



Appointment of Director

Scargill House

Scargill House is the home of the Scargill Community, an ecumenical and international community, whose gift is hospitality; a place where all are welcomed and honoured, and where laughter is taken seriously. At the heart of the Community's life is 'lives shared, lives transformed with Jesus at the centre'. The Community tries its very best to live and move in God's grace and generosity as they welcome guests into their home for retreats, conferences and holidays. It aims to be a safe space to encounter God, where all are accepted, whatever their background and understanding.

The Director's role is to seek to embody the vision and values of Scargill, leading by example and developing the life of the Community and ministry to guests in collaboration with the Council of Scargill Movement.

The Director should be able to value and work with a wide spectrum of different nationalities, cultures, traditions and denominations. They will be passionate about seeing people come to faith and grow in faith and practical discipleship under the power and guidance of the Holy Spirit, and have a desire to see the local church renewed and equipped for mission in the contemporary world.

The Council believe Scargill has a call to be a prophetic voice in our ever-changing world, especially post Brexit and Covid. We are committed to the Gospel imperative for the poor, and we welcome all. At a time when freedom, justice, and truth are threatened, and creation is groaning we are looking for a Director who will build on the strong foundations that have been established and oversee the next phase of the development plan, as well as increase the ministry and influence of Scargill as a voice for the Gospel in the north.

One of Scargill's foundational values is that everyone is welcomed and accepted. Life-giving relationships with each other, keeping Jesus at the centre, is at the heart. Our website says 'absolutely everyone is welcome and accepted at Scargill... Whether you're young or old, doubter or believer, whatever your ethnicity or heritage, gender or sexuality.' Scargill therefore tries its very best to be non-judgmental, holding a safe and open space through a generous hospitality. The Director, as the leader of the Community, is the 'guardian of unity', able to hold differing views respectfully, ensuring that there is kindness and acceptance to all who come through Scargill's doors. As Brother Roger of Taizé wrote, "God invites us to make life beautiful for those He entrusts to us".

Their specific responsibilities include:

1. Fostering and growing a Christ-centred community

The pearl of Scargill is the life of Community.

Community life is an apprenticeship in discipleship, for we are always learning. The style of leadership exercised at Scargill is servant-hearted, listening, collaborative, 'flat' and intentionally steers away from any pyramid model of leadership.

The Director will promote community life through:

- Maintaining the rhythm of prayer, which lies at the heart of the Community and encouraging individuals to develop their personal life of prayer.
- Holding regular community meetings to foster and enhance the common life and relationships.
- Keeping the Scargill Pathway uppermost within Community thinking and practice through ongoing teaching and discussion.
- Developing a programme of intentional discipleship training for community members.
- Offering support, as appropriate, to individual members of Community.
- Appointing chaplains (in collaboration with Council) and other senior posts.
- Where necessary, taking appropriate actions to maintain Community cohesion and discipline.
- Valuing the contribution of Working Friends to the life of the Community.

2. Developing the ministry of Scargill to guests and church

The Director will be someone who can build upon the work established since the resurrection of Scargill in 2009 and take the Movement forward whilst keeping within Scargill's Identity and Values.

Community life is prophetic; it has something life-giving to say to the church, and the Director will be someone who can share this vision with the church.

This will involve:

- Sharing the responsibility for discerning, developing and implementing the vision of the Scargill Movement with the Council and Leadership Team.
- Designing and helping to deliver a programme of conferences, retreats, church-weekends and other events which embody the vision and values of the Scargill Movement and have a prophetic as well as pastoral edge.
- Inviting and working with guest speakers.
- Along with the chaplains and other members of Community delivering different aspects of the programme.

- Having particular care for both the urban churches and rural communities of the north of England, and those who feel themselves to be on the margins of society.
- Seeking to encourage and enable inter-generational ministry.
- Promoting the vision and values of Scargill within the wider church, both locally and nationally.

3. Leading the Community in delivering the ministry of Scargill

The Director will work closely with:

- The Leadership Team
- The Chaplains and Pastoral Team
- The Team Leaders (house, kitchen, administration, personnel, estate, youth, worship and pastoral)
- The Working Friends Coordinators

4. Organisational Responsibilities

- Legal obligations: Working with the Council to ensure the organisation fulfils its legal requirements in accordance with charity law and safeguarding regulations.
- Property: Working closely with the Operations Manager and Council in overseeing the ongoing development and maintenance of the Property.
- Care of Creation: Ensuring environmental developments prophetically reflect our values.
- The Director is a member of the Business and Finance Committee of the Council, which oversees the commercial considerations of running Scargill.

5. Establishing and maintaining networks and partnerships

The Director will be responsible for networking and building relationships and partnerships between Scargill and other agencies (currently: ReSource, Jesus Shaped People, A Rocha and Climate Stewards) and churches. They will foster connections with other Christian Communities, particularly the existing relationships with the Diocese of Leeds, other northern dioceses and denominations and the Lee Abbey Movement. They will continue to develop the network of Scargill Companions and Working Friends.

Term of appointment

The appointment is for 7 years with the possibility of renewal. It will be subject to the customary DBS, safeguarding and health checks. If the person appointed is ordained, it is expected that they will hold the licence of the Bishop of Leeds or equivalent in other denominations.

The post is open to those who hold a UK passport or have the right to work in the UK. It is an Occupational Requirement (OR) for the post-holder to be a practising Christian.

Accountability

The Director is appointed by the Council of Scargill Movement and is accountable to them. While not a voting member of the Council, they will attend all meetings. There has been a strong relationship of mutuality between the Director and Council where learning is shared, and the big picture vision is sought together. Many members of the Council contribute to the life of Scargill as Working Friends or in other ways and so are well known to Community.

Handover period

At this point in Scargill's life and evolution, the Council has proposed a handover period of up to 3 months. This will allow time for the following:

1. **Adjusting to community life and building relationships ahead of taking on the role of Director**

As community life is central to Scargill, we want to allow time to adjust to it and invest in relationships with the current community before taking on a leadership role. This will involve some time working on one of the teams.

2. **Cultural understanding and awareness**

We want to allow time for the new Director to observe, reflect on and discuss the culture they observe.

3. **Building work**

Extended time with the Operations Manager, Dave Lucas, to understand the renovation and development plan to date and in the future.

4. **Handover phase with the current Director**

Working alongside Phil Stone to understand the practicalities and learn the details of the role. During the handover period, the appointee will be known as '*Director Designate*' and will have opportunities to participate in the programme and the leadership and pastoral teams.

The Director will have an annual review with the Chair or Vice-chair of Council, who will also be around to support and be consulted as appropriate.