



**The Diocese of
Southwark**

Student & Young Adults Worker St. Mary's, Summerstown



Vacancy Information Pack

Closing date: 20th November 2019

Interview date: 17th December 2019

25th October 2019

Dear Candidate

I am delighted that you have expressed interest in the role of Student & Young Adults Worker based at St. Mary's, Summerstown, and I hope that you will find the information provided in the pack helpful.

We are a small, friendly, multi-cultural, evangelical congregation seeking to reach the local area with the good news of Jesus Christ. St Mary's has a heart to reach out to students and young adults in the local area and this role is to establish and support ministry among these groups in Summerstown.

We are excited by this project, and hope that that this will provide an opportunity for someone with the same passion to see students and young adults won for Christ and built up in Him.

If you feel called to be part of our journey and have the necessary enthusiasm, skills and experience then we would be delighted to hear from you. If you'd like an informal discussion about the role, then please feel free to contact me.

Yours sincerely

James Fletcher

Vicar of St Mary's Summerstown

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Southwark Vision

Christ Centred, Outward Focused

Walking with Jesus and getting to know Jesus better as we journey on

Welcoming all, embracing our diversity and seeking new ways of being church

Growing in numbers, generosity, faith and discipleship as we grow God's Kingdom

Job Title: Student & Young Adults Worker
(Full-time, five years fixed term)

Reporting to: The Vicar of St Mary's Summerstown

Strategic Development Fund Supervisor: Director of Mission & Evangelism

Responsible for: Volunteer group leaders

Background:

This is an exciting opportunity for a Student & Young Adults Worker to play a key role in implementing "*A Fruitful Future: Strategic growth and cultural change in the large, diverse Diocese of Southwark*". Specific projects have been identified in places across the Diocese of Southwark where there is a clear opportunity for growth and funding has been obtained from the Church of England's Strategic Development Funding to support these projects.

One of these places is Summerstown, a diverse parish in south west London undergoing significant regeneration. There are significant opportunities in the area with a new housing development, a large number of medical students in the parish and young families.

St Mary's Church is a local parish church which reflects the diversity of the local area in age, ethnicity and background. We are a small, friendly, multi-cultural, evangelical congregation seeking to reach the local area with the good news of Jesus Christ. St Mary's has a heart to reach out to students and young adults in the local area and this role is to establish and support ministry among these groups in Summerstown.

Our Values

Effective Stewardship of resources
Respect for all

Collaborative Team Working
Transparent Accountability

We want to appoint a Lay Worker for Students & Young Adults to join the church staff. Alongside the Incumbent and a parish worker (who has successfully focused on children) you will work intentionally with the Christian Union at St George's University (part of the University of London) as well as outreach to the new developments to grow new ministries and possibly a new congregation aimed at students and young adults. As a member of the team at St Mary's, you would get involved in various aspect of our lives together as God's family, but this role would specifically focus on outreach and discipleship among students and young adults.

Job purpose:

St Mary's currently has a small but growing number of young adults in their 20s and 30s as well as a number of young families and a few students. We have an increasing number of this demographic in our local area and we would like to reach out to them and make St Mary's welcoming, attractive and supportive to students and young-adults alike. This role would lead this area of ministry, with support and oversight from the Vicar and the Diocese.

The role can be summarised under the following two areas of responsibility:

1. Outreach: Aiming to reach non-Christian students and young adults for Christ, including by:

- Leading enquirers courses e.g. Christianity Explored
- Engaging with the St George's Hospital Christian Union and Chaplaincy
- Helping Sunday Services to be attractive and useful to people who wouldn't call themselves Christians
- Organising and leading outreach events in the local area.

2. Discipleship: building up students and young adults in their faith, for example:

- Leading Bible study groups
- Personal work, pastoral support and 1-1 discipleship
- Leading relevant events for students, 20s & 30s
- Encouraging students and young adults to serve at church and preparing them for serving Christ in their future.

