

CHRISTCHURCH
THREE MILLS
LOVING-LIVING-BELONGING

YOUTH, CHILDREN AND FAMILIES PASTOR

**HELP US SEE THE COLOURS OF HEAVEN IN
EVERY CORNER OF OUR COMMUNITY**

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A Little about us and you

Help us see the colours of heaven bursting out of every corner of our community!

Thanks so much for taking the time to look at this job pack and consider joining our team. We are a new, pioneering expression of church based in Three Mills, Stratford; a growing and changing area of East London. We are part of the diocese of Chelmsford within the Church of England with a vision to grow church that impacts its community through sharing God's love freely and widely, living deeply embedded lives with our neighbours and neighbourhood, and gathering discipleship communities that produce and grow new followers of Jesus Christ.

We have been starting to pioneer church through the pandemic and are now aching to emerge and engage more fully in mission and discipleship within the local area. We want to create sustainable growth and discipleship communities that will last, and so we are looking to appoint two key leadership positions within the church;

Operations Manager and Youth, Children and Families Pastor

These roles will each be 0.53 FTE (20 hours per week) and initially on a 2-year fixed term contract. They are funded through external funding and we would love to make them permanent roles, but beyond 2 years this will be dependent on local giving/fundraising being able to cover initially a part and in time all of the cost of the roles.

Before giving details of the specific roles, here's a little of what we believe church should be, and the kind of church we want to grow:

Church that is local – we think God has called us to this patch of east London, and we want to see this place thrive and grow with all that Jesus meant when he talked about 'life to the full.'

Church that is passionate about embodying the kingdom of God – we don't want to see church grow for the sake of it. Unlike many Church of England churches we don't have a building, which just adds to our feeling that God's kingdom comes when God's people live out lives of radical welcome and sacrificial love together, in their neighbourhood, to see the 'colours of heaven' on every street corner and in every tower block.

Church that is for those on the margins – We believe God picks sides. We believe God always favours the poor and the broken and the marginalised. We long for open tables where all are welcome, but we will always work hardest to include, listen to and be led by those whom society excludes.

Church that is messy and fragile – The way we are choosing to grow is hard, and being a group of broken people we know things won't always be smooth. We don't want to be a church of the shiny Instagram page, but a church in the reality of people's lived lives and experiences, just as Jesus became flesh and blood and moved into the neighbourhood. We need to recognise the toll this approach takes on us as leaders and have expectations that leave space for both real brokenness and Jesus shaped hope.

Church that multiplies disciples – We believe that we grow and reach out best in small, family groups. So rather than a vision for one large centralised expression of church, we want to grow expressions of church that grow and multiply, planting new groups, projects and churches in new parts of our neighbourhood and beyond.

Think you might like to join us in making this happen? Read on...

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Youth, Children and Families Pastor (20 hours/week)

Job Description

Role Purpose:

The purpose of this role is to help Christchurch Three Mills fulfil its vision by working with the Lead Minister to grow the mission of the church amongst local young people, children and families and to take a lead in their discipleship. This is a leadership position and so would encompass taking a lead role in the weekly ministry of the church, as well as innovating and sustaining specific work amongst under 18s in the community. We are not looking for someone to grow a successful Sunday School or church youth programme but to join us in an incarnational approach to mission as we live with and for our local community, and its significant number of young people. We have a heart to grow and multiply sustainable community and discipleship groups involved in mission to those around them and we want children's and youth ministry to play a prominent role in the growth of the church. Your role would be to embed a passion for this ministry at the heart of the church and lead us as we all play a part in this.

We hope through this role as well to develop you as a leader and grow your heart and capacity for God's church and East London. We are keen to discuss whether we can support you in accessing relevant theological/leadership training alongside this role, and will do our best to provide or help find assistance, including financial, to this end.

