

Saints in Chepstow & Saints in Tredegar

**HUB CHURCH**

**PLANT LEAD**

**FAMILY, HERE AND FOREVER**

## The Church in Wales and ‘Saints’

Saints are a set of church plants in the Diocese of Monmouth, and part of the Church in Wales. Our Saints churches are diverse; planted in various locations and serving different communities and demographics. Each church plant will reflect their community, and so each will look slightly different, but the core values are the same; to be family, here and forever.

We are committed to plant self-sustaining communities of believers and pioneering new forms of evangelism across the Diocese. We are focused on reaching the generations often unseen in our congregations; wanting to see many under 40s in Wales be adopted into Jesus’ family.



## Why 'Saints'?

Following Jesus means being adopted into his family, joining with those who have been adopted before; past, and present. In this family, all are welcome, and all belong.

Our name highlights our culture – of belonging to Him, of living in community and being family to each other. As followers of Jesus, our family includes all those who have believed before us. We are part of a large family of saints who we will live with, as family, again.

We want to welcome people into the family of our church, but also into the family of saints in heaven. Our vision is to see the lonely set into families (Psalm 68:6) and for this family to flourish, here and forever.

*"God sets  
the lonely  
in families"*

- Psalm 68:6

# Values

## Welcoming

we aim to break down barriers of loneliness, create a welcoming environment, and make people feel seen and valued.

## Humble

we are teachable, promoting Jesus above ourselves, working as a team, listening to others - valuing their gifts, ideas, and voice.

## Authentic

we do not strive for perfection but for authenticity, we are flawed but disciplined, fun but messy, and we reach others not through our ability but through our imperfections.

## Discipleship

we do life together, growing in faith together, deepening our love for each other, through Jesus' example and growing in His character.



# Being Saints

## Jesus centred

Our mission is to bring the good news of Jesus to those in our community locations. This joyful news is the focus of all we do. Growing together and growing outward both involve our eyes being fixed on Jesus.

## People focused

We will not lose sight of the individuals around us; both in our congregations and in our wider community. We will seek to encourage and equip them, to grow their faith alongside ours, to serve and love them, seeing and valuing the people God has made them to be, precious in His sight, made in His image, and worth Jesus' dying for.

## Family culture

We are adopted into God's family, co-heirs with Jesus. This means we treat everyone in Saints as family. We act in love, make room for mistakes, have fun, make mess, speak truth, and above all – make sure everyone knows that they belong.





## Saints: Our story

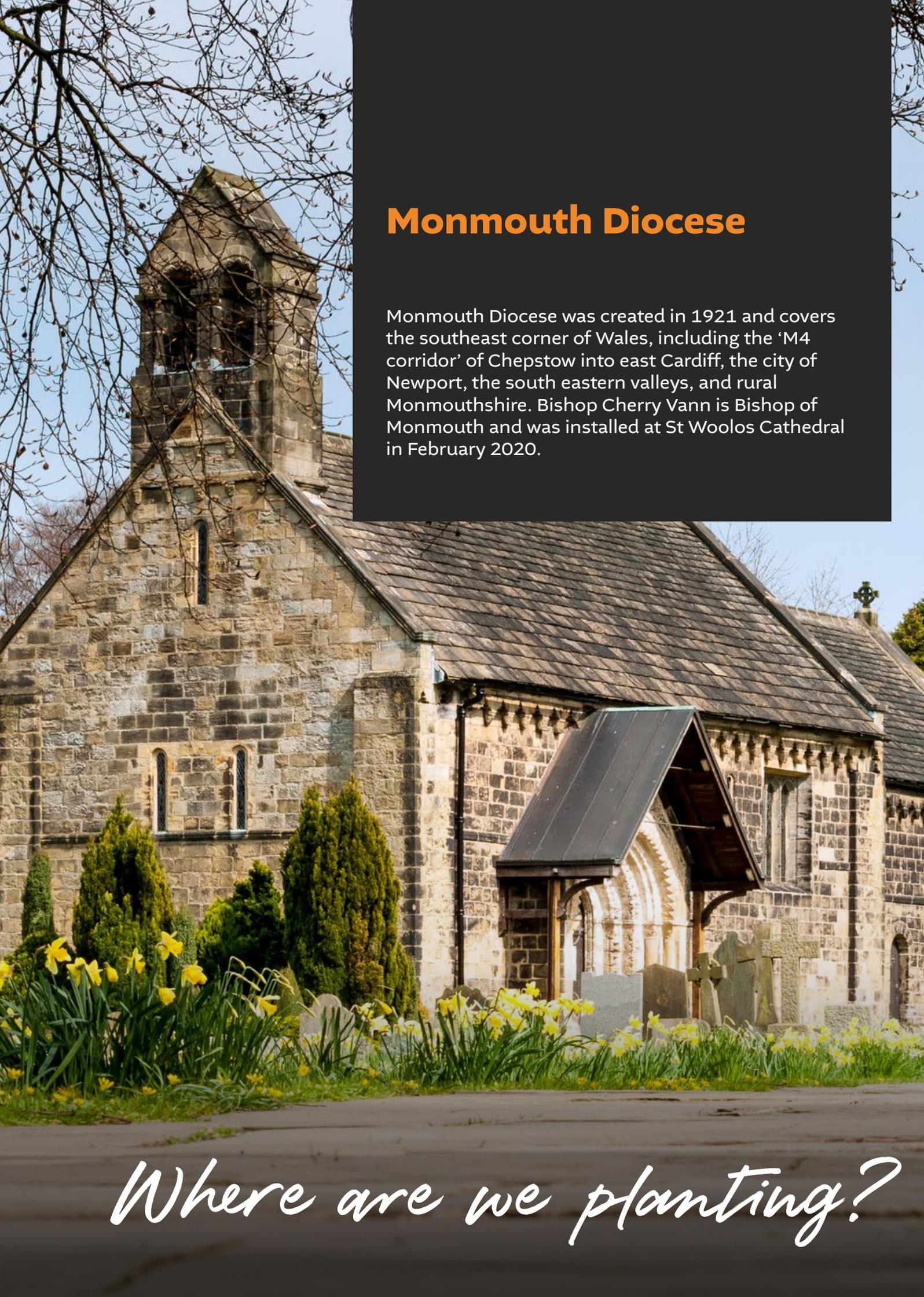
In October 2022 a new vision and strategy was launched for the Diocese, placing evangelism at the heart of what we do. This developed a desire to launch new forms of church in our communities, responding to the high levels of loneliness and isolation recorded post-Covid, and reaching the generations not often seen in our current congregations.

Ministry Areas were asked to submit proposals for new church communities, resulting in our first two locations for Saints: Chepstow and Tredegar. We hope to plant a further two locations in 2026. This plan has been made possible with extensive funding from the Church in Wales, specifically given for church growth.

We are growing a team for each location; seeking to start the next phase of our story. We envisage a team passionate about our values and vision, working alongside our project manager and the existing network within the location's ministry area, to creatively develop services and activities which embody God's family.

This vision is ambitious and comes with a set of objectives that our team will be supported to achieve; these focus on depth of growth – spiritual maturity, outreach into our communities, and the establishment of our family culture. Our hope is that this way of doing church is infectious and it plays a part in revitalizing faith in our younger generations here in Wales.

**Would you like to  
be part of our story?**



## Monmouth Diocese

Monmouth Diocese was created in 1921 and covers the southeast corner of Wales, including the 'M4 corridor' of Chepstow into east Cardiff, the city of Newport, the south eastern valleys, and rural Monmouthshire. Bishop Cherry Vann is Bishop of Monmouth and was installed at St Woolos Cathedral in February 2020.

*Where are we planting?*

# Profile: Chepstow

## Population

In Chepstow the population is fairly evenly split across generations and incorporates some of the most affluent households in Monmouthshire, as well as those experiencing social and economic deprivation.

## Location of church

Saints in Chepstow will be based between St Mary's, a large space conveniently located in Chepstow's town centre, and with a rich history dating to Norman times, and the more intimate St Christophers, a 1950s building in the Bulwark with a light and airy atmosphere. Both buildings have a strong tie to the community and are loved by the groups using them. Building a worshipping community in St Mary's is an exciting opportunity – it has the space for a large and vibrant congregation, whilst St Christopher's offers a bright and hopeful space for community and social outreach programmes. The churches are walking distance from each other, and Saints in Chepstow will provide a fluid identity across both sites.

## Area

Strategically placed on the 'M4 corridor' and within the Wye valley (an area of outstanding natural beauty), Chepstow offers both fantastic commuting opportunities and rich rural beauty. Saints in Chepstow will serve families who have lived in Chepstow for generations and those who have moved for a combination of good schooling, affordable housing compared to city-living, commuting opportunities and proximity to outdoor rural pursuits.

## Impact

Saints in Chepstow provides a wonderful opportunity to create a multi-generational, vibrant worshipping community which celebrates the town's identity and seeks to serve those who are often overlooked, especially when considering the visible affluence of the area.

# Profile: Tredegar

## Population

Tredegar is a typical Welsh valleys town; the wonderful people here have a strong sense of justice, honesty, and authenticity and will respect the same in those who lead the church. With 45% of the population in the targeted under-40s age range (according to 2021 census data), there is huge potential to grow a dynamic multi-generational worshipping community.

## Location of church

Saints in Tredegar will worship at St George's church, which is a beautiful and large building beloved by locals and built in the style of a large chapel – giving a nod to the ecclesiastical history of the Welsh valleys and providing a familiar and comforting setting for locals to worship.

Several outreach programmes are established in St George's already and successfully reach differing demographics. The Saints team will be planted with the ability to learn lessons from these pioneering programmes, and build on the community engagement already started.

## Area

Tredegar has its challenges as a post-industrial town with a struggling town centre in need of regeneration. According to the Welsh Index of Multiple Deprivation, it is the 34th most deprived area in Wales. This makes the presence of Saints in Tredegar an exciting and bold opportunity to share hope and Jesus' transformational love to the families living there. Many of the residents have lived in Tredegar for generations and share a strong sense of the town's identity.

## Impact

Outreach opportunities in Tredegar are vast; with a struggling town centre there is limited positive competition for people's time. This allows the Saints team to design and develop programmes specifically to serve the community and demonstrate by action the hope of the Gospel.

## Terms of employment

# Hub Church Plant Lead

<b>Job Title</b>	<b>Hub Church Plant Lead</b>
Salary Grade	£30,731 per annum.
Location	Either Chepstow, or Tredegar.
Reporting to	Hub Church Project Manager.
Key relationships	Other members of hub church project team (Childrens and Families' Pioneer and Hub Church Co-Ordinator), hub church project manager, Ministry Area Leader and MA Wardens, Directors of Mission and Ministry, members of diocesan office staff, other hub teams, and church volunteers.
Hours	37.5 hours a week across 5 days including Sunday, with 2 clear days off to be agreed. Evening and weekend work will be expected as part of the role.
Contract	5-year fixed term.

## Overall Purpose of Post

'Hub' churches are context-specific evangelism plants with the aim of bringing the gospel message to generations 'missing' to many Anglican congregations (the under 40s). Each church will be specific to its local context and will look and feel slightly different.

As part of the hub Church Leadership Team, you will work with the team to plant a church which is attractive to the under 40s, most of whom have no church experience.

As the Church Planter you will be responsible for shaping the worship life of the community so that it creates an environment which fosters a passionate spirituality, attractive to the emerging generations and those new to faith. You will be responsible for creating a discipleship structure that facilitates the nurture of their faith from first steps through to deepening discipleship.



## Main tasks

- Evangelise and draw people into the new worshipping community (the hub church).
- Design and lead regular acts of worship for the hub church which are contextual, relevant, and creative but which remain Anglican in nature.
- Lead the pastoral ministry of the hub church, including those on the fringes.
- Design and lead activities or events which bring the unchurched under 40s into a position of deep and meaningful faith (creating a pipeline of discipleship).
- Work collaboratively with the rest of the team to proclaim the gospel afresh for the under 40s.
- Build relationships and network with other worship leaders locally, nationally and internationally.
- Empower other church planters, raise up and train church planters.
- Embed the core values of hospitality, discipleship, generosity, and sustainability within the hub church, providing a place where people can 'belong' before they believe.
- Reflect on and share learning with the diocese, so that the wider church can grow and evangelise contextually to the under 40 demographics.
- To ensure the Church in Wales constitution, policies, and practices are followed and all activities adhere to safeguarding policies.

# Person Specification

Attributes	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> <li>• Candidates must undergo an enhanced DBS check.</li> </ul>	<ul style="list-style-type: none"> <li>• Category B, C or D driver's licence or willingness to work toward it.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience in leading worship/preaching.</li> <li>• Pastoral experience (especially with the under 40s).</li> <li>• Experience communicating the gospel using a variety of media/in diverse situations (especially to the under 40s).</li> </ul>	<ul style="list-style-type: none"> <li>• Supervision of others.</li> <li>• Responsibility for a budget/ experience managing a project.</li> </ul>
Knowledge, skills and abilities	<ul style="list-style-type: none"> <li>• Working knowledge of how to communicate faith in a pre- Christian context.</li> <li>• Ability to manage a programme of activities.</li> <li>• Ability to discern God's will in specific missional contexts.</li> <li>• Ability to lead services and faith activities reflectively (to aid continuous improvement).</li> <li>• Ability to help others grow in discernment of God in their daily life.</li> <li>• Ability to nurture the faith of those who are unchurched, and particularly the under 40s.</li> <li>• Ability to coach and mentor new faith leaders.</li> <li>• Working knowledge of safeguarding best practices.</li> <li>• Excellent organisational skills.</li> <li>• Proficient MS Word, Excel and PowerPoint skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Confidence in engaging with scripture, and the ability to articulate it in contextually appropriate ways.</li> <li>• Able to speak Welsh, or a willingness to learn.</li> <li>• Knowledge of the Anglican tradition and a willingness to work within its breadth of expression.</li> <li>• Working knowledge of the structures of the Anglican Church.</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• A lively and attractive personal faith.</li> <li>• A sustainable pattern of personal discipleship relying on God's grace, that resources your own relationship with God.</li> <li>• Self-motivated, positive outlook.</li> <li>• Flexible attitude.</li> <li>• Good interpersonal skills.</li> <li>• Emotional maturity.</li> <li>• High attention to detail.</li> <li>• High level of confidentiality.</li> <li>• Able to balance appropriate care of self with the care of others.</li> <li>• Able to establish and evaluate appropriate professional boundaries.</li> <li>• Able to lead collaboratively working in a team.</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of humour and fun.</li> <li>• Communicant member of the Anglican Church.</li> </ul>

# Terms and Conditions

This role has a Genuine Occupational Requirement under the Equality Act 2010 for the postholder to be a communicant member of the Church in Wales or of a Church in communion with it or of a Member of CYTUN. Satisfactory enhanced DBS checks will be sought.

## Location

The post-holder will be based either in the Chepstow or Tredegar location. Applicants can apply for a specific location, or for both. Location to be determined following the interview process. The role would benefit from a current driving licence and access to a vehicle.

## Benefits

The post holder will be eligible to join the contributory pension scheme. Expenses will be reimbursed in line with diocesan policy.

## Status of post

5-year contract (subject to a six-month probationary period).

## Note to Clergy

The successful candidate will be an employee of the Diocesan Board of Finance (DBF). For clergy – this will take you out of the clergy pension into a DBF pension scheme, and it should be noted there is no housing provided with this position.

## Hours of work

Full time (37.5 hours a week) across 5 days including Sunday, with 2 clear days off to be agreed. Evening and weekend work will be expected as part of the role.

Overtime is not payable but an equivalent amount of time off in lieu may be taken.

## Leave allowance

25 days per calendar year excluding bank holidays in the first year. After the post-holder has completed a full calendar years' service this entitlement rises by 1 day each year to a max. of 30 days per annum.

Leave should be arranged in advance bearing in mind the particular demands of preparation for major church festivals.

## How to apply

Please fill in and return the application on the website to Emily Martins (project manager for the hub church project) at [emilymartins@cinw.org.uk](mailto:emilymartins@cinw.org.uk).



Faith in  
our Future

Diocese of Monmouth  
Esgobaeth Mynwy