**FLOURISH Children and Families Minister**

**Vacancy Information Pack**

Closing Date: 1 November 2024

Interview Date: w/c 11 November 2024

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October 2024

Dear Candidate,

I am delighted that you’re interested in the role of FLOURISH Children and Families Minister at St James CE Primary School.

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 children and their families 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 click on this link <https://youtu.be/Pk04iNGcXso>

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.

Yours sincerely,

Revd Katie Kelly

Vicar of St James, Bermondsey

[revkatiekelly@gmail.com](mailto:revkatiekelly@gmail.com)

**Job Description**

Job Title: FLOURISH Children & Families Minister

Salary: £15,000 per annum

Employer: Diocese of Southwark

Hours: 24 hours per week, term time only

Contract: 2 academic years, fixed term

Base Location: St James CE Primary School, Bermondsey

Reporting to: Vicar of St James Church, Bermondsey (Revd Katie Kelly)

**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 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 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 James primary school and St James parish church have a very close relationship and we hope for this to continue and develop throughout your ministry here with children 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 which contains economic deprivation and some associated 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.

**St James Church** is a friendly, diverse congregation which reflects a wide social and ethnic mix and we welcome people of all ages. We have an average attendance of about 70 people which can reach over 100. Up to 35 children and youth regularly worship with us. We also have a number of visitors who pass through, due in part to our very convenient location and beautiful building. The church has a relaxed, informal style of worship with a mix of traditional hymns and modern songs. During the week we connect with the community through our community café ‘Bermondsey Brew’, Wednesday Night Church -a community meal with bible study and prayer, and our parent/carer and toddler group.

**St James Primary School**. Our church school is an important aspect of church life. The school is situated on two sites. The Nursery and Infant site is adjacent to St James and the Junior site is nearer to St Anne’s. The school is two-form entry and is rated good with Ofsted, and outstanding by SIAMS. The PCC and the Diocese appoint two thirds of the governors and the incumbent is an ex officio governor. The church team go into school weekly to lead collective worship and there are at least 8 services for the whole school in St James Church every year. The school motto is ‘Let your light shine’ and the Christian ethos is central to the vision and values. It is an extremely happy environment with excellent pastoral care.

**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 to be at the centre of planning and co-creating worship.
* Discipleship. Invite and encourage worshipers 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.

**Key relationships:**

* Vicar (Line Manager)
* Headteacher/ Senior Leadership Team
* School pupils and families
* School’s governing body
* Southwark Diocese Children and Young Peoples Team and Board of Education
* Southwark Diocese Core Project Team

**Key Responsibilities:**

1. Coordination/facilitation of the following. **Worship Leadership:**

* Plan, organise, and lead opportunities to worship in small groups of children and larger groups that are intergenerational, invitational, inspiring and inclusive, reflecting the community’s values.
* Enable children 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

1. **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.

1. **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.

1. **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.

1. **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.

1. **Collaboration between church and school:**
   * + Recruit a volunteer team, in accordance with Safer Recruitment policies, to lead the community and use resources such as [Godsend](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.
2. **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.

**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
* 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.

**How to Apply*:*** Interested candidates should submit an application form by Friday 1 November 2024. Interviews to take place in the beginning 11 November 2024.

A successful applicant will be subject to a DBS check.

**FLOURISH Children and Families Minister**

**Outline terms and conditions**

**Normal Place of Work**

St James’ CE Primary School, Old Jamaica Road, Bermondsey, London, SE16 4SU

**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.