Role in Brief

Job Title: Youth, Children and Families Pastor

Reports To: Lead Minister (Church Leader)

Hours/Days of work: 20 hours per week (0.53 FTE) on a flexible basis in agreement with the Church Leadership. You will be expected to work Sunday and Tuesday mornings, along with some evenings and weekends in accordance with church events and activities. There may at times be opportunity to work increased hours if, for example, grant funding was received for a particular project

Salary: £25 000 to £30 000 pro rata depending on experience

Other Benefits: A 3% contribution to a pension scheme of your choice

Start Date: 6th September 2021 (negotiable depending on availability)

Contract Term: 2 years, with potential to extend or become permanent, depending on growth of church and fundraising

Probation Period: 6 months

Holiday Entitlement: 6 weeks/30 days on a pro rata basis

Principal work location: We are based in the Three Mills Area of Stratford, E15. At least initially we will mostly be working from home, although community-based work will take place within the local community, and work in community/public spaces is encouraged where appropriate and possible. (We love café/coffee shop working and the missional opportunities it offers!)

DBS Check Required: Enhanced

Special Conditions of Employment: There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010.

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Other Expectations: It is expected that the post holder is or would become a full member of the Christchurch Three Mills worshipping community. We would prefer someone who lives locally to the area or is able to relocate, however we are happy to accept applications from further afield if you can demonstrate how you would commit to the local church and community

Application Deadline: 5pm on Monday 26th July 2021

Interview Dates: 28th and 29th July 2021 (Do let us know of any problems with your availability this may cause)

Key Responsibilities

A church plant is a unique environment in which to work, where all team need to be specialists in their areas, but also operate as generalists across the team to ensure the successful delivery of all aspects of the plant. This means that, whilst the bulk of your role will be detailed below, there will be times where you will be needed elsewhere within the organisation

Engaging with young people and families

- Lead the church in building relationships with local under 18s and their families within and outside the church community
- Work with the Lead Minister and wider church to build on, adapt and grow the current outreach work to children and families, including evangelistic/discipleship materials delivered to homes, events/clubs run in the community and other things that emerge
- Help with the initial development of a discipleship community for families of young children, encouraging them in mission, growth and multiplication (depending on the post holders circumstances they may or may not be part of such a group)
- Start to grow and lead a team for the purposes of local detached youth work and the development of relationships with 11-18 year olds in the local area
- Help to initiate and grow/multiply young people's discipleship communities to see young people growing in leadership, thriving in life and coming to faith
- Work with the lead minister and other staff members/volunteers to grow relationships with local schools, children's centres, youth clubs and other relevant organisations, with a vision to live out the gospel in blessing them, seeing them thrive and growing a positive voice for young people across our community

Building team and managing volunteers

- Champion and help development full inclusion within our Sunday gathering(s) – where all ages, all backgrounds, people with all kinds of needs are not only welcome but play their part in shaping worship, teaching, the celebration of the sacraments, welcome and community
- Take responsibility, alongside the church's safeguarding lead/team for safer recruitment and deployment of all staff members volunteers, including but not limited to child protection training and DBS and other checks
- Take a lead in enabling effective communication around the work of the church with young people, across a variety of media

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- Help identify, apply for and access any sources of funding (grants or otherwise) which may be relevant to, help grow or sustain work with young people in the local area.
- Undertake any administrative tasks associated with or generated by the role

Wider Leadership

- Contributing as a staff member and key leader to the overall direction of vision and strategy for the church, it's implementation as well as reviewing progress.
- As this is a ministerial role there is an expectation that you would play your part in the day-to-day leadership of the church; through contributions at weekly team meetings, an active role in Sunday gatherings and community events.
- The use of both indoor and outdoor space for church activities, whether hired or offered, ensuring that terms of any contract are adhered to, space is used appropriately and, for example, left clean, and that the spaces used help contribute towards the vision and strategy of the church.

