



The Diocese of
Southwark

FLOURISH Youth Minister

**Ark All Saints Academy with St Michael
& All Angels, Camberwell**

Vacancy Information Pack

Closing Date: 15th November 2024

Interview Date: w/c 25th November 2024



The Diocese of
Southwark

October 2024

Dear Candidate,

I am delighted that you're interested in the role of FLOURISH Youth Minister at Ark All Saints Academy.

This is an exciting opportunity to be part of a new pilot project to establish 40 FLOURISH Worshipping Communities across England. These communities are based in schools and established in partnership with local churches to introduce young people to Jesus and give them opportunities to grow and mature in their faith. As this is a pilot, you will be starting something new but to give you an idea of what this could look like, please feel free to watch this short clip from a worshipping community established in a primary school [After school church \(youtube.com\)](https://www.youtube.com/watch?v=...)

If you feel called to be part of this journey and have the necessary enthusiasm, skills and experience then we would love to hear from you.

If you would like an informal discussion about the role, then please feel free to contact me at Levi.Santana@icloud.com

Yours sincerely,

Revd Levi Santana

Chaplain of Ark All Saints Academy

**Christ
Centred**
**Outward
Focused**





Job Description

Job Title: FLOURISH Youth Minister

Salary: £15,000 per annum

Employer: Diocese of Southwark

Hours: 24 hours a week, term time only

Contract: Fixed Term, 2 academic years (until July 2026)

Base Location: Ark All Saints Academy (SE5 0UB) and St Michael and All Angels Church, Camberwell

Reports To: Local Incumbent the Revd Levi Santana supported by Academy Principal Lucy Frame

Expenses will be reimbursed and training available in partnership with the Diocese of Southwark and the Southwark Diocesan Board of Education

Background

The Flourish Worshipping Communities (FWC) in the Southwark Diocese Pilot have a vision to create new worshipping communities within school environments (in partnership with the local church). They will be outside structured learning times and accessible to pupils, teachers, parents/carers and other connected people. FWCs will be invitational and intergenerational in nature, with the engagement of young people as co-creators being a key element. In the FWC, people will be introduced to Jesus and given opportunities to grow and mature in their faith in him so that they have a deep-rooted faith that can withstand challenges faced while growing up and the seasons of life.

We are looking for an individual who wants to work alongside children, young people and adults to share their faith, see lives transformed and grow new followers of Jesus who serve their community and God's world.

Context of the school and parish:

St Michael and All Angel's Church and Ark All Saints Academy (SE5 0UB) have a very close relationship and we hope for this to continue and develop throughout your ministry here with youth and their adults. The school's purpose is to educate pupils in a Christian context within a school community that welcomes all faiths and none. Your ministry will be mindful of this as you support the community's flourishing within a context of deprivation and trauma. Your spiritual wellbeing and the development of your ministry is a shared responsibility, and we commit to help you grow and develop your gifts as you minister here.



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Description of the school and church:

The Diocese of Southwark and Ark All Saints Academy have worked together for 10 years in shared mission and the School Chaplain is also the Vicar of St Michael and All Angels. The Parish and School serve communities of high deprivation and diversity. They inhabit buildings which adjoin and inter-connect with one another and which themselves embody the close relationship between the institutions.

- St Michael's is a small (typically 50 on the Electoral Roll), vibrant and diverse worshipping community. It is a black majority church where traditions of church members from the West Indies and West and Central Africa are woven into prayer and worship.
- Ark All Saints Academy is a 'Good School' with a strong and inclusive Christian ethos and high expectations for the learning and development of the 600 '11-16' year olds from the local neighbourhood.

We seek to develop this partnership in line with Southwark Vision and other National Church initiatives by creating a new worshipping community of young people in the area in the Ark All Saints Academy. We are grateful for funding from the National Church's 'Flourish' Programme. The young people at the school live close by, but across several parish boundaries. We will work with any and all parishes the young people belong to and start our partnership with good support from St George's Camberwell and St Luke's Peckham, and the support of the Mission Youth Church Network.

Purpose of the FLOURISH ministry

The Flourish Minister will engage in loving service as they pioneer, develop and offer opportunities for the school community to explore Christian worship as a place of welcome and spiritual nourishment. This fresh expression will welcome everyone, regardless of their background or life circumstances. It will offer the opportunity for all to find a place of belonging and purpose in Christ. They will demonstrate all five marks of mission (tell-teach-tend-transform-treasure).

Key functions of the FLOURISH ministry

Teaching. Introduce who Jesus is and your knowledge of the Christian faith by allowing worshippers to discover God in an accessible and fun way.

Enabling. Children/Young people to be at the centre of planning and co-creating worship.

Discipleship. Invite and encourage worshippers to develop a stronger and deeper relationship with God through all walks of life.

Pastoral. Build and sustain relationships with volunteers and the worshipping community.

Mission. Share the Good News beyond the worshipping community.



