St John’s College, Durham

Director of Formation and Mixed-Mode Training at Cranmer Hall

1. Introduction
St John’s College seeks to appoint a person of outstanding leadership, strategic, pastoral and pioneering ability to serve as Director of Formation and Mixed-Mode Training at Cranmer Hall, forming Christlike missional leaders in both a residential and mixed-mode context. It offers the successful applicant the chance to serve within a vibrant and energetic TEI and be part of an exciting initiative to further the mission of God through his church.

2. Background
Founded in 1909 as an evangelical Anglican foundation, St John’s College has over the years pursued a two-fold vision: to offer training for church leaders within a world-class university while also offering Christian hospitality to students from a wide range of academic disciplines at undergraduate and postgraduate levels.

Cranmer Hall, the theological college within St John’s College, offers theological training for both Anglican ordinands and also trainee Free Church ministers and undergraduates studying theology, ministry and mission within a confessional context. Rooted in an evangelical tradition, Cranmer Hall has over the years proved a generous home for people training from a range of Christian backgrounds.

With 66 current ordinands and over 100 students as part of the current learning community (including almost 30 on the recently-developed Free Church Track), Cranmer Hall has a unique role in training people in the context of the North-East for mission in the North of England and beyond. It is one of only two residential theological colleges in the Northern Province and has a reputation for excellent theological education across a range of academic pathways, a rich experience of placements across the region and beyond and a commitment to shared learning across a diverse community. It has a longstanding commitment to the training of people for ordained leadership together with collaborative ministry. We are thankful for a diverse student body and have a growing number of students from BAME backgrounds. We are an equal opportunities employer and all applications for this post are welcome.

Following the arrival of Philip Plyming and Emma Parker as Warden and Deputy Warden, Cranmer Hall is in a position both to build on strong foundations and a positive recent external inspection report and also explore new opportunities for development, to expand our capacity to serve the church in its mission to the world.
3. **Formation and Mixed Mode Training**

At the heart of Cranmer Hall is our commitment to formation, to the development of Christ-like character which expresses itself in godly leadership and service. This is developed through the excellent academic programme and rich community life but also the practical teaching and ministerial experience which form a central part of the training pathway. Cranmer Hall provides students with an unrivalled range of placement opportunities, with three-year students doing eight placements over the course of their study; this provides students with experience of multiple ministry contexts and the opportunity to learn from, and reflect on, different models of mission and evangelism. The Director of Formation and Mixed-Mode Training will be responsible for delivering some of the practically-focussed training for residential students and also developing strong relationships with churches and other mission contexts across the region, ensuring that supervisors and students are well-supported in making the placement experiences as rich as possible.

In addition to this well-established and popular residential pathway, we are seeking to expand the ways we deliver mission-focussed training and are doing this through the creation of a new Mixed-Mode Training Pathway, in partnership with Durham Diocese and other local dioceses. This innovative pathway, which complements our existing residential pathway, will offer ordinands a unique blend of excellent theological education, context-based missionary practice and learning and a rich experience of a rooted formational community, while at the same time making a significant contribution to the mission needs of the region and the strategic plan of local dioceses. Candidates will normally be placed in churches that are situated in significant areas of social need and are engaged in entrepreneurial mission and discipleship.

Mixed-mode ordinands would live near to their placement church, and during term time they would spend up to three days per week in Cranmer Hall, taking part in the prayer, worship and fellowship of the community, and finding a rootedness in formational community life. For the rest of the week they would train and serve in their context church, which would be either a ‘Resourcing Church’ within Durham Diocese or another church in Durham or a neighbouring diocese. Their unique academic pathway would mean that they would find themselves studying alongside other ordinands and students in Cranmer Hall for some modules, and alongside other mixed mode students for other more context-based modules. These context-based modules would be co-ordinated and led by the Director of Formation and Mixed-Mode Training.

We are very thankful that the pathway has been provisionally approved by Ministry Council, and we have been given no amendments to make before the final approval is considered in February. It is planned that the new Mixed-Mode Training Pathway will commence in September 2019 at the start of the next academic year.

This is an exciting time to join what is a supportive and collaborative tutorial team and a unique and forward-looking college, keen to make a difference for Christ.

4. **Outline of Responsibilities**

The Director of Formation and Mixed-Mode Training will have the responsibility for the formation of residential students delivered through arranging and overseeing the yearly
placements, summer placements and Mission Study Blocks. This is a vital part of the training
and formation of our ordinands and is also an important way in which we relate with our
local clergy and Dioceses and in which we can love and serve our local area; excellent
relational and networking skills are therefore essential. The post-holder will need to have an
understanding both of the increasing demands and entrepreneurial shape of ministerial
practice and of the formational training of ordinands within a TEI, in order to enable the
development of our placement process and ensure the experience continues to be a vibrant
and positive experience for both ordinands and our local churches. The post-holder will
have the support of the Admissions and Placements Secretary in the organisational aspects
of the role but will need to demonstrate their own well-developed administrative skills.

The Director of Formation and Mixed-Mode Training will have operational oversight for the
development and implementation of the new Mixed-Mode Pathway (it is expected that this
will form 50% of the role), and they will work closely with the Deputy Warden to fine-tune
the pathway and prepare for its launch. The post-holder will lead on the recruitment for
this new pathway, engaging proactively with local and national stakeholders, and identifying
and training placement supervisors. From September 2019 the post-holder will also oversee
students on this pathway and work closely with their local supervisors in Durham Diocese
(and other local dioceses) to ensure the best possible training experience. This role will also
include a small amount of teaching which may include delivering study days for the mixed-
mode students to support their context-based modules. They will also need to enable the
students to reflect upon their context as a group and individually, joining together their
academic learning with their practical experience of mission and ministry. The post-holder
will therefore be required to demonstrate a passion for new ways of delivering mission-
focussed training, significant experience in leading new projects through to successful
completion and excellent relational and strategic skills.

