



## Introduction

St George-in-the-East is a parish church within the Church of England. It is governed by the PCC who oversee the vision of the church led by the Rector alongside the laity and staff.

The PCC wishes to appoint a Children & Families Pastor to build an integrated children and families ministry in the parish. Thank you for reading this job description and person specification. If you would like to apply, please send a current CV and a cover letter explaining why you are applying for the role to Katie Peel - [katie@stgeorgeintheeast.org](mailto:katie@stgeorgeintheeast.org) (Contact Katie if you are having any practical issues applying for this role).

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| <b>Parish:</b>    | St George-in-the-East Church of England parish   |
| <b>Job title:</b> | Children & Families Pastor   |
| <b>Location:</b>  | St George-in-the-East church & parish  |
| <b>Role:</b>      | Parish staff & congregation member   |
| <b>Oversight:</b> | The Rector   |
| <b>Hours:</b>     | 2.5-3 days pw in the first 12 months. There are fixed points* in the week when the postholder must be available with flexibility possible with some hours. |
| <b>Salary:</b>    | £30,000 - £32,000 per annum pro rata (depending on experience)   |
| <b>Deadline:</b>  | Thursday 5 <sup>th</sup> January 2023  |
| <b>Interview:</b> | Friday 14 <sup>th</sup> January 2023. <i>Please indicate on your application if you're unable to attend an interview on this date.</i>                     |

## Job Description

The Children & Families Pastor will be line managed and supported to fulfil this role. As a church we take discernment and lay leadership development seriously. The role is 3 days per week, with an emphasis on building relationships internally in the church and externally in the neighbourhood. An initial 3-month period will focus on building relationships with families, lay leaders, colleagues and key local institutions. The postholder will also explore developing a new act of worship on Sundays for younger children and families in the nursery space in the crypt of the church.

In our consultation with the congregation and community three key themes emerged.

The Children and Families Pastor will lead the development of a ministry that:

1. Works with children beyond the church walls and creates opportunities to worship that children are attracted to.
2. Celebrates, supports and develops existing lay leaders and finds new ones.
3. Strengthens parents' confidence to share the Christian faith with their children.

### 1. Working in our community

With a parish of over 11,000 people residents, we want to develop a children and families ministry that has an instinctive readiness to work with those beyond the walls of the church. An important location for this mission will be the parish school, St Paul's Whitechapel as well as other partner and neighbouring institutions. Important to this work is Christian education with more details below. In addition, this role will lead on planning for retaining engagement with children who are transitioning from primary school into secondary school education. This transition need will be co-created with the children, families and people involved in youth ministry to teenagers at St George's. We are a church committed to challenging injustice and have always involved children in campaigns locally for affordable housing, on food vouchers in the pandemic and most recently to save our swimming pool. Usually this happens using creativity - see the swimming pool action here: <https://m.facebook.com/stgite/videos/st-georges-swimming-pool-action/2994553917501647/>

## 2. Developing ministries and lay leaders

The Children & Families Pastor will enjoy working in a relational culture and be alert to constantly reorganising our programmes to ensure a focus on people. We believe parents/carers and children can grow as leaders through public participation, where they feel they share in the responsibility for the activity and ministries of the church. Lay leadership is important to the strength of our church, and this also includes empowering our children of all ages. The postholder will learn about the community organising practices used at St George's to develop new leaders. We have lay leaders committed to working with and serving local children. Helping to celebrate, support and develop our lay leaders is a key part of ensuring strong ministries in the church.

## 3. Christian education

With our church vision of worshipping God, building community, and challenging injustice we believe a ministry to families that integrates learning the story of God in relevant ways, growing in faith and spirituality and opportunities to live it out in our community is possible. We want everyone including children and families to tell and embody the Christian story in their lives. Key locations for shaping our Christian education are the St George-in-the-East church building, St Paul's parish primary school and the homes of our children. We believe a strong ethos of faith growing in the church-school-home will help our children to thrive as Christians. We want to improve the ways that baptism and confirmation preparation take place and increase the number of children involved in leading Sunday worship in liturgical and serving roles, e.g., as sub-deacons and welcomers.

### **Priority times**

\*There are some fixed priority times during the week:

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| Sundays    | Co-leading a discernment process with our Curate and younger children and families toward beginning a new weekly act of worship. |
| Tuesdays   | Attending the monthly staff day including - meeting, mass and lunch together.  |
| Wednesdays | On a weekly basis, supporting Tom Daggett who leads Choir Church at St Paul's CofE Primary School, Whitechapel.                  |

## **We are a Resource Church**

As a Diocese of London resource church, St George-in-the-East partners with the Centre for Theology & Community ([www.theology-centre.org.uk](http://www.theology-centre.org.uk)) to grow as a church and to support others to develop congregations and reach out powerfully in their parishes. We became a resource church in 2018.

We are a growing congregation. The impact of the pandemic and lockdowns have affected our ability to grow as a relational church where people come before programmes, and we want to unashamedly focus on this as a church and with this new role of Children & Families Pastor.

As a resource church we have developed a new worshipping community known as Choir Church, and this initiative in our parish has grown into the Choir Church Foundation - a national organisation starting worshipping communities around the country (read more about this initiative here: [www.choirchurch.com](http://www.choirchurch.com))

As a resource church we partner with Anglican parishes and churches in east London and the City of London. We wish to explore with the postholder how their role as Children & Families Pastor will engage with this coalition of partner churches.

### **Please note,**

- Two recent references will be required - one church-based and one professional work or voluntary-based.
- An Enhanced DBS Check is required.
- Completion of a 2-month probationary period.
- **Note:** In accordance with the Equality Act 2010 it is a genuine occupational requirement that the post holder is a practicing Christian and willing to become a worshipping member of the congregation and community at St George-in-the-East.

## The Person Specification

The PCC of St George-in-the-East are seeking someone called to pastoral ministry with children and families with a passion for developing others as leaders, both children and adults; you will have strong safeguarding experience; and be a person able to recognise the gifts in others and encourage them, a good administrator and supportive individual who is open to developing as a leader themselves and becoming a committed worshipping member of our congregation.

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| Skills     | Evidenced safeguarding good practice   | Essential |
| Skills     | A good listener  | Essential |
| Skills     | A proactive administrator  | Essential |
| Skills     | As a mentor or volunteer manager   | Desirable |
| Experience | Working with children aged 0-11 years  | Essential |
| Experience | Developing others as leaders   | Essential |
| Experience | Working in an inner-city community   | Essential |
| Experience | Working in church/charities/education  | Desirable |
| Experience | In event management or campaigning   | Desirable |
| Personal   | Prayerful & faithful to sacramental worship                                    | Essential |
| Personal   | Efficient and collaborative working style                                      | Essential |
| Personal   | Openness to learning new skills  | Essential |
| Personal   | Willing to work creatively with people of other faiths                         | Essential |
| Personal   | Ability to manage work and cope with the busier liturgical periods of the year | Essential |

### Recommended reading

We are committed to community organising as a parish as an expression of our love of and faith in God. Please read about the practice of organising in churches here:

<http://www.theology-centre.org.uk/what-is-community-organising/>

<http://www.theology-centre.org.uk/wp-content/uploads/2013/04/People-of-Power-.pdf>

If you would like to arrange an informal conversation about this post, please email the Rector - [richard@stgeorgeintheeast.org](mailto:richard@stgeorgeintheeast.org)

We look forward to receiving your application.