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Key relationships

Incumbent (Line Manager)
Headteacher/ Senior Leadership Team
School Chaplain
School pupils and families
School's governing body
Southwark Diocese Children and Young Peoples Team
Southwark Diocesan Board of Education
Southwark Diocese Core Project Team

Key Responsibilities

Coordination/facilitation of the following:

1. Worship Leadership:

- Plan, organise, and lead opportunities to worship in small groups of children /youth and larger groups that are intergenerational, invitational, inspiring and inclusive, reflecting the community's values.
- Enable children/youth to be involved in planning and co-creating worship.
- Foster the development of different expressions of worship enabling others to experiment as leaders, co-leaders and team members.
- Plan, promote and take the lead on organising seasonal events such as Christmas, Easter, Pentecost and All Saints Day to engage the worshipping community in spiritual activities following the church year.
- Collaborate with those who have chosen to be part of the FWC, recognising that this is in addition to the worshipping opportunities the school provides.
- Actively pursue personal spiritual growth.

2. School Liaison:

- Develop programmes and initiatives that are innovative and tailored to fit the unique culture and needs of the school community.
- Build and maintain strong relationships with local school support staff, headteacher, chaplain, teachers, pupils, and families.

3. Community Engagement:

- Develop relationships with community members, inviting participation in worship and FWC activities.
- Promote events that foster fellowship and outreach within the school and broader community.

4. Spiritual Development:

- Provide invitational opportunities for spiritual growth through such activities as engagement with prayer and the Bible, enquiry and discipleship programmes.
- Recognise that the role of the Flourish Minister will be distinct from and will complement the pastoral work already undertaken in the school.
- Develop and distribute resources to support personal and communal spiritual practices.



5. Programme Development:

- Create and implement programmes that enhance the worshipping life of the community, which may include interest groups, retreats, workshops, and special services.
- Evaluate and adapt programmes based on feedback and evolving needs.
- Collect data for monitoring and learning purposes according to an agreed format and liaise with the Southwark Diocese Board of Education and Southwark Diocese Mission Team.
- Manage the logistics and administration of community and school-related programmes and events.

6. Collaboration between church and school:

- Recruit and manage a volunteer team, in accordance with Safer Recruitment policies, to lead the community and use resources such as <https://godsend.cloud/> and Greenhouse for both the volunteer team and the community. <https://www.churchofengland.org/about/fresh-expressions/what-greenhouse>
- Work closely with church staff, school administrators, volunteers, and other community leaders to ensure ministry efforts that recognise the context and character of the school community and ministry of the church.
- If required, participate in staff meetings, planning sessions, and training opportunities.
- Represent the community to the broader church, school, and diocese as needed, sharing the news of the worshipping community.

7. Safeguarding and Inclusion:

- Implementing and upholding the safeguarding policies of our churches, of Southwark Diocese and our schools. This includes ensuring volunteers are fully equipped and that all activities are safely staffed, and risk assessed and co-ordinating with parish and Diocesan safeguarding teams.
- Developing inclusion and accessibility through working with the school and church to ensure that young people with additional needs are welcomed and have full access to all provision.

Person Specification

Essential criteria:

- Experience in working with young people, community building or school liaison work.
- Excellent interpersonal and communication skills in all media with the ability to work independently and as part of a team.
- Strong organisational and administrative skills.
- Experience of motivating, supporting and managing volunteers and/or paid workers.
- Strong understanding of a variety of Christian worship practices.
- Technological competency in the use of everyday computer programmes such as Word and Excel.

Desirable criteria:

- Experience in Pioneering and/or Fresh Expressions



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- A recognised qualification in Theology or training/ educating adults and/or children or young people.
- Experience in a similar role within a church, worshipping community, or educational environment.
- Additional training or certification in pastoral care, education, or community development.
- Familiarity with the specific traditions and practices of the school's context.

Personal Attributes:

- A deep and personal Christian faith.
- Passion for worship, community engagement, and building strong school-church relationships.
- Compassionate, approachable, and empathetic demeanour.
- An understanding of the effects of deprivation on communities and those who work in them. An awareness of the need for boundaries and self-stewardship to avoid burn out.
- Ability to inspire and motivate others.
- Innovative mindset with the ability to problem solve, adapt and tailor programmes to fit the unique culture of the school.

Inclusion:

- We are committed to positively tackling discrimination in all its forms and work to ensure that all sections of the community have fair and equal access to and experience within employment. We welcome applicants from all backgrounds and communities, particularly those that are currently underrepresented in our workforce; we are respectful of all individuals' race, age, religion, gender identity, sexual orientation, caring responsibilities, disabilities, and cultural background.



FLOURISH Youth Minister

Outline terms and conditions

Normal Place of Work

Ark All Saints Academy, 140 Wyndham Road, London SE5 OUB

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.

Length of contract

The post is funded for a fixed term until 31st July 2026.

Salary

The post has the salary of £15,000 per annum.

Probation

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

Hours of work

24 hours per week, 39 weeks per year (Term Time only).

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service, pro rata for term-time only. The annual entitlement must be taken during school holidays, other than in exceptional circumstances. 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.