



The Diocese of
Southwark



St James Church, Bermondsey



Job Description

Job Title:	FLOURISH Children & Families Minister
Salary:	£18,300 per annum
Employer:	Diocese of Southwark
Hours:	20 hours per week
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:

Flourish is an innovative pilot project funded by the National Society for Education taking place in 40 schools across the country with a vision to start new intergenerational worshipping communities within schools in partnership with the local church.

We are looking for a highly motivated, enthusiastic and committed individual who will prayerfully and creatively develop and lead this project, while enabling other adults and children to be part of the Flourish Worshipping Community team . They will work with children in St James' Church of England Primary School, involving them in the journey of creating a new worshipping community, outside structured lesson times, for children and their families. Flourish will look different in each area. Click on this link to give an example of what a Flourish Worshipping Community could look like <https://youtu.be/Pk04iNGcXso>

Context:

St James' primary school and St James' parish church have a very close relationship. Through this project and your ministry we hope for this to continue and develop. The school's purpose is to educate pupils in a Christian context, welcoming all faiths and none. Your ministry will be mindful of this as you support the community's spiritual flourishing within a context of 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. We welcome people of all ages. There is an average attendance of about 70 people, sometimes exceeding 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 toddler group.

St James' CE Primary School is situated on two sites - the Nursery and Infant site is adjacent to St James' Church and the Junior site is nearer to St Anne's Church. The school is two-form entry, is rated Good by Ofsted, and Outstanding by SIAMS¹. The Parochial Church Council (PCC)² and the Diocese appoint two thirds of the governors and the Incumbent is an ex officio governor. The church team lead collective worship weekly 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 FLOURISH:

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 project will welcome everyone, regardless of their background or life circumstances of all faiths and none. It will offer the opportunity for all to find a place of belonging and purpose in Christ.

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's voices being heard and included at the centre of planning and co-creating worship.
- Discipleship - Invite and encourage worshipers to develop a stronger and deeper relationship with God.

¹ The Statutory Inspection of Anglican and Methodist Schools (SIAMS) explores ways in which each school's theologically rooted Christian vision drives its work and enables the school to live up to its foundation as a Church school

² The Parochial Church Council (PCC) is the body comprising clergy, church wardens and lay people that steers the life of the church in its mission, witness and service. The PCC's role is governed by law and it is a charitable trust with members the trustees.

- Pastoral - Build and sustain relationships with volunteers and the worshipping community.
- Mission - Enable the worshippers to 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) Worship Leadership: coordination/facilitation of the following

- 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 Flourish events such as Christmas, Easter, Pentecost and All Saints Day to engage in following the church year.
- Collaborate with those who have chosen to be part of the worshipping community, 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 in Bermondsey.
- Build and maintain strong relationships with local school support staff, headteacher, teachers, pupils, and families.

3) Community Engagement:

- Develop relationships with community members, including those in school, inviting participation in worship and worshipping 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.
- Distribute resources to support personal and communal spiritual practices.

5) Programme Development:

- Once the worshipping community has been established, 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 Flourish 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, including managing a budget.

6) 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://www.churchofengland.org/about/fresh-expressions/what-greenhouse) 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 Flourish Worshipping Community to the broader church, school, and diocese as needed, sharing the news of the worshipping community.

7) Safeguarding and Inclusion

- Implement and uphold 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.
- Develop 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 children, of 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 including submitting a short monthly report to the National Society for Education.
- Experience of recruiting, motivating, supporting and managing volunteers and/or paid workers.
- Strong understanding of a variety of Christian worship practices.

Desirable criteria:

- Experience in Pioneering and/or Fresh Expressions.
- Training in Theology / educating adults and/or children or young people.
- Experience in a similar role within a church, worshipping community, or educational environment.
- Training 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 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.

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.

How to Apply: Interested candidates should apply through Pathways by Monday 3rd February 2025 Interviews to take place on 11/12 February 2025.

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 of 2 years.

Salary

The post has the salary of £18,300 per annum

Probation

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

Hours of work

20 hours per week

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.