leader of the plant will take overall responsibility for the Cowley plant, under Vaughan Roberts, the Rector of St Ebbe's. He will be expected to:

*a. Take the lead in launching the plant*

- This will involve spending some time on the St Ebbe's city centre staff before the formal launch (perhaps 3-6 months), gathering and preparing the launch team. We have already asked those who live in the area, who would consider moving there, or who are keen to support a locally-focused work in Cowley, to indicate their interest. We have made it clear that we are not expecting anyone to make strong commitments until we know who will lead them. About 65 adults and 15 children are so far on the list.
- During his initial period, the leader will seek to gain an understanding of the Cowley area and to build relationships with other church leaders there.

*b. Take the lead once the plant has been launched*

- This will involve responsibility for overall vision and direction, as well as oversight of Sunday and midweek activities, evangelism and pastoral care.

The PCC has passed a resolution under the House of Bishops' Declaration on the Ministry of Bishops and Priests, seeking special arrangements in relation to men's and women's ministries.

We therefore seek a man who:

- Shares our conservative evangelical convictions (Staff are asked to sign our Statement of Faith);
- Loves Christ, is faithful in prayer, and whose lifestyle is consistent with the gospel;
- Has gifts in preaching and teaching the Bible and in evangelism;
- Is both a pioneer, who is excited about launching a new work from scratch, and also has the ability to nurture and grow an established work;
- Is a team-player, who is able to delegate, share responsibilities and draw out the gifts of others;
- Is excited by getting involved and building relationships in a diverse and multi-cultural community;
- Is an ordained Anglican.

### **THE BUILDING**

- The building began life in 1930. Many of its first members had moved to Oxford to take up jobs in the nearby Morris Motors plant. It became a United Reformed Church when the Congregational and Presbyterian churches merged in 1972. In recent years its congregation has been declining and it had only seven elderly members left when it closed in November 2017.
- The Littlegate Trust, which has just bought the building, was established in 2016. It bought the leasehold of a former adult venue immediately next to St Ebbe's in 2017, which is used by St Ebbe's.
- The building can comfortably seat 200 people in its main auditorium, though can be easily adapted for smaller meetings. There is a kitchen, toilets and a few small rooms at ground floor level and at mezzanine level there are two good sized rooms for other activities as well as two smaller rooms and some toilets.

### **THE RELATIONSHIP WITH ST EBBE'S**

- In the first instance the plant will be formally part of St Ebbe's Church, with the leader being employed by the PCC and being accountable to them through the Rector. In due course we expect it to become a separate entity, as and when it is ready, but we have no dogmatic view on this.
- The leader will have full responsibility for the regular operation of the Cowley Plant.
- He will be expected to attend the St Ebbe's PCC and a monthly meeting of the leaders of the various St Ebbe's congregations. Vaughan Roberts will also be available to offer advice and support.
- Whatever form the governance of St Ebbe's in Headington and the new plant in Cowley take in the future, we anticipate an ongoing close partnership in mission between the two churches and St Ebbe's downtown.

### **THE RELATIONSHIP WITH THE DIOCESE OF OXFORD**

- The leader will operate with a licence from the Bishop of Oxford.
- Plans for a Bishop's Mission Order are currently being prepared by the Archdeacon of Oxford, Vaughan Roberts and Geoff Bayliss, the Rector of Cowley (who is also the Area Dean of Cowley).
- It is expected that the leader will be part of the local Church of England family and be a member of the Cowley Deanery Chapter.

### **TIMESCALE**

We are eager to appoint someone to this post as soon as possible but are also prepared to wait for the right man. Accordingly, applications will be considered as they arrive, with no deadline date set. We would expect to advise applicants within 3 weeks of receipt with an initial response and, if selected for an interview, to arrange this within the following month (holidays etc. permitting).

### **TERMS AND CONDITIONS**

It is a full-time position. One full day off per week (not being a Sunday).

Stipend at Diocese of Oxford scale level for clergy of incumbent status (currently £26,877pa).

Church of England Funded Pension Scheme (non-contributory)

A suitable un-furnished house will be provided within the area at PCC's expense.

Five weeks' holiday per annum.

You will be expected to sign your acceptance of our Statement of Faith (attached to application form)

### **APPLICATIONS**

To apply for the post, please complete our application form and send it, complete with a comprehensive CV, to Andy Menary, St Ebbe's Church Manager by email to [andy.menary@stebbes.org](mailto:andy.menary@stebbes.org) or post to St Ebbe's Rectory, 2 Roger Bacon Lane, Oxford, OX1 1QE