

Job Description: FLOURISH Worshipping Community Minister - based at Trinity All Through School, Lewisham & Church of the Good Shepherd, Lee

Position Title: Flourish Worshipping Community Minister

Location: Church of the Good Shepherd, Lee

Reports to: Revd Chris Henriette (Curate)

Employment Type: Part time - 24 hours a week, 39 weeks a year (term time only), for 2 years

Expenses will be reimbursed

Training available in partnership with the Diocese of Southwark and the Southwark Diocesan Board of Education

Salary: £15,000

Application Deadline: Friday 23rd August 2024

Vision Background:

The Flourish Worshipping Communities (FWC) in the Southwark Diocese Pilot have a vision to create new 'worshipping communities' within school environments. They will be outside structured learning times and accessible to pupils, teachers, parents/carers and other connected people. FWCs are intended to 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, so that they have a deep-rooted faith that can withstand the challenges faced while growing up.

We are looking for an individual who wants to work alongside children, young people and adults to create opportunities for people to explore faith, to encourage people to grow in their faith, and to establish small groups of Christians who are who are committed to serving their community and God's world.

Context of the school and parish:

Trinity School in Lewisham and the Parish of the Good Shepherd & St. Peter's, Lee have a close working relationship, and we are keen to see this develop. The school's purpose is to educate pupils in a Christian context within a school community that welcomes all faiths and none. The school's vision is 'Life in all its fullness' (John 10:10) and your ministry will reflect this vision, and will be sensitive to the needs and opportunities of working in this diverse environment.

Trinity is an 'all through' school providing education for 4 to 16 year olds across its primary and secondary sites. There are around 420 pupils in the primary phase, and 650 in the secondary phase. It is envisaged that the Flourish worker will focus mainly on the secondary phase. In 2021 OFSTED graded the school 'good' with 'outstanding' elements, and in 2023 the school was rated 'excellent' in its SIAMS (church school) inspection. It has also been awarded the Inclusion Quality Mark, and has now been identified as an IQM flagship school. Approximately 80% of pupils are of global majority heritage, and 35% are entitled to receive free school meals.

The Parish of the Good Shepherd & St. Peter, Lee is a growing church which is in the central tradition, and part of the Inclusive Church network. The Church of the Good Shepherd is the centre for worship, and St. Peter's is the centre for community work. The Good Shepherd has a youth group for 11 - 16s which meets once a fortnight on a Sunday evening, and strong links with the Scout and Guide groups who meet in our building four nights a week.

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 enable people to grow in knowledge and understanding of the Christian faith, by allowing participants 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 participants to develop a stronger and deeper relationship with God in all aspects of life.

Pastoral. Build and sustain relationships with participants in the worshipping community, and with the volunteers who are helping to run it.

Mission. Share the Good News beyond the worshipping community with those in the school community, and the wider community in which the school is set.

Key relationships:

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

Key Responsibilities (through the course of the school year):

1. **Coordination/facilitation of the following 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 assist/lead in 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.
 - Encourage participants to be agents of change in the school.
- 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 a volunteer team, in accordance with Safer Recruitment policies, to lead the community and use resources such as [Godsend](#) and Greenhouse for both the volunteer team and the community <https://www.churchofengland.org/about/fresh-expressions/what-greenhouse> (This could include school staff, young people or others).
 - Work closely with clergy/church staff, Assistant Headteacher, School Chaplain, volunteers, and other community leaders to ensure ministry efforts that recognise the context and character of the school community and ministry of the church
 - As required, participate in church staff meetings, planning sessions, and training opportunities.
 - Represent the FLOURISH initiative to the broader church, school, and diocese as needed, sharing the news of the worshipping community.
 - Find ways to create and strengthen links between the FLOURISH work in school, and the church's youth ministry.

7. Supporting the church based youth ministry

- Working alongside the Good Shepherd Youth Team to support the existing youth group which meets on Sunday evenings
- As part of that team, plan, prepare and lead youth group sessions, social and special events.

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, and experience of initiating a programme or project.
- Experience of motivating, supporting and coordinating 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, which is self-sustained.
- Passion for worship, community engagement, and building strong school-church relationships.
- Compassionate, approachable, and empathetic demeanour.
- An understanding of the diversity of school communities, and culturally competent at working with people from a range of backgrounds.
- An awareness of the need for boundaries and self-care 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.

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.
- 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 to office@goodpeter.org.uk by Friday 23rd August 2024. Interviews to take place on Friday 30th August.

A successful applicant will be subject to a DBS check.