



Job Information Pack

Faith Rooted Community Organising Lead

Sheffield Methodist District

Closing date: **12th September 2025**

Interview date: **22nd September 2025**



About the post:

The Sheffield District seek to appoint a full-time Faith Rooted Community Organising Lead.

Background to the role:

The Methodist Church has been drawing upon community organising practices and frameworks for many years. These practices have evolved into exploring Faith-Rooted Community Organising as a foundation to develop existing churches, establish new Christian communities, and embed principles and practices of A Justice-seeking Church.

In 2022, a pilot project was launched in the Wolverhampton & Shrewsbury and Birmingham Districts. The pilot aimed to help Methodist congregations in the West Midlands to grow and thrive by translating their missional priorities into actionable practices and developing the gifts of the people of God, effectively turning vision into action.

At the Methodist Conference in June 2024, as part of the God for All strategy, a commitment was made to extend the work of Faith-Rooted Community Organising over the next seven years. This commitment includes employing a Connexional Faith-Rooted Community Organiser in each Methodist district.

What is Faith-Rooted Community Organising?

Community organising is about bringing people together to take action around their common concerns, and to create changes that tackle issues and experiences of injustice.

Community Organising is grounded in communities because that's where we live and relate to each other. It is focused on organising because it is about deliberately listening to each other, finding out our shared concerns, and then working together for change.

Faith-rooted community organising builds on these practices and roots them in our core beliefs as Christians in God's promise of justice, peace and transformation.

Next steps:

General enquiries and informal conversations about the role are actively encouraged.

In the first instance we ask that you direct these by [email](#) to Neil Harland, Mission Enabler.

- Click [here](#) to download an application form.
- Click [here](#) to return your completed application form.

Anticipated timeline:

A proposed start date will be discussed at interview

1. Closing date:	12 th September (Midday)
2. Shortlisting date:	15 th September
3. Interview date:	22 nd September

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 the Sheffield Methodist District Office (S1 2JB).



Job title:	Faith Rooted Community Organising (FRCO) Lead
Employed by:	Sheffield Methodist District (Charity Number 1129363)
Location:	Based from the District Office with some home working available in agreement with the Line Manager, the FRCO will work across the geography of the Sheffield District
Reports to:	The District Chair
Key relationships: (Internal)	<ul style="list-style-type: none">• Rev Vicky Atkins, Chair of the Sheffield District• The District Leadership Team (DLT)• Ordained, lay and volunteer teams across the Sheffield District
Key relationships: (External)	<ul style="list-style-type: none">• Connexional Faith-Rooted Community Organising Officer• Other Faith Rooted Connexional Organiser Leads• Other Connexional Officers• Ecumenical partners and leaders
Faith:	A faith is an essential requirement for this role and in accordance with Schedule 9 of the Equality Act 2010 there is an occupational requirement that the successful applicant is a practising Christian.
Purpose of role:	<p>To advocate for and deliver faith-rooted community organising practices in the Methodist Church as routes to justice, congregational transformation and church growth.</p> <p>The post holder will lead on accompanying and developing an organising culture across the district, providing bespoke support to embed faith-rooted community organising practices to develop teams and effective leaders of change in those congregations and communities.</p> <p>The role will be key to supporting existing churches and new Christian communities to make connections as part of their discipleship and core mission to be justice-seeking. As a result of this faith-rooted organising practices will have an impact in three distinct ways through the:</p> <ul style="list-style-type: none">• Embedding of principles and practices of A Justice-Seeking Church report in the Methodist Church• Transformation of existing churches• Beginning of New Places for New People

Main responsibilities:

Faith-Rooted Community Organising Lead:

- 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 as part of their core mission planning, worship and commitment to be justice seeking.
- 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.

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 mission of the [Sheffield Methodist District](#).

Summary of terms and conditions:

Contract type:	Full-time ¹ 7-year Fixed Term Contract
	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 with at least two days free from responsibility each week.
Rate of pay:	£37000 per annum
Location:	Based from the District Office with some home working available
Annual leave:	33-days inclusive of all public holidays.
Pension:	The successful applicant will be auto enrolled into a contributory pension scheme, details of which will be provided during onboarding.
Probationary period:	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.
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. <i>Training costs will be met by the District.</i> 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 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.</p> <p>Any appointment remains conditional on the postholder engaging and contributing positively to their development.</p>



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Reports to:	The District Chair

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Training and Qualifications			
Ability to show a good level of experience and ability in theological thinking, which may be demonstrated through an academic qualification such as a theology degree/diploma or practical experience e.g. local preacher.	Yes		A Q
Ability to show a good level of experience and learning in Community Organising practice which may be demonstrated through a formal qualification (e.g. certified training) or through practice led learning (e.g. involvement in grass roots organising).	Yes		A Q
Trained in Faith-Rooted Community Organising.		Yes	A Q
Proven Abilities, Knowledge and Skills			
Proven ability as a community organiser particularly within a faith-based context, supporting contexts to move from 'vision to action'.	Yes		A I P
Deep understanding of the intersection of faith and justice, with the ability to embed these values into community organising work.	Yes		A I P
Experience in developing and delivering training related to community organising and leadership development.		Yes	A I P
Ability to lead and collaborate effectively with key stakeholders, including district leadership, local congregations, and justice-seeking teams.		Yes	A I
Excellent verbal and good written communication skills, with the ability to engage and inspire individuals and groups from various backgrounds.	Yes		A I W
Proven ability to engage with people of all ages and backgrounds, in church, faith and community settings and different cultural contexts and a sensitivity to, issues of equality, diversity and inclusion.	Yes		A I
The ability to manage multiple collaborative relationships and competing priorities, work independently, and meet deadlines with attention to detail	Yes		A I P
Personal Qualities			
A passion for the role of community organising in justice, congregational transformation and beginning new forms of church.	Yes		A I W
Capacity to think creatively and strategically in developing new approaches to community organising and leadership.	Yes		A I P
In agreement with, and willingness to advocate for the Methodist Church's commitment to being an inclusive, evangelistic, justice seeking church, including the God for All strategy and aims.	Yes		A I W P
Committed to on-going personal learning and development of Faith Rooted Community Organising practice.	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

The ability to work as part of a team	Yes		A I W P
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; W, Written Exercise



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.

If you have any questions about how we recruit you can contact us by clicking [here](#).

Entitlement to work in the UK:

Any job offer will be conditional on you demonstrating the right to live and work within the United Kingdom as required by the Immigration Asylum and Nationality Act 2006. You will be asked to provide evidence of your entitlement should an offer of employment be made.

Experience, knowledge, skills, and abilities:

The person specification lists minimum requirements for this post. When shortlisting, the panel will only consider information that is written on your application form, and they will assess this information against the person specification. *Where CVs are submitted these will not be used to make shortlisting decisions.*

References:

Any job offer will be conditional subject to receipt of satisfactory references. We reserve the right to withdraw a conditional offer based on the references that we receive. One should be from your current or most recent employer, the second from a previous employment. It is important that both referees are able to comment on your suitability to the role.

Criminal convictions:

Anyone who applies to work with us will be asked to disclose details of unspent convictions. Whilst having a criminal record does not automatically bar you from working with us this will depend on the job that you have applied for and the nature of the conviction.

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 that 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 aim is to have a workforce that reflects the diversity of talent and abilities drawn from across our community. In line with the Equality Act 2010, we will monitor the composition of our workforce to ensure it is representative and that staff are treated equally and fairly.

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.