



COMMUNITY DEAN

Application Pack

others

you

with God

time

stillness

IN THIS PACK:

Thank you for your interest in the role of Community Dean for the With Community. We hope that as you read through this pack, you catch the vision for this amazing place and this key role. If after reading this pack, there is anything you want to find out more about, please don't hesitate to contact us.

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BACKGROUND INFO

All Hallows, Ditchingham, is a convent comprising four houses and a huge chapel, surrounded by 10 acres of beautiful grounds. It has been home to a religious life of prayer, service and community for more than 150 years, but recently the site has become too big for the remaining sisters. They made an incredibly brave and generous decision to give the site away. Plenty of people submitted ideas, and a bunch of youth workers with a simple vision - to keep that life of prayer, service and community going, but reimagined among young people was the one that won and so we were given a convent on a long-term, rent-free lease!

Together we are enacting their vision for a brand-new religious community whose life of prayer is focused on young people, and a spiritual retreat centre for young people and those people who work with them, known as With.

We are still in the early stages of establishing the community and plans are afoot for the With Community to be resident by September 2020. All Hallows will be open for guests from January 2021, giving the community time to settle in and ensure the spiritual tone and rhythms of the centre are set by the time visitors are welcomed on site.

To help us get set up, we are working with Church Army, a charity passionate about seeing lives transformed through faith shared in words and actions. They will be the employer for this role.

Since becoming Archbishop I have worked, prayed and longed to see new forms of prayer communities within the tradition of monasticism. So, this project thrills my heart.

The plans for All Hallows Ditchingham, are amongst some of the most exciting proposals I have heard since I have been Archbishop. I commend the faith, the risk, the sacrifice and the tenacity of the team. And I can't wait to see this community up and praying. I commend this step of faith for the sake of the renewal of the church and the glory of God.

Archbishop of Canterbury, Justin Welby

**This project
thrills my heart.**

VISION

There are three main pillars of the 21st Century All Hallows:

- **With: Community.**

A body of Christians living on site and beyond, dedicated to a rule of life and prayer, with a shared commitment to serving young people. While existing on the same site as the retreat space, they will be housed in separate areas, giving space for the community outside of the day-to-day demands of visiting young people!

- **With: Retreat.**

A retreat centre facilitated by the community, where young people, and those who work with them, will come for single and multi-day retreats to receive spiritual nourishment, explore their relationship with God in engaging and creative ways, and improve their physical and mental wellbeing, learning new skills and reclaiming old ones that will enable them continue in their life of faith for years to come.

- **With: Online.**

An online reflection of the rule of life in the form of an app, which will connect the physical With Community with a wider digital community, enabling those who have been on retreats or aren't able to be present at the site to follow the With prayer rhythms remotely.



THE ROLE

We are looking for someone to join us at this exciting time of establishing With in the role of Dean. We envision that initially this person will be key in helping us establish a rhythm of life for the community which will set the tone for how we want the community to engage, as well as establish the practical realities of living in community. Once the community is in place, the Dean will take the lead in developing and sustaining the community, pastorally and spiritually.

This role will change as the community develops and therefore you will need to be someone who is able to adapt, transition well with change and work flexibly.

You will be passionate about building community and ensure that there are processes, safeguards and resources in place to ensure a healthy active community is established and sustained. You will need to be visionary and put vision into action as well as someone who can think strategically.

We welcome people who have had experience of doing youth work, although this is not essential, however experience of working with and leading a Christian community is key and we therefore would welcome and encourage applications from those who are ordained.

As Dean you will be a role model for others, you should therefore demonstrate that you are a natural leader, with a commitment to your own development in your Christian maturity and a desire to invest in others. We will be looking for someone who is prayerful and can work ecumenically as these are key to our culture.



ROLE OUTLINE

Job Role:	DEAN OF WITH COMMUNITY
Location:	With Community, Ditchingham, Norfolk
Accountable to:	With Directors
Relating to:	Key Stakeholders Project Manager
Responsible for:	Community Formation and spiritual leadership of the All Hallows site

MAIN RESPONSIBILITIES:

It is imagined that the Dean will oversee the following:

1. MEMBERSHIP

- Creating, overseeing and implementing a process for members to join the community that is robust and reflective of our vision and values along with applicants calling and character.
- Accompany members on their journey into the community and ensure that they are welcomed into community rhythm and life.