Person Specification

Vocation

- We are looking for a candidate who has a passion for local church and wants to see the church in East London engage deeply with one another, its local community and particularly young people and their families.
- We are looking for someone who feels called to play a leadership role in growing local church and being here for young people, especially those not currently engaged in church life
- The ideal candidate would have a clear passion and ability to engage with young people and families, would be self-motivated, able to come up with creative ideas and give new things a go.
- We need someone who is able to work flexibly, bring order from at times slightly chaotic circumstances and treasure the small as much as the big

Skills and Experience

Please note, we see this job as potentially filled by either someone who has experience in this field and wants to impart their wisdom and leadership to help us grow in our ministry to young people, or someone with less experience but a desire to learn and grow as a church leader, potentially with a view to exploring ordination or other expressions of church leadership in the future. Please bear this in mind when reading the following

- An ability to relate and work with children, youth and families from a wide range of backgrounds, experiences and needs
- Experience of youth/children's work, preferably not only in a church/Christian context
- Experience of starting and growing new initiatives, evaluating their effectiveness and an ability to end or reimagine initiatives that need it
- Leadership skills; in particular an ability to enthuse and include others in missional work with young people

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- Experience of engaging with young people in community settings.
- Strong communication and interpersonal skills (written and verbal).
- Experience in leading and working within a team-based structure.
- Experience of some form of church leadership is desirable but not essential.

Personal Qualities

- A committed Christian who loves and follows Jesus and believes that Jesus transforms lives.
- A leader with a passion to see young people encounter Jesus and our community thrive
- A self-starter who shows initiative, drive and entrepreneurial spirit
- A heart for inner city, local church and an understanding of what it means to be church in and for a community
- You will need to be patient and faithful, as we are working in a grassroots context, with many things having small beginnings and perhaps taking some time to grow and thrive
- Friendly and approachable with an ability to build relationships with a wide range of people.
- Strong sensitivity to others.
- Resilient with a high level of determination and persistence.
- Ability to build strong and effective relationships within a team.
- A person with the ability to manage sometimes competing priorities and to work flexibly within a small team and church always open to new ideas and change

Other Information

- We are passionate about seeing young leaders developed and grown, particularly those local to east London and from underrepresented backgrounds. We would love to see this role as an opportunity to invest in the right person and grow them in leadership as they help grow the church
- We believe in a collaborative, diverse leadership team and actively encourage applicants from underrepresented backgrounds, especially but not limited to ethnic minority and working-class backgrounds. If you can see any potential barriers to you applying please do get in touch for an informal conversation around the role and its accessibility.
- With this in mind, we would be happy to discuss/work out ways of supporting the post holder in accessing relevant theological and leadership training alongside this role. Do mention in your application/interview if you would be interested in this.
- We are currently going through the process of getting a BMO (Bishop's Mission Order) and registering as a CIO (charitable incorporated organisation). This will give us independence as a church and enable us to run our own finances. Until this happens, you would officially be employed by St Johns Stratford, our parent church, and then your employment contract would be transferred to Christchurch Three Mills. This should not impact on your employment rights or work in any significant way.
- Christchurch Three Mills is a pioneering community which offers an exciting opportunity to come and help shape traditional and innovative ways of being church for the good of our local community, which we express in our vision statement 'to see the colours of heaven bursting out of every corner in our community'.

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To discuss this role or the church further, or to arrange an informal visit, do get in touch with Dan, the Lead Minister: dan@christchurchthreemills.co.uk, 07859053993

You may also find information about the church via our Facebook/Instagram pages (@christchurchthreemills), our website (www.christchurchthreemills.co.uk) or feel free to visit any Sunday morning at 11 (we currently gather at The House Mill, Three Mill Lane, London, E3 3DU)

Next Steps

- Please download an application form at www.christchurchthreemills.co.uk/vacancies
- Return to dan@christchurchthreemills.co.uk or by post to

Daniel Scott
Christchurch Three Mills
3 Riverside Road
Newham
London

- Deadline for applications is **5pm on Monday 26th July 2021**

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