

## Director of 0-25s ministry, All Saints Peckham

All Saints Peckham is looking for someone contagiously passionate about following Jesus to oversee our work with younger generations - from new-borns to 25 year-olds. That's over 180 people. The exceptional person we're seeking, possibly ordained, will be line-managing two other staff members, inspiring a large volunteer team, and taking a hands-on lead in the discipling of youth (those at secondary school).

Key to the role is embracing our core value: seeing God's Word and Holy Spirit as transformational in every life. The post-holder will have personal experience of this reality. They will be a key player in our existing church leadership team.

The post comes with a salary of between £30,000-£35,000 depending on experience.

To apply please email or post the following to Tom Hardyman, Operations Director at All Saints Peckham:

1. Your CV, including contact details of two referees – one personal, one professional – who are happy to be telephoned by us for a conversation should you be short-listed for interview.
2. Up to 500 words summarising why you believe God may be calling you to this role.

For either an informal conversation about the post (if you would like one) or for completed applications, please contact:

Tom Hardyman. All Saints Church, Blenheim Grove, Peckham Rye, London. SE15 4QS.

Email: [jobs@allsaintspeckham.org.uk](mailto:jobs@allsaintspeckham.org.uk)

Phone: 0203 637 2701

## Director of 0-25s ministry, All Saints Peckham

Job Title	Director of 0-25s ministry
Line Manager	The Vicar
Location	All Saints Peckham, Blenheim Grove, Peckham. SE15 4QS
Salary:	£30,000 - £35,000
Contract	Full Time, 37.5 hours per week including Sunday Mornings. Permanent contract subject to a successful 6-month probation period
Benefits	30 days holiday per year plus bank holidays; generous pension scheme
Start Date	Ideally 1 <sup>st</sup> September 2018

### About All Saints

All Saints Peckham has been a Church of England parish in the diocese of Southwark since 1867. Our vision is to be transformed by Jesus, sent with his good news into Peckham and the world. From the start our priorities have been to reach out to young people and families, and also to the most disadvantaged in Peckham. Underpinning our priorities and vision are five key values these are:

#### CHANGED

- As ordinary people we are being transformed as we encounter God through his Word and his Spirit.

#### WELCOMED

- Each one of us belongs by grace to God's family whatever our background, age, nationality, personality, history, strength or weakness.

#### SUPPORTED

- We help one another to grow in our faith and character from the youngest to the very oldest.

#### CONTRIBUTING

- We encourage each other to use the gifts and creativity God has given every one of us.

#### SENT

- God has an exciting, radical and challenging call on our lives; to join him in making Jesus and his love