2. RHYTHM

- Develop a rule of life alongside the community that is fit for purpose and in line with the vision and values of the community.
- Work alongside the guest facilitator to discern the best way for guests to interact with the community, rule of life and rhythm of prayer.
- Oversee all practical areas of community life including house duties, budgeting, welcoming guests etc.

3. SPIRITUALITY

- Develop and review rhythm of prayer in time for community starting in September 2020.
- Oversee pastoral elements of community life: supporting individuals, deal with issues of living in community, resolving disputes and bringing in outside support if necessary.

- Oversee spiritual life of community: prayer, retreats, study, teaching, worship and creativity (not necessarily doing it all, but overseeing it!).

4. LEADERSHIP

- To lead the With Community, modelling the vision, values and rhythm of life in all that they do
- Hold pastoral oversight of community on site in Ditchingham
- To represent the community at national events
- To be accountable to the directors and other stakeholders about the life of the community
- To act in the best interest of With at all times



UK's first bespoke ecumenical Christian community serving young people

WHO WE ARE LOOKING FOR

For this role we are looking for someone who models the following:

CHARACTER

- Strong Christian faith that leads by example, with a clear desire to grow in Christlikeness
- Able to work flexibly
- Approachable
- Prayerful
- Ecumenical
- Pioneering
- Resilient
- Reliable
- Hard Working
- Honest
- Models accountability

COMPETENCY

- Strong pastoral gifts
- Theological understanding that covers a breadth of churchmanship and an ability to work within that diversity
- Experience in working with youth, although this is a desirable
- Leadership skills
- Good listener
- Strategic thinker
- Visionary
- Gifts of discernment

CHEMISTRY

- Able to make people feel welcome and safe
- Lover of God and lover of others
- Passionate about building community and modelling it themselves
- Deals with conflict and challenge well

We also believe culture (getting the vision and modelling the culture) and calling are key in appointing the right person and will discern these through any formal application process also.

APPOINTMENT TERMS

Outline terms of the appointment are as follows:

Salary:	£25,000 per annum
Location:	Ditchingham, Norfolk
Hours:	Working hours will be 37.5 hours a week, this will be flexible across the week as the role requires. You will be expected to have a rest period of 24 hours within a six-day period.
Annual Leave:	25 days paid annual leave plus bank holidays
Contract Type:	Fixed term appointment of 24 months Any further contract offer will be following a review at the end of the initial period. If an extension is made, it is likely that there will be an adjustment in responsibilities in reflection of how the community has developed
Accommodation	Living accommodation will be provided on site at the With Community for the purposes of the role (excluded from earnings, as per 'ministers of religion guidelines from HRMC).
Probation Period	Initial review of the role after six months, which will be considered to be a probation period.
Pension	Auto enrolment pension rules apply, minimum pension contributions will be made by the employer. If you are ordained, you will be eligible to join the clergy scheme with Church of England which is a non-contributory by the employee.
Safeguarding	The role does not involve working with children or adults at risk, you are expected to comply with all safeguarding policy and procedure and attend regular safeguarding training.
Occupational Requirement	There is an occupational requirement that the post holder is a practicing Christian and in agreement with our statement of faith, which is based on the Apostles Creed.

APPLICATION PROCESS

Please prayerfully consider whether this role is for you.

We would encourage anyone interested in the role **to have an informal chat with us before applying**. You are welcome to book a site visit as part of that also.

To do this, please contact Jamie Cutteridge, Director, on:

Phone: 07917 397779

or email: jamie@bewith.community

To apply please complete a Church Army faith-based application form which is downloadable from the web page for this job advert and send to:

recruitment@churcharmy.org

Deadline: 7th March 2020

Interviews: 23rd March in London

Second interviews will be held before the end of March, in Ditchingham

Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK;
- Two satisfactory references including one faith based



WITH COMMUNITY MEMBERS: FAQs

What is it?

We're inviting people to come and live a life of community, service and prayer at All Hallows, Ditchingham. They will form the With Community. All Hallows is a 150-year old convent, convent comprising four houses and a huge chapel, surrounded by 10 acres of beautiful grounds. It has been home to a Christian community for more than 150 years.

What is With?

With is UK's first bespoke ecumenical Christian community serving young people. After being given a rent-free, long-term lease for All Hallows, a group of youth workers are reimagining the life there for the 21st Century. Together they are enacting their vision for a brand-new religious community whose life of prayer is focused on young people, and a spiritual retreat centre for young people and those people who work with them, known as With.

There are three main pillars of the 21st-Century All Hallows:

- With: Community, a body of Christians living on site, dedicated to a rule of life and prayer, with a shared commitment to serving marginalised young people.
- With: Retreat. A retreat centre facilitated by the community, where young people, and those who work with them, will come for single and multi-day retreats to receive spiritual nourishment, explore their relationship with God in engaging and creative ways, and improve their physical and mental wellbeing, learning new skills and reclaiming old ones that will enable them continue in their life of faith for years to come.
- With: Online. An online reflection of the rule of life in the form of an app, which will connect the physical With Community with a wider digital community, enabling those who have been on retreats or aren't able to be present at the site to follow the With prayer rhythms remotely.

Everything that happens on site and online isn't going to do be done 'for' or 'to' young people, but with young people. The name With reminds us that we live this life with God, with one another, with ourselves and with the planet on which we live.

The community is central to this vision, holding the rule of life and rhythm of prayer that those visiting the site and using the app will be invited into.

What will that look like?

Community: Part of the invitation of joining With is to live in community. You'll have your own room, but live in a shared house with kitchen and living space. Part of this journey is navigating living together with all the joy and challenge that brings. You'll be living alongside people different to you in their life experience, church background and theology. We're not asking people to conform, but we think that an openness to learning from one another is pretty crucial in making the community work.

Service: With will be a community that works hard, prays hard and plays hard (we think joy and fun are pretty central to making community work). As well as holding the

spirituality of the site, there will be some practical elements to life at With that will facilitate a lot of what happens on site. Some of this will be practical, some of it will involve working with young people who come to visit the site.

Prayer: Being part of the community will involve a rhythm of prayer. We're still working out exactly what that looks like (and joining from the start will give you a role in shaping that!) but we know it will involve regular prayer times, at least twice a day as a starting point. But prayer in the community will be bigger than that, it will involve holding young people and those who work with them in prayer, both those who visit the site and beyond.

What's the commitment?

The invitation to join With is one to get stuck in. That's the commitment we ask for. There's no set time period to join the community for. We ask for minimum commitment of 10 months, but you may be here for 3, 5, 10 years... or the rest of your life! We're not asking for a lifelong vow at the start though, don't worry.

We imagine the majority of members will not take on any work outside of With, but we are open to members living a mixed-life, perhaps involving some local part-time work, or study. We're open to having those conversations, but prioritising that it works and is manageable for both you and the community.

Who's it for?

Anyone, ish. There's no age limit or any other restrictions on joining With Community. All we ask is a willingness to 'be with' those in community and young people visiting the site, and a community to praying with and praying for young people.

Do I need to have lived in community or done youth work before?

Nope. While some youth work experience would help, a heart for young people, and a commitment to what With is for is much more important.

What's the process?

We welcome people to join the community at the start of each term, so there isn't a constant coming and going of people. While discernment will be a big part of this process, we will also conduct interviews and do some kinds of assessments, in order for you and the community to figure out whether this is the right thing for you!

How does money work?

We don't want money to be a barrier. There will be no cost to joining the community, instead we'll be offering small stipends to supplement the food and accommodation which will be provided.

I'm not sure I'm ready to move to Norfolk, can I still be involved?

Yes, and no. In time, this community will be a dispersed one, inviting people to join the community amid their current context. The rhythm of prayer and rule of life will be reflected online through an app and a website. But that's a bit further down the line, for now, we're looking for people to live as part of our community on site.