**** **SAINT MICHAEL’S CHURCH PARIS**

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**CHAPLAIN**

**Vision & Purpose**

Saint Michael’s vision is summarised below:

In Christ Jesus and through the Holy Spirit, our heavenly Father calls us to:

* Intimacy with God
* Deep commitment to one another
* Lives which show the fruit of radical obedience
* Be a beacon in Paris and to the nations.

The Chaplain will lead the church in carrying out this vision, centred around 7 key areas:

1. Working in partnership with the Churchwardens, the Council and the staff.

2. Taking the lead in the ministries of teaching, preaching, prayer and worship.

3. Developing and overseeing strategies to strengthen discipleship.

4. Developing and leading fresh strategy for creative outward-facing missional activities.

5. Ensuring the pastoral care ministries of the church.

6. Supporting development of youth ministry.

7. Exercising the usual duties of ordained leadership in the life of the church.

**Job description: 7 key areas**

**1. Partnership with the Council**

* The Chaplain will take the lead, working with the Churchwardens and Church Council in determining God’s will for the Church, including future policy, priority and direction.

**2. Teaching, Preaching, Prayer and Worship**

* The Chaplain will lead the teaching and preaching ministry of the church.
* The Chaplain will oversee the worship and service leading across the full range of Saint Michael's services, currently contemporary and traditional.
* The Chaplain will ensure the priority of prayer, including leading the church’s monthly prayer meeting (The Hour of Power)

**3. Discipleship**

* The Chaplain will develop strategies to provide spiritual support and encourage spiritual growth to church members.
* The Chaplain will oversee and encourage the growth of small groups, afundamental church activity by identifying and training new leaders; planting new groups and placing new members in groups.

**4. Creative mission**

* Historically Saint Michael's has had a very fruitful mission to many, and seeks to develop fresh and creative ways of engaging with people outside the Church.
* The Chaplain will lead the development of new initiatives and leadership teams and enable volunteers to express outlets of services.
* The Chaplain will actively seek partnerships and chances for shared activities with neighbouring churches and organisations, which support and encourage outreach.

**5. Pastoral Care**

* The Chaplain will ensure the effective provision of pastoral care and the development and oversight of a pastoral visitation team.
* The Chaplain will engage in pastoral visitation and spiritual counselling and accompaniment.

**6. Youth**

* The Chaplain will oversee the development of the ministry to teen-agers, alongside the existing Children’s and Families work.

**7. Duties of ordained leadership**

* The Chaplain will play a full role in the conducting of pastoral offices, taking baptisms, weddings and funerals and exercising the normal duties of ordained ministry across the life of the church.
* The Chaplain will oversee and work closely with staff colleagues- both lay and ordained, and chair Council meetings.
* The Chaplain will ensure that the staff meet regularly to pray and will encourage time out for retreats and spiritual refreshment.
* The Chaplain will ensure, with the Standing Committee, that all property belonging to the Church is thoroughly maintained.
* The Chaplain will participate in the life of the Diocese attending both Archdeaconry Synod and local clergy Chapter meetings.
* With the Council, the Chaplain will define, evolve and implement the Vision for St Michael’s to take it forward over the next 5 years and beyond.

**Person Specification**

The successful candidate will have a demonstrable track record in the following key areas:

* Gospel ministry in the context of the local church and in shared ministry.
* A deep love and knowledge of God's Word, and strong ability in teaching and preaching.
* Passion for - and demonstrable experience in - developing discipleship and mission.
* Enthusiasm and experience in seeking and responding to the work of the Holy Spirit, and confidence in teaching and exercising spiritual gifts.
* Strong leadership skills and proven ability to identify emerging leaders, and to encourage the members of the Body of Christ in their gifts and ministries.
* Flexibility in organising staff and volunteer leadership given the frequent turn-over in the church membership.
* A good and clear communicator of ideas and thoughts which inspire and engage the audience.
* High motivation for pastoral care.
* Firm belief in the power and effectiveness of prayer.
* Strong commitment to a pattern of personal prayer.
* Ability to develop a spirit of community among members from many different cultures and religious backgrounds.

**You will be:**

* An experienced evangelical Anglican priest.
* A prayerful leader with a strong pattern of personal prayer.
* A Spirit-led leader with confidence in teaching and exercising spiritual gifts.
* Outgoing, friendly, compassionate and approachable.
* Servant-hearted and self-aware.
* Comfortable with a culturally diverse mix of people.
* Highly organised and with experience of managing a staff team.
* Dynamic, able to inspire and motivate others; able to delegate effectively.
* Capable of handling conflict and finding a solution.
* Comfortable in the review and handling of financial aspects -integral to the running of a church.

**To thrive in the specific context of ministry and life in Paris:**

* A previous experience in an international and /or cross- cultural ministry context would be an advantage, as would experience in living abroad.
* At least a basic working knowledge of written and spoken French (or a desire and capacity to learn) would be an advantage.
* A sense of adventure, and a realistic view of ministry and life in Paris, and the challenges of a cross-cultural move will be essential.

**Terms and Conditions of service**

*Except for any which only apply locally, these summarise those of the Diocese in Europe. Fuller details can be supplied if required.*

**Accountability:** The post will be held under the overall authority of the Bishop. The Chaplain will also work closely in a relationship of mutual accountability with the Church Wardens and Church Council.

**Travel and Removal Expenses**: Travel and removal expenses will be met by the Chaplaincy Council.

**Accommodation**:A flat is provided, which is located within a 5-minute walk from the church. It comprises 2 sizeable double bedrooms, each with an en-suite bathroom, a fully equipped kitchen with modern appliances, a large siting room and separate dining room.

Domestic bills are met by the Chaplaincy.

**Annual leave:** Four weeks annual leave, and a week’s leave after Christmas and Easter, plus French public holidays.

**Basic working week**: Five days per week, including Sunday however some flexibility in this will be required from time to time.

**Remuneration:** Church of England incumbent stipend, to be reviewed annually. Staff also receive luncheon vouchers and reimbursement of normal office expenses.

**Preservation of UK Pension and Health Eligibility:** If the Chaplain is a UK citizen the Chaplaincy Council will pay contributions for UK National Insurance Class 2 (Overseas).

**Pensions:** Contributions so the Church of England Pension Scheme are payable by the Chaplaincy.

**Health:** The Chaplain and any family he/she may have are covered by French social security and complementary medical insurance while they are in France, paid for by the Chaplaincy. A ‘fit for work’ certificate from a local occupational health agency is required as a standard French working requirement.

**Contract:** According to Diocesan Policy, the Bishop’s Licence is time-limited to a maximum of five years (although renewable).

**Safeguarding:** There is a commitment to safeguard children, young people and vulnerable adults. Safeguarding policies (vetting and screening) will apply to this post.