Key Relationships:

Archdeacon of Wandsworth
Director of Mission & Evangelism and his team
Project Manager and the Core Project Team

The Lay Worker will meet, along with the Vicar of St Mary's, with the Director of Mission on a monthly basis to reflect on how the Diocese can help with the project whether through training, coaching, support or any other identified issues as well as to monitor the progress against the agreed objectives.

Key responsibilities:

The role is likely to be varied and will involve a mixture of:

- Leading student and young adults work and different aspects of Word ministry
- Personal pastoral work e.g., 1-1 Bible reading, pastoral visits
- Evangelism among this group e.g. leading Christianity Explored, 1-1 bible studies, organising outreach events
- Working in partnership with St George's Hospital Chaplaincy and Christian Union, supporting outreach and discipleship among medical students
- Staff meetings and prayer meetings
- Leading Bible studies, being a member of a Bible study group
- Sunday Services: being involved in the services e.g. praying, welcoming, practicalities
- Attending church events/background staff work as needed and required by the Vicar
- Raising up and training young adults for areas of ministry in church e.g. children's ministry, or Bible study leading

The normal pattern of work in the Parish includes the following:

- We don't work office hours, which means both that evening work is as expected as daytime work, but also that we will sometimes do personal and private things during the day when necessary.
- We always take two calendar days off every week without fail, as much as possible on the same predictable days, with occasional necessary changes from the regular day.
- You will have a weekly 1-1 meeting with the Vicar and regular meetings during the week or evenings.
- Sundays are our big day and are never a day off, unless they are part of a holiday period. Similarly, Easter and Christmas are normally working times.

Person Specification:

We are looking for someone who:

- loves Christ and is seeking to grow as His disciple
- has a passion to serve Christ's church in a variety of ways
- is willing to learn and seeking to grow in their ministry gifts
- is able to demonstrate that they will be a collaborative team member and also comfortable working independently when needed
- is an example of growing in godliness in their life and ministry

- has a passion to see students and young adults won for Christ and built up in Him
- has some experience of student or young adults ministry (either paid or un-paid)
- loves the Bible and is experienced in teaching it e.g. in small groups and one-to-one
- has pastoral skills and practical insight into the pressures faced by students and young adults
- is a leader, who can inspire others, take initiative and support the Vicar to develop our ministry among students and young adults
- is emotionally intelligent and able to build good partnerships and working relationships with others e.g. with the Chaplaincy at St George's hospital
- has good organisational abilities
- is prayerful and committed to their personal relationship with God
- has some formal or informal training in ministry and Bible teaching
- will be a committed member of the wider church family at St Mary's
- shares the conservative evangelical theology of the church.

It is a requirement of this role that a satisfactory Enhanced DBS check takes place before commencement. This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act.

DIOCESE OF SOUTHWARK
Students and Youth Worker
Outline terms and conditions

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

Your normal place of work will be Summerstown, although you will be required to visit all the locations of all the project within the parish, and to Kingston Episcopal Area Office, and Trinity House.

Length of contract

The post is funded for a fixed term for 5 years

Salary

The post has the salary of £30,600 per annum.

Housing

It is requirement of this role to live locally (i.e. within easy travelling distance of the parish), to enable the better performance or the duties of the postholder. Arrangements can be made to financially support housing needs if required.

Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work

35 hours per week over 5 days per week including evening meetings, and one of which will include Sundays. There will be two days off per week, but there will need to be flexibility as to which days of the week, depending upon projects and the requirements of the role.

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 2 local and 8 national bank holidays. The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months notice should you wish to resign and will receive a minimum of three months' notice.

Equal Opportunities

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.

Ineligibility for Election

Employment in this post means that you would be ineligible for election to the General Synod of the Church of England or the Southwark Diocesan Synod.

Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion. The Diocese covers primarily the area of Greater London which is South of the Thames, together with the Eastern part of the county of Surrey. It is one of the largest dioceses in terms of population and parishes as well as one of the most diverse.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese of Southwark serves a growing population of 2.8 million people across south London and East Surrey, an area of rich variety and diversity, through its network of 292 parishes, 358 churches, 190 of which are listed places of worship. There are 106 church schools across the Diocese, 15 of which are secondary schools.



