

Associate Pastor

St Peter's Hextable and St Paul's Swanley Village

Job Title - Associate Pastor, with emphasis on Children & Youth

Salary - Up to £35k depending on experience, including housing allowance

Employer - St Peter's Hextable and St Paul's Swanley Village PCC

Reports to - Vicar, St Peter's & St Paul's

Hours of work - Full Time of 36 hours pw

Holiday - 36 days including bank holidays.

Overview of the post

This is a significant season for St Peter's and St Paul's Church, as we recover, reimagine and reset in what God is inviting us to be, in this corner of North West Kent. We have a commitment to loving God, growing family and increasing hope, whilst equipping the next generation of Jesus followers. We are looking for a passionate and pioneering leader, ready to take on a challenge with significant responsibility in leading the whole church towards this vision. Your proven experience and desire to put down roots with us will make for a great partnership in this place.

Purpose of the post

This role has a 60-40 bias, primarily to lead our church in sharing the life-changing love of God with children and young people in and around Hextable and Swanley Village, inspiring and equipping them to be life-long followers of Jesus. Wider, to work in the mission and ministry in the parish including the planting of new congregations.

- **To provide overall direction, vision and oversight for our Children's, Youth and Families' Work**
 - Develop and oversee a worship and discipleship programme for, and with children, youth and families at St Peter's across a typical week.
 - Curating lively, spirit-filled, prayerful, biblically robust discipleship programmes for children on Sundays.
 - Raise, equip and resource a team of volunteer leaders.
 - To establish the foundations of a Christian ministry to youth in our local community.

- **To reach out creatively to children, youth and families with the good news of Jesus**
 - Establish creative partnerships and explore opportunities for mission in the wider community.
 - Plan and lead an enjoyable programme of midweek groups and activities which seek to reach those who do not come from a church background.
 - Create pathways to faith and leadership for young people.
 - Connect intentionally with parents and families, facilitating connection into the wider community of faith at St Peter's and St Paul's

- **To develop ministry with two primary schools and one special school in the parish.**
 - Looking to lead a team doing regular assemblies in each school.

- Prayerfully offering wider support and connection with each school, responding to needs and opportunities as they arise.
- Looking for creative ways to engage the school in church life, particularly in key seasons such as Christmas and Easter.
- **To play a full role in the overall leadership and the life of the church.**
 - Contributing to preaching and teaching ministry, equipping others to share their faith, perhaps including organising and leading Alpha and outreach activities as appropriate.
 - Being involved in all aspects of pastoral care working with the Vicar and the pastoral care team.

It will be important for the Associate Pastor to have space to use their specific gifts and passions.

However, the main responsibilities will be:

- To have oversight of all ministry, worship and mission with children, youth and families at St Peter's Hextable and St Paul's Swanley Village.
- To help shape our vision for young people in Hextable and Swanley Village and to communicate it passionately with the church and the wider community.
- To promote a form of discipleship amongst the children and youth that prioritises prayer, bible reading, worship, spiritual gifts and engagement in mission.
- To pray for spiritual renewal amongst children and young people in our locality.
- To raise up, support, equip and release young leaders.
- To recruit, raise, lead and serve a team of volunteers in mission and ministry.
- To ensure that all children can be included in our church activities, removing barriers to participation and promoting equality.
- To represent the needs of children and youth to the wider church, and where appropriate, empower young people to do this for themselves.
- To keep good relationships with the wider community (parents, schools, community groups, etc) and to promote and champion the work of our church.
- To contribute to wider ministry, ensuring such groups are planned, staffed, and led well with relevant high-quality material; that there is a plan for growing new groups and leaders; that leaders are prayerfully and thoughtfully chosen, trained and supported.
- To be responsible for lead a strategic review and reimagining of mission and evangelism across the church, especially through small groups and ensuring that discipleship is a key ministry.
- To be active in seeking funding to support ministry to children and youth.
- To establish a fruitful relationship with other local groups that work with children and young people.
- To contribute to the development of wider church values and activity.
- To attend and, at times, lead staff meetings, prayer meetings, pastoral care team meetings and attend occasional other meetings eg. the PCC.
- To spend and manage money responsibly within the allocated budgets.
- To comply with and actively promote PCC policies including national, diocesan, and church safeguarding policies in all areas of ministry.
- To work in partnership with other churches in the area for the sake of the gospel.
- Plan and arrange involvement in wider events and camps, including New Wine.
- To model in word and action a lifestyle commensurate with the teaching of scripture and life in the Holy Spirit and in line with the vision and values of St Peter's and St Paul's.
- To carry out such other work as may be reasonably required by the Vicar and PCC leadership.

Staff expectations

- To be fully committed to PCC policies, including the safeguarding of children, young people and vulnerable adults both within our fellowship and in the wider community
- To be a regular and active part of Sunday Worship
- To participate in, and contribute to, prayer meetings.
- To commit to the joyful pursuit of Jesus in personal prayer
- To take an active part in the wider life of the church.
- Fully engage with regular supervision meetings and an annual appraisal.
- To contribute productively to staff meetings, St Peter's Team and, as required, PCC meetings
- To be a regular and active part of growing life groups structures as they emerge.
- There is a genuine occupational requirement for the postholder to be a Christian and be prepared to work in the context of the Church of England.

Hours of work: 36 hours a week. Flexibility in working hours will be required due to the nature of this post. Payment for overtime is not given but time off in lieu will be possible, by agreement.

Reporting to our Vicar – Johnny Douglas

Responsible for volunteer team members and future interns.

Working alongside church officers, key leaders, staff team & volunteer leaders.

- **Application deadline:** Monday 19th July 2021
- **Interview date:** Monday 26th July 2021
- **Proposed starting date:** ASAP by mutual agreement

This post is subject to satisfactory references & an enhanced DBS check

**If any of this lights your fire, and connects with your life experience:
email vicarjohnny@stph.org.uk for a discreet conversation in the first instance!**