The Director of Formation and Mixed-Mode Training will have tutorial responsibility for
overseeing the formation of up to 10 ordinands (initially, at least, both residential and
mixed-mode ordinands). This will involve 1-1 meetings at least three times a term; further
meetings may on occasion also be necessary. This oversight requires giving attention to a
student’s pastoral needs, ministerial formation, spiritual formation and academic progress,
together keeping appropriate records which can be fed into comprehensive reports.
Therefore the role entails significant pastoral sensitivity and wisdom as well as the capacity
to offer timely challenge and write cogent and thoughtful reports.

The post-holder will be involved in the delivery of some ministry-focussed teaching, both in
context and in college. This will normally be at BA level and so the post-holder will be
required to have a postgraduate qualification in theology. A doctoral qualification is
desirable but not essential for this role.

The post-holder will be required to be a visible and approachable member of the
community and also play a full role in the tutorial staff meeting which takes place weekly
during term time and as required at other times. Candidates will therefore need to
demonstrate a capacity to work collaboratively within a team and deal well with times of
pressure and change.
The Director of Formation and Mixed-Mode Training will be expected to contribute to the worshipping life of the college through attending the daily offices of morning and evening prayer and making a priority of the weekly College Communion service. The successful applicant will therefore need to be a man or woman of prayer who is concerned to live out their experience of God within a disciplined rule of life and committed to helping others to do the same.

The successful applicant will normally be an ordained minister in the Church of England able to build links across dioceses and offer tutorial supervision for those training for ordained ministry. The ethos of Cranmer Hall lies within an evangelical tradition with a generous willingness to offer training across and beyond the Church of England. The Director of Formation and Mixed-Mode Training will therefore need to demonstrate the capacity to operate constructively within an evangelical and ecumenical tradition – and have a sense of humour!

It is envisaged that the exact shape of the role may change over time as the Mixed-Mode Pathway develops; changes will be made in consultation with the post-holder.

5. Further Information
For more information see the Cranmer Hall website at [www.cranmerhall.com](http://www.cranmerhall.com)

6. Person Specification
The person appointed to this post will have:

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<th>Essential</th>
<th>Desirable</th>
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<td>Passion for, and experience of, fruitful mission and ministry in the local church</td>
<td>Experience of working within a TEI</td>
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<td>Demonstrable passion for, and skills in, supporting men and women training in Christian mission and ministry</td>
<td>Experience of leadership in parochial context</td>
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<td>Proven strategic, operational and decision-making skills and capacity to pioneer, develop and implement successfully new initiatives</td>
<td>Experience of academic teaching and/or supervision</td>
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<td>Excellent relational skills and proven ability to engage effectively with a range of stakeholders, establish support for new ventures and offer supervision and training</td>
<td>Doctoral-level qualification</td>
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<td>Postgraduate theological qualification</td>
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<td>A disciplined prayer life that includes a commitment to daily prayer, weekly College worship and the integrity of Christian living</td>
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<td>Capacity to work constructively within the evangelical and ecumenical tradition of Cranmer Hall</td>
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<td>An exceptional level of self-awareness and</td>
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ability to serve in a collaborative and resilient manner

7. **Salary and Benefits**
The post is being offered on a full-time basis.

50% of the role (Director of Mixed-Mode Training) is being funded by an SDF grant to Durham Diocese focussed on Resourcing Churches. This grant (which has been confirmed) is for four years in the first instance and thus the role is being offered initially for a period of four years.

Salary, pension, grants and allowances (book and car) will be on the Lichfield Scale for the Theological College Teaching Staff. These are a salary of £26,180, a book allowance of £738, an entertainment allowance of £149.

A car allowance of £1,466 may be claimed and further mileage claims will be reimbursed at 10p per mile. Without a car allowance mileage claims will be reimbursed at 45p per mile.

All rates are subject to review with effect from 1 April 2019.

8. **Housing**
The post carries with it a taxable housing allowance of £13,652.

9. **Meals**
Collegiate meals are provided free of charge in the college communal dining rooms in term-time and during periods of ‘vacation residence’ (subject to availability) for the better performance of college duties. A spouse and dependent children are included in this provision when accompanying the post-holder.

10. **Annual leave**
The post holder is entitled to 27 days annual leave plus statutory holidays and University customary holidays (or days in lieu of those, which fall in term-time).

11. **DBS Disclosure**
A satisfactory DBS declaration is required at the time of taking up the post.

12. **Date of Appointment and Tenure of Office**
It is intended that the person appointed shall take up the post after March 2019 or as soon as possible thereafter. The post is subject to a probationary period of one year.

**Closing date for applications: Monday 18 February 2019**

**Date for interview: Friday 1 March 2019**

Applications should be by letter or by email with accompanying CV and should contain the names, addresses, email details and telephone numbers of three referees.
All documents should be posted or emailed to:

**The Warden’s Office**  
St John’s College,  
3 South Bailey  
Durham  
DH1 3RJ

cranmer.warden@durham.ac.uk

For an informal conversation, please speak with the Warden, Revd Dr Philip Plyming on 0191 334 3866, or the Deputy Warden, Revd Emma Parker, on 0191 384 3853.