The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The priorities of the Diocese are to release gifts, renew vocations and deepen people's life of faith. We aim to do so by effective stewardship of our resources, by collaborative team working, by respect for all and transparent accountability.

Specific aims which the Diocese is working towards at present are:

- to grow our average weekly attendance;
- to increase the number of worshipping communities;
- to grow our financial resource base to allow investment in growth for the future;
- to increase lay and clergy vocations; and
- to grow leadership and representation that reflects the rich diversity of Southwark Diocese.

The Diocese is committed to providing the resourcing necessary to train and house over 300 clergy to minister in its parishes, alongside laity and clergy in secular employment.

In 2017 ministers carried out 2,860 funerals, 740 weddings and 3,220 baptisms. Surveys indicate that 70% of church members volunteer in their local communities, including as school governors, street pastors and in night shelters and food banks.

As part of the Renewal & Reform programme, the Church Commissioners have been making major grants available to Dioceses for specific projects with clear vision and goals to make a significant difference to their mission or financial strength. The Diocese of Southwark has now been awarded two such grants.

In 2016, the Diocese was awarded a major grant to develop fresh expressions of Church throughout the Diocese and to grow the Church in new development areas, in particular the Nine Elms development on the South Bank in the Vauxhall /Battersea area.

In 2019 the Diocese was awarded a second major grant this time for six specific projects in places identified across the Diocese where there is a clear opportunity for growth and where lessons learned can be replicated to good effect across the Diocese and the wider church. As the Church of England report “Church Growth - From Evidence to Action” makes clear, there is ‘no single recipe for growth’. Yet, there are common factors and as such, we are embarking on diverse approaches in both intervention, church tradition and expected outcomes, whilst ensuring appropriate monitoring and oversight.

The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan Office, located in Trinity House, Southwark.

Trinity House and the Area Offices

Trinity House houses the Diocesan Office where most of the professional staff of the Diocese are based under the overall direction of The Diocesan Secretary. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

In 2016 our governance structure was streamlined to align policy and resource decision-making in a new Diocesan Council of Trustees (DCT). The governance of the Diocese is now held by the DCT which incorporates the Diocesan Board of Finance, Bishop's Council, Diocesan Mission & Pastoral Committee, and Diocesan Parsonages Board, with co-terminus membership. The DCT delegates the day-to-day management and leadership of its activities to the Diocesan Secretary who is accountable directly to it and who meets with both the Senior Management Team (comprising Departmental Heads, of which the Deputy Diocesan Secretary is one) and monthly with Archdeacons. In addition, more granular oversight by the DCT is exercised through its two committees, the Policy and Finance Committee (PFC) as well as the Audit and Risk Committee (ARC). These committees each have distinct responsibilities for scrutiny and oversight; the PFC for resource spend and performance against objectives, and the ARC in its ongoing appraisal of risk, including investment risks.

The staff who work across the whole Diocese have a core purpose and values that set out their role in supporting the Diocese achieve its Strategic objectives. These are known under the banner of 'Lead, Enable, Serve' and are summarised in the table that follows.



THE DIOCESE OF SOUTHWARK

SOUTHWARK VISION 2017 -2025
HEARTS ON FIRE with a Vision for Growth;
Walking, Welcoming, Growing.

DIOCESAN STAFF PURPOSE

To serve, support, lead, and enable the mission of the God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.

DIOCESAN STAFF AIMS

- To support our parishes and clergy so that they are energised, equipped and empowered through specialist advice, leadership in ministry, training and development, good housing and by building effective relationships.
- To meet our statutory and regulatory obligations, and to be proactive in leading and disseminating good practise.
- To evaluate and allocate resources effectively, in line with the vision, aims, values, and policies of the Diocese.
- To resource, and support mission and evangelism, vocational discernment, training and ongoing development for lay and ordained ministries.
- To ensure that all our structures, policies, practices and the way in which we communicate are fit for purpose now and in the future, through regular review and continuous improvement.