

DIOCESE OF EXETER

Grow in Prayer | Make New Disciples | Serve the People of Devon with Joy

ROLE DESCRIPTION

DETAILS	
Role Title	Pioneer Formation and Evangelism Lead
Department	Mission and Ministry
Reports to	Diocesan Mission Enabler
Salary/Rate	£35,000 FTE (pro rata £17,500 0.5FTE)
Contract Type	2 year fixed term.
Hours	18.125hrs
Normal Place of Work	The Old Deanery, Cathedral Close, EX1 1HS
Responsible for	n/a
Date of Issue	01/01/2026
NATURE OF WORK	
<p>Role Purpose:</p> <p>The Pioneer Formation and Evangelism Lead plays a key role within the Mission and Ministry team in the recognising, training, and supporting of new lay leaders of pioneering mission, and evangelism. Our aim is to see at least one trained and supported 'Lay Leader of Evangelism and Mission' in every Mission Community across the Diocese of Exeter. And for each Lay Leader to be leading a new expression of church, or supporting the setting up a new worshipping community.</p> <p>In collaboration with the Diocesan Mission Enabler will:</p> <ol style="list-style-type: none"> i. Promote evangelism and pioneering mission across the Diocese of Exeter ii. Support the five diocesan priorities, and the diocesan vision to Pray, Grow, Serve. Aligning with the national aim to be a church of missionary disciples, a church where mixed ecology is common and a church that is younger and more diverse. 	



Key Aspects of Role:

- i. The delivery of high-quality training to equip leaders in pioneering mission, and evangelism.
- ii. To work with our agreed training providers, whilst reviewing the impact of these partnerships on our aims and objectives.
- iii. To deliver two pioneer pathway courses for future 'commissioned' lay leaders in evangelism and mission (this is currently the CMS Certificate in Pioneer Mission).
- iv. To deliver four evangelism pathway courses for 'commissioned' lay leader in evangelism and mission (this is currently the Church Army Faith Empowered course).
- v. To help lead a culture of prayer, support and practice for the newly trained and commissioned, by facilitating 'communities of practice' for each cohort.
- vi. To support and encourage the formation of small groups in local settings for the newly commissioned to undertake the 'Greenhouse' method of setting up new worshipping communities.
- vii. Manage the distribution of Mustard Seed grants for new pioneering initiatives and new worshipping communities.

Key Relationships

- The Director of Mission and Ministry
- Diocesan Mission Enabler
- Lay Mission Formation Officer
- Training Partners (CMS and Church Army).
- Colleagues in neighbouring dioceses
- Colleagues in the Mission and Ministry department
- Colleagues in the Old Deanery

Role Area	Main Duties and Responsibilities
Leadership	<ul style="list-style-type: none"> • Oversee the work with agreed partners (CMS and Church Army) • Delivery of 2026 and 2027 schedule training pathways for pioneers (2 courses) and evangelist (4 courses). • Lead the formation of communities of practice for all commissioned Lay Leaders of Evangelism and Mission. • Encourage the formation of 'Greenhouse' small groups to help set up new worshipping communities.



Mission Resources and Training	<ul style="list-style-type: none"> • Administer Mustard Seed Grants for new initiatives undertaken by the newly commissioned (£750 per individual). • Coordinate the delivery of the training pathway for both pioneers and evangelists. • Provide resources to support evangelism and pioneering mission.
Team Working	<ul style="list-style-type: none"> • Work with the Lay Mission Formation Officer to coordinate training pathways with 'Foundations' courses. • Work with Diocesan Mission Enabler to coordinate work with wider diocesan strategy.
Information Management	<ul style="list-style-type: none"> • Maintain accurate records, correspondence and notes, ensuring they are appropriately filed. • Adhere to information management systems and policies, including Social Media, GDPR and the Data Protection Act 2018.
Safeguarding	<ul style="list-style-type: none"> • Ensure all diocesan Safeguarding policies and procedures are adhered to. • Complete safeguarding training to Foundation level. • Safer Recruitment training and adherence to the Safer Recruitment policy and process.
Equality and Diversity	<ul style="list-style-type: none"> • Role model inclusive behaviours in day to day working practices. • Work in accordance with diocesan policies of equal opportunity.

PERSON SPECIFICATION

The following areas outline what qualifications, training, experience and technical abilities the applicant will need to demonstrate.

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Degree-level education or equivalent. • Theologically literate. 	<ul style="list-style-type: none"> • Degree in Theology.
Experience	<ul style="list-style-type: none"> • Extensive experience in church leadership, including active involvement in mission and evangelism. • Proven experience in discipling others. • Experience in managing people and resources. 	<ul style="list-style-type: none"> • Leading a Fresh Expression of Church.



	<ul style="list-style-type: none"> • Experience in planning and delivering high-quality adult training and mission resources. 	
Technical	<ul style="list-style-type: none"> • Emotional intelligence. • Excellent interpersonal, communication and presentation skills, including preaching, with a demonstrated ability to communicate effectively and persuasively to diverse audiences. • Ability to organise work and set priorities, coordinating with the Mission and Ministry team and external partners to support service development and delivery. • Proactive and entrepreneurial approach to solving complex problems. • Ability to build trust and work in partnership with others. • Capable of managing and progressing multiple projects simultaneously. • Proficient IT skills, including the effective use of technology for preaching, presentations and familiarity with Microsoft Office and Outlook. 	<ul style="list-style-type: none"> • Understanding of how belief systems within the Church influence safeguarding work in the context of the Church of England. • Knowledge of factors contributing to a healthy Church life across various traditions and contexts. • Understanding of the Church of England, its parish system and the wider diocesan structure.
General Requirements	<ul style="list-style-type: none"> • Ability to welcome visitors and handle enquiries, both in person and over the phone, promptly and courteously. • Ensure compliance with all health and safety instructions, prioritising safety for oneself and colleagues and reporting any concerns immediately. • Sensitivity to the diverse cultures, traditions and practices within the Church, working consistently with the Five Guiding Principles in the House of Bishops' Declaration on the Ministry of Bishops and Priests. 	



	Commitment to anti-discriminatory practices within the Church of England's legal framework.	
Personal Requirements	<ul style="list-style-type: none"> • A passion for mission, evangelism and church growth across the various traditions and contexts (urban, rural, market towns) within the Diocese of Exeter. • Commitment to and confidence in the aims and ethos of the Diocese of Exeter, as well as the mission and ministry of the Church of England. • Active, practising communicant member of the Church of England or a church affiliated with Churches Together in Britain and Ireland or Churches Together in England. • Full driving licence. • Ability to drive (unless prevented by a disability as defined by the Equality Act 2010). • Willingness and ability to travel and work flexibly across the Diocese and within the Church of England as required. 	

ROLE COMPETENCIES

The following impact areas outline the typical strengths, abilities and behaviours expected to fulfil the role.

Setting Direction	Seeing the Big Picture:	<ul style="list-style-type: none"> • Align your work with the strategic aims and priorities of the EDBF, parishes and Mission Communities across the diocese. • Communicate effectively with senior leaders across the diocese to influence and shape future strategies, translating them into operational plans and service delivery. • Integrate diverse perspectives and feedback from stakeholders to inform organisational strategy and planning.
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	Changing and Improving:	<ul style="list-style-type: none"> • Encourage and recognise innovative ideas for change across various organisations to enhance service delivery and oversee the implementation of change initiatives where appropriate. • Foster an environment where colleagues feel safe to challenge decisions and issues, knowing their voices will be heard; give them the space to take initiative and work creatively. • Collaborate with others to identify areas for improvement, simplifying processes and streamlining procedures to deliver more effective services. • Clearly explain the reasons for change to your team and key personnel, overseeing the implementation of those changes and supporting individuals in adapting to new circumstances.
	Making Effective Decisions:	<ul style="list-style-type: none"> • Accurately understand situations, including the needs and expectations of others and collaborate with colleagues to identify the best course of action. • Make decisions or provide recommendations when necessary, even when faced with incomplete or missing information. • Consult with others to understand the full impact of decisions on the team, services and end users, especially when making unpopular choices.
Engaging People	Leadership:	<ul style="list-style-type: none"> • Welcome and respond to feedback and challenges from others, justifying actions and decisions when needed. • Proactively model and promote high standards of practice and behaviour within parishes, Mission Communities and the workplace. • Support colleagues in dealing with conflict, misconduct and non-inclusive behaviours, raising any issues with senior management if necessary.
	Communicating and Influencing:	<ul style="list-style-type: none"> • Ensure effective communication, both written and verbal, within and between the team, the wider Mission and Ministry team, key EDBF employees and external agencies across the diocese. • Monitor the effectiveness of your communications and those of your project team, taking action to improve where necessary.



		<ul style="list-style-type: none"> • Deliver difficult messages with clarity and sensitivity, considering individual needs and the impact of language used. • Communicate clearly, honestly and positively to build trust, explaining complex issues in an understandable way and choosing appropriate styles to maximise comprehension. • Remain open-minded and impartial in discussions, valuing different ideas, views and ways of working and responding constructively to feedback to build a cohesive project team.
	Working Together:	<ul style="list-style-type: none"> • Actively build and maintain professional relationships with key personnel and agencies across the diocese to achieve shared objectives. • Lead by example, creating an inclusive working environment where all opinions and challenges are respected and where bullying, harassment and discrimination are not tolerated.
Delivering Results	Developing Self and Others:	<ul style="list-style-type: none"> • Identify gaps in skills and knowledge, prioritising learning and development. • Recognise signs of stress in yourself and others, providing or seeking appropriate support and referring issues to senior management when needed.
	Managing a Quality Service:	<ul style="list-style-type: none"> • Consider and develop a broad range of delivery methods, maintaining high professional standards within team services. • Collaborate with and key personnel across the diocese to create clear, practical plans for service delivery, ensuring compliance with legal, regulatory and governance requirements.
	Delivering at Pace	<ul style="list-style-type: none"> • Maintain high levels of personal performance and regularly review your work against key goals and service delivery expectations; promptly reassess workloads and priorities when managing conflicting demands.