

Appendix 3

CRCW Post Profile Application

Church Related Community Work Project Application Process

What is Church Related Community Work?

- Church Related Community Work is a vision of the Church as an agent of social change and is one way for the Church to share in God's mission.
- It is about the Kingdom of God because it is committed to justice, peace and is not afraid of costly involvement with people. **It is not a means of increasing church membership or an attempt to impose any set of values on people**, rather it recognises the Gospel where it is being lived out by people and communities even if they, themselves, do not use the word of God.
- It is a challenge to both an insular Church and an uncaring society.

What is a Church Related Community Work and how will they work with a church(es)?

- A CRCW is someone who has accepted a call from God to serve in local communities and who has trained and is qualified in CRCW ministry in the URC.
- CRCWs are trained to the same theological standard as ministers of Word and sacrament. They are also trained as professional community development workers. Their unique task is to enable the local congregation, or designated project to engage with a community development process in their local neighbourhood.
- A CRCW will work to build bridges between the church and local communities by being present and engaged within those communities. It also involves challenging injustice, facilitating community initiatives and projects and challenging churches to become more actively involved in what God is calling them to do in their neighbourhood. A CRCW will therefore be working closely with church members and members of local communities, enabling the Church to engage with individuals and community groups, resident's associations, housing associations, voluntary and statutory organisations, etc.

A Step by Step Process for Churches wanting to start a CRCW Project

A CRCW project can be based from an individual church or a group of churches.

1. Meet as a church/group of churches and discuss whether CRCW ministry is something you want to pursue.
2. Form an applicant group of at least three or four key people who will work on the application. Please be aware this could be a long-term commitment as the application process can take between 6 – 18 months.
3. In the first instance, the applicant group must contact their local Synod and check that a CRCW project is part of the Synod strategy for CRCW ministry. There is a restricted number of projects that may be accredited in each synod.
4. Once Synod approval to progress has been gained, the applicant group should complete the first stage of the application process by completing the **CRCW Project Proposal Initial Enquiry Form**. Once this has been completed, the form must be sent back to the CRCW office, with a copy to the appropriate synod committee.

5. You will be contacted by the CRCW Development Worker. It is his role to act as a 'critical friend' to help guide the proposal through the necessary steps so that it can be presented to the CRCW Programme Sub-Committee (PSC). Once the Initial Enquiry Form has been satisfactorily completed, it will be discussed at one of the triyearly PSC meetings (these occur in January, May and October). The proposal must be approved by this committee in order to move forward.
6. If the Initial Enquiry is approved by the PSC, the applicant group and church will be visited by the CRCW Development Worker to talk them through the process of completing the second stage of the application, the **CRCW Post Profile** application form. This second stage involves some similar questions to those in the first stage but will require greater detail. You will be expected to have conducted and analysed research about your local neighbourhood and thought about the implications of the CRCW project for your church. Again, the CRCW Development Worker can assist with completing the Post Profile form and application process.
7. The completed but draft Post Profile application form and additional papers need to be sent to the CRCW Development Worker and you will be contacted by him to clarify details. Once these have been addressed, the final Post Profile application will be taken to the PSC for discussion and probably a visit from a PSC member. If successful, the project will be accredited, and a vacancy

Stage One: The CRCW Project Proposal Initial Enquiry Form

The purpose of the CRCW Project Proposal Initial Enquiry form is for the CRCW Programme Sub-Committee to assess whether there is the potential for CRCW ministry in your context and if so, to approve progress to the second stage of the application process. The Initial Enquiry form aims to get a sense of what your proposed project is about, your church(es)' motivations for applying for CRCW ministry, whether you're supported in this by your local Synod and a general sense of your enthusiasm for CRCW ministry.

You are not expected to go into great detail at this stage, a brief outline will be fine. Each application is considered on an individual basis, there is no succinct 'tick box' process. Each application will be judged on its own merits as long as the proposed CRCW project:

- has a church-related context and encourages and equips local people for community presence and engagement.
- has been approved by Synod.
- has significant involvement by URC members.
- addresses and responds to local issues, needs and opportunities.
- builds upon a history of community involvement and partnership with local agencies.
- enables a model of community development both within the given church(es) and communities.

