

歡迎

From Welcome to Belonging
JOURNEYING TOGETHER

屬於

National Church Hong Kong Communities Enabler

We are seeking to recruit a dynamic and collaborative colleague to lead on our initiative to welcome and provide on-going support to newly arrived Hong Kongers in the UK. A practicing Christian who can speak both Cantonese and English fluently, you will work with churches across England to encourage their welcome of newly arrived Hong Kongers and support them as they do so.

50% of your time will have a Berkshire focus, supporting the Hong Kong church communities across Berkshire and 50% of your time will be to support and resource Hong Kongers nationally, as they engage with churches and explore vocations.

National Church Hong Kong Communities Enabler

Full time, 3.5 years fixed-term contract, £40,000 pa, remote and home working, with office space available in Theale, Berkshire.

Working from within Oxford Diocese the Hong Kong Communities Enabler (**HKCE**) will build on the unique experience developed through on-going work with the Berkshire Hong Kong Resourcing Hub (*Appendix 1*) and resulting church plants. In partnership with members of The Teahouse ([TheTeahouse | Supporting Chinese-Heritage Clergy in the Church of England](#)) the **HKCE** will build connections across dioceses that encourage and resource ministry within communities of newly arrived Hong Kongers and host community churches through:

- **Resourcing:** Getting to know (and mapping) emerging Hong Kong communities across England (a 50% focus on Berkshire) and the churches where partnerships and relationships are emerging. Overseeing the coordination and development of resources and initiatives that can be shared to support welcome, including Christian resources as well as those helping Hong Kongers with general settlement in local communities (sign-posting the charities and statutory bodies). Ensuring safeguarding resources are available in Cantonese and the safeguarding culture of the Church of England is supported in the Hong Konger congregations.
- **Networking:** facilitating a network of encouragement and support for newly arrived Hong Kongers – linking them with local churches that offer welcome and support (including supporting those with appropriate language resources). Build a body of best practice around welcoming Hong Kongers as members of congregations, but also as visitors, tourists and residents in parishes and where there are cathedrals and tourist churches (example: language appropriate material, welcome days)
- **Amplifying:** the voice of Hong Kongers in the National Church structures and in Dioceses especially around vocations and governance.
- **Encouraging:** church communities and church schools with Hong Kongers to be inclusive in their governance structures, ministry and leadership, and support them to hear the voices of Hong Kongers and to develop greater intercultural awareness.
- **Supporting:** where appropriate Diocesan and national Racial Justice Officers with input from an East Asian perspective as they deliver anti racism training, unconscious bias training, cultural awareness training and as they deliver **From Lament to Action** ([FromLamentToAction-report.pdf](#)).

Role Description and Person Specification

ODBF's Christian vision, ethos and principles underpin all aspects of the way the Board runs. The post-holder must be committed to the ODBF's principles and values as well as support the Common Vision - Becoming A Christ-like Church process by which the Diocese of Oxford is exploring together what it would mean for our Church to be more like Christ - more Contemplative, Compassionate and Courageous. Background information on the process to date is available at <https://www.oxford.anglican.org/mission-ministry/our-common-vision/>

JOB PURPOSE:

To encourage, support and promote UKME vocations, participation and representation at all levels in the Diocese of Oxford through working with others to identify existing barriers to ministry and employment, positive action mechanisms and to develop creative approaches to achieve and sustain this.

PRINCIPAL ACCOUNTABILITIES (*proportions approximate and will vary depending on the needs at the time*)

1.	<p>Oxford Diocese – Planting and Resourcing Congregations: Working with the Minister of Trinity Earley Church in Reading and the Hong Kong Communities Associate Minister to support Berkshire churches in their welcome of Hong Kongers, identifying and preparing churches for partnership and supporting the building of good relationships between English and Cantonese speaking congregations and also through Children and Families workers/ministries. Supporting and encouraging Cantonese speakers in accessing Oxford Diocese structures, especially vocations.</p>	50%
2.	<p>Mapping, Resourcing and Building Relationships Nationally: Identifying and building relationships with Cantonese speaking congregations and church goers, engaging with the Church of England (and LEPs). Linking them with resources and partners to build strong relationships. Identifying and mapping areas in which newly arrived Hong Kongers settle and encouraging local parish churches and Cathedrals to offer welcome and access to resources in Cantonese. Supporting Dioceses to find ways to welcome and integrate newly arrived Hong Kongers into local churches.</p>	20%
3.	<p>Developing Resources: Development of resources offering liturgy in Cantonese, training (for example safeguarding) resources in Cantonese and the formulation of a digital plan/resource linking with A Church Near You and the Church of England's website enabling local churches to connect their own websites with resources.</p>	20%
4.	<p>Amplifying: the voices of newly arrived Hong Kongers at National Church level, supporting engagement in all church structures, including governance and especially around vocations.</p>	5%
5.	<p>Supporting: where appropriate Diocesan and national Racial Justice Officers with input from an East Asian perspective as they deliver anti racism training, unconscious bias training, cultural awareness training and the deliver of from Lament to Action.</p>	5%

DUTIES AND RESPONSIBILITIES

There are two elements to this post – one with a Berkshire focus and one with a national focus. There is considerable overlap in the resourcing, support and connectivity between these posts. The two elements of the post are listed separately below for clarity.

Oxford Diocese – Berkshire focus (50% of role)

Responsible for: Supporting identification and development of the Hong Kong Church Resourcing Hub and subsequent church plants, through the building of strong relationships with newly arrived Hong Kongs and host community churches. Ensuring newly arrived people are pastorally supported and welcomed as they transition to the UK and that local parishes are prepared to welcome well. To work with Berkshire Archdeaconry and the Hong Kong Resourcing Hub to identify and prepare the ground for designated Welcome Churches – where church plants can flourish. Ensure these churches are well-resourced in terms of appropriate Cantonese language material and connectivity.

Context

Since 2022 Oxford Diocese has supported and resourced newly arrived Hong Kongers worshipping in Reading and across Berkshire. We currently have one large Cantonese speaking congregation based within an Anglican LEP church in Reading which has already planted out into another parish in a neighbouring deanery. We have an ambitious project to plant a further 4 Cantonese speaking congregations across Berkshire. The vision behind this is to enable our newly arrived brothers and sisters to grow, under Anglican/LEP oversight, as worshipping communities alongside existing host community congregations, developing strong supportive links, offering welcome, and together, to grow the number of disciples in our churches.

Key relationships

- The Hong Kong Resourcing Hub Oversight Board
- Earley Trinity vicar and PCC
- Winnersh vicar and PCC
- Associate Minister Hong Kong Resourcing Hub
- Archdeacon and associate archdeacon of Berkshire
- Rural deans of Berkshire deaneries
- Lay leaders and ministry team within the Hong Kong congregation

Key Responsibilities

Connect with and map newly arrived Hong Kongers across Berkshire, and organisations (for Example Higher Education institutions) supporting them.

Connect with and build relationships with churches where Hong Kongers are represented either in the congregation or more widely in the community.

Support churches in their preparations to receive a Cantonese speaking congregation (a plant) around issues of governance, oversight and cultural issues.

Support the Ordained Associate Minister in building up momentum in existing Cantonese speaking congregations to plant out and become local expressions of church.

Resourcing Cantonese speaking congregations with appropriate resources.

National Focus (50% of role)

Responsible for: Leading on the National churches welcome and integration of newly arrived Hong Kong worshippers. Ensuring the National Church has the information around where Hong Kongers are settling in the UK and those churches welcoming Hong Kongers are connected to resources to support their welcome and engagement. To develop networks to connect Cantonese speaking Christians with training and development resources, vocation pathways and to connect local churches with resources that will enhance their welcome and engagement. To advocate for Hong Kongers across all structures of the Church of England and amplify their voices within the church.

Context: The UK has seen a significant number of people from Hong Kong move to the UK under the governments BNO (British National Overseas) route. Over 250,000 Hong Kongers have already moved the UK, and more are expected to come. Cantonese speaking Christians are the fastest growing demographic in our church communities and the Church of England recognises the need to develop a coordinated, connected and strategic response to welcome and embed newly arrived people into our church communities and to formulate best practice policies and accessible communications.

Key Relationships:

- The Hong Kong Resourcing Hub Oversight Board
- The Church of England Racial Justice Unit
- Dioceses Racial Justice Officers
- Ministry training providers
- Educational establishments
- Parishes
- The Tea House
- Welcome Hong Kong

Key Responsibilities:

Coordinate the Church of England's response to the arrival of Hong Kongers by

Connecting with Dioceses across England to build and become part of a network supporting newly arrived people, sharing best practice, resources and information

Encouraging Dioceses to find ways to welcome and integrate newly arrived Hong Kongers using Fresh Expressions/pioneer approaches

Develop resources, including digital, in liturgy, training and signposting in English and Cantonese

Engage with Welcome Hong Kong, The Tea House and other organisations providing support for Hong Kongers

Encouraging local parishes, cathedrals and schools to engage with the Hong Kong communities around them offering appropriate support and resources.

Encourage, support and connect Hong Kongers exploring vocations



DIOCESE of OXFORD

A Christ-like Church for the sake of God's world



THE CHURCH
OF ENGLAND

The ideal candidate will:

- Have a deep and passionate faith in Jesus Christ and a desire to minister to people.
- Understand church structures
- Have experience of church leadership and church planting/evangelism
- Be committed to their own spiritual growth, with a regular pattern of prayer, bible reading and personal development.
- Be able to speak Cantonese and English fluently.
- Be organised and an excellent communicator able to build relationships with a wide range of people and organisations
- Be collaborative and a team player – with experience of working effectively in a team and with other organisations and stakeholders.
- Have experience and gifts in recruiting, leading and developing teams of volunteers.
- Be adept at networking
- Be an excellent co-ordinator and able to manage multiple initiatives.

DIMENSIONS

People and working relationship:

- The post holder is a staff member of the diocesan department of Mission and Ministry (which will be kept under review).
- Works collaboratively with colleagues across departments to promote the inclusion of those from the Hong Konger communities in all aspects of God's mission across the country.
- There will be a need, from time to time, to brief members of the Racial Justice Unit and other decision-making bodies of the National Church.
- Develops and sustains professional working relationships with a number of stakeholders to influence change and action.

Planning & Organisation:

- Working with others develops strategies and resources that enable, promote and support the inclusion work of Hong Kongers as an integral part of all ongoing work within the mission of the church
- Establishes clear expectations for the work to be undertaken and the most effective means for monitoring and reviewing the activities.
- Facilitates the acquisition of the knowledge, skills and resources required to promote, encourage, plan and advocate
- Attends department meetings
- Manages own diary
- Reports as requested to the Hong Kong Resourcing Hub Oversight Board, National Church Structures and the Racial Justice Unit against agreed measures of success
- Evaluates success measures and criteria

Decisions:

- Proactively seeks to generate effective initiatives in our work with Hong Kongers across the Diocese
- Proposes and manages new resources
- Influences and encourages cultural change

PROFESSIONAL STANDARDS - KNOWLEDGE, SKILLS AND EXPERIENCE

ESSENTIAL

The post holder will be a practising Christian, in good standing with the Anglican Church or a church that is a member of the Churches Together in Britain and Ireland. We take the view that this is a Genuine Occupational Requirement (GOR) under Part 1 Schedule 9 of the Equality Act 2010.

Experience, knowledge, understanding:

- A dynamic Christian faith
- Experience in living and working creatively in an organisation seeking to enable cultural change
- Understand and have experience with the spiritual needs of Hong Kongers and the implications for their pastoral care
- Experience or potential to build networks
- Experience in developing and delivering training
- Experience in writing reports
- Experience in producing materials and resources
- Familiarity with vocations and discipleship initiatives
- Experience in encouraging and enabling people to make use of a range of different resources and approaches

Skills and abilities:

- Be passionate about the place of Hong Kongers in God's mission
- Ability to reflect theologically on implications of UKME barriers to ministry and employment and an ability to apply and present this in accessible forms
- Ability to explore racism and racial discrimination awareness issues with local church leaders
- Creative, engaging and effective communication including public speaking, visual presentations, oral and written material
- Ability to influence and function in a consultative and/or facilitative role to individuals, groups or organisations and implementing programmes that work with a wide variety of different stakeholders
- Ability to relate to people from a variety of contexts and backgrounds
- Ability to prioritise work and manage time, including meeting deadlines
- Proven administrative and ICT skills whilst being comfortable with the range of communication tools available to people with disabilities
- Ability to travel across England, particularly Birmingham, Oxford, Manchester and London.

Personal qualities:

- Good communication and interpersonal skills
- Fluency in English
- Fluent in Cantonese (written and spoken)
- Ability to encourage and empower UKME people, volunteers and others
- Ability to work alone and as a team member.

DESIRABLE

- A good working knowledge of the Equality Act (2010) and other relevant current legislation
- A good working knowledge and the ability to utilize social media
- An understanding of the structure of the Church of England and its dioceses
- Competent in delivering talks/presentations in public settings.

GENERAL INFORMATION

Band	Salary Band K
Remuneration	<p>Salary scale - £40,041 - £42,908 per annum pro-rata</p> <p>There are four points within the band. Moving to a new point is dependent on the successful achievement of the objectives agreed between you and your Line Manager. Any approved move in incremental points takes effect in September each year.</p>
Contract Type	3.5-year fixed term
Hours of work	<p>37 hours per week with regular agreed hours and days.</p> <p>Your working pattern should be agreed with your line manager; however, it is recognised that this role requires the ability to work flexibly, and with that some evening and weekend work may be required for which time off in lieu may be taken on agreement with your line manager.</p>
Place of work	<p>St Birinus House, Englefield Road, Theale, Reading, Berkshire, RG7 5AS</p> <p>Remote and home working</p>
Holidays	<p>Your annual leave entitlement is broken down as follows:</p> <ul style="list-style-type: none"> • During the first year of your employment with us you are entitled to 25 days' annual leave per annum. • During the second year, up to and including the fifth year of employment, you will be entitled to 1 day of extra annual leave per consecutive year. • In the sixth year and thereafter, you will be entitled to 30 days' annual leave per annum. <p>The above annual leave entitlement is calculated on a pro-rata basis for part-time employees.</p> <p>In addition, you are entitled to the usual United Kingdom public holidays.</p> <p>Furthermore, the Board gives three discretionary holiday days to its employees, namely: Ascension Day, Maundy Thursday and Christmas Eve.</p>
Pension Provision	<p>It is a statutory requirement for ODBF to automatically enrol employees into an appropriate Pension scheme of our choice. In our case this is the Church of England Pensions Board Pension Builder 2014 scheme. Information can be sought from the Church of England website:</p> <p>https://www.churchofengland.org/sites/default/files/2017-11/2017-pb-2014-booklet-v-11.pdf</p>
Probation period	Six months, during which time progress is regularly reviewed and the period may be extended.
Notice period	During probation, 1 month and thereafter, 3 months from either side or the statutory minimum (whichever is greater).

Appendix 1

Background Information on the Berkshire Hong Kong Resourcing hub

Berkshire Hong Kong Resourcing Hub

How it started

Following a year long process of listening to and visioning with incoming Christians from Hong Kong and conversations with the Diocesan New Congregations Team a pilot Cantonese Resourcing Hub was funded through the Development Fund starting in January 2023.

The Project employed a Cantonese Speaking Church Worker who worked with an Anglican Church (Trinity Earley - which is part of an LEP) to build up a congregation of mainly newly arrived people from Hong Kong. This congregation worships in the Trinity building and over the last two years has become embedded within the wider church community – members joining the PCC, volunteering, giving to the church regularly, being baptized and confirmed and have identified themselves as ‘part of the Trinity family’. They have developed a thriving children and youth ministry – with groups for ages from 0-18, as well as adult worship. 350+ Hong Kongers are currently worshipping as part of Trinity Earley and another 200+ worshipping at a newly planted church in Winnersh.

One of the objectives of this Resourcing Hub was to ‘plant out’ from the core congregation in Trinity Earley into other churches in Reading and Sonning – developing Cantonese speaking congregations that worship alongside existing host community congregations. The hope is that in doing this welcoming and mutually supportive relationships between British congregations and newly arrived Hong Kongers could develop to enable the Anglican/LEP churches to grow and our Hong Kong brothers and sisters to thrive.

These new congregations will provide support and a worshipping community for existing Cantonese speaking Christians and also allow outreach and evangelism to those who have no contact with church.

Trinity Earley

[Trinity Earley – Living life to the full; showing and sharing Jesus to transform our neighbourhood](#)



From Trinity Early to Winnersh

Our first plant was to St Mary's in Winnersh (Sonning Deanery). The first 50 Hong Kongers joined the St Mary's congregation in Winnersh for a Chinese New Year celebration in February 2023 and began to worship in the church, immediately after the small British congregation, on Sunday mornings thereafter. In addition, the Hong Kongers meet on Saturday for fellowship. By the end of 2023 this congregation had grown to over 150 adults, with 80 under 18's (meeting in the neighbouring school in several age-appropriate groups).

This congregation is larger than the church building at Winnersh can support and a survey of those meeting in Winnersh has revealed that a significant number of the new congregation are travelling from east Berkshire – from Bracknell (35), Wokingham (48) and Crowthorne (45). This has flagged the need for us to look for a plant further east.

St Mary's Winnersh is currently in vacancy, and in the interim the Hong Kongers are being looked after by the vicar of Trinity Earley. The hope is to make an appointment during the early summer of someone who can work with both the host congregation and provide the support to continue to develop the relationships with the Hong Kongers. The aim for this first plant is that the congregation becomes integrated into the governance and life at St Mary's in the same way as it has in Trinity Earley.

During 2023, as these two congregations grew a further two plants in Reading have been identified – St Barnabus Emmer Green and Reading Gateway Church Whitley Wood. We recognize that there are several other opportunities for planting across Berkshire.

A significant event towards the end of 2023 was the untimely death of the development fund employed church worker, Siew Yin, following a cancer diagnosis. This created a significant pastoral need which put added pressure on the staff and vicar of Trinity Earley and has also created a vacancy for someone to step into Siew Yins shoes and work strategically to grow the existing congregations and prepare new plants.

St Mary's Winnersh



Hong Kongers in Berkshire

Berkshire is one of a number of places around the UK that has seen the arrival of large numbers of people from Hong Kong. Reading is in the top ten Local Authority areas that have received Hong Kongers, with broader parts of Oxfordshire also being significant preferred destinations. ([BNO Preferred Destinations Report - Hongkongers in Britain | 英國港僑協會](#)).

Over 150,000 Hong Kongers have already moved to the UK, making this one of the biggest waves of inward migration to the UK in recent years. Many of the newly arrived people are Christian and the Chinese Christian community is the fastest-growing section of the church. Over the last two years there has been a 29% growth in the Chinese Church in the UK and many Hong Kongers have joined English speaking churches.