A CRCW project may be scoped across more than one church, but if so, careful consideration about the management of and support for the CRCW ministry must be proven, as well as evidence that each church understands CRCW ministry and how the differing expectations of each church and communities are to be fulfilled.

Once you have completed the CRCW Project Proposal Initial Enquiry Form and the CRCW Development Worker is satisfied with it, the proposal will be put before the CRCW Programme Sub-Committee for approval. If your project is approved, the CRCW Development Worker will be in touch to talk you through the second stage of the application.

The CRCW Programme Sub-Committee cannot guarantee that every project will be approved. Even if yours is, there is no guarantee that a CRCW will be called to work alongside you.

CRCW PROJECT PROPOSAL INITIAL ENQUIRY FORM

Please fill out the details below

Proposed CRCW Project Name:

Name of Applicant Group:

Applicant Group Details (please indicate who will be the main contact):

Name	Who the person represents	Email	Contacts ' phone number

*Please meet with the applicant group members to discuss the questions and issues below and to complete all the sections **in brief**; more detail about each of these areas will be required if the applicant group is invited to Stage Two of the application process. Answers to Questions 1-8 should amount to no more than two sides of A4.*

1. What is the motivation that brings you to this enquiry and how has it come about? Please describe your ongoing commitment to community involvement and development in your answer.
2. How would you briefly describe CRCW ministry? Please study the CRCW information pages at <https://urc.org.uk/our-work/church-related-community-workers.html> before completing your answer.
3. Please study the information pages at <https://www.scdc.org.uk/who/what-is-community-development> and briefly outline what you think community development involves.
4. Is there an established local church/churches, congregation or group involving URC members whom the CRCW would work alongside and reflect with on a regular basis? Please give a brief description of this context.
5. All applicant groups must discuss their CRCW project proposals with church members, local residents, community groups and local agencies etc. Please briefly discuss the process and outcome of these discussions.
6. How widely shared is the motivation and enthusiasm for a CRCW project within your church(es) and neighbourhood(s)?
7. Is there URC involvement with this CRCW Project Proposal and at least one URC member in the applicant group OR is the URC Synod a key partner and member in the applicant group?

8. How and when have you discussed this Project proposal with the Synod and gained their support to submit this proposal?

Please limit your responses below to one side A4 only

<p>Community Context: (e.g. inner city/urban/suburban/market town/rural/coastal town; demographics and analysis of the local neighbourhood(s); other community organisations, local agencies and resources in the area; ecumenical scene, etc.)</p>
<p>Church Context: (e.g. size of congregation/theology.)</p>
<p>Mission Statement and CRCW Priorities: (What are the issues to be tackled and the core work that you have identified.)</p>
<p>CRCW's Role Priorities and Ministries Arrangement: (e.g. other colleagues, pattern of team work, relationship to congregations in joint or group pastorate &/or joint CRCW Project, particularly if other denominations are involved)</p>
<p>Personal Specification for the prospective CRCW:</p>
<p>Any Further Information:</p>

Once all the questions have been answered and this Initial Enquiry form has been completed in full, please return it to Steve Summers at steve.summers@urc.org.uk or by posting it to Steve Summers, CRCW Development Worker, Church House, 86 Tavistock Place, London WC1H 9RT. Thank you.

CRCW Post Profile Summary

Ref. Number:

Church Related Community Work Post Details:

Name of post:

Church(es)-in-Community:

Date of declaration of vacancy:

Scoping (%) & Term:

Community Context:

(e.g. inner city/urban/suburban/market town/rural/coastal; population size and composition; employment; culture etc.)

Church Context: (e.g. size of congregation, theology)

Mission Statement and Project Priorities: (What is the core work that you have identified?)

CRCW's Role Priorities and Ministry Arrangements:

Person Specification for Prospective CRCW:

Other Factors that Moderators need to be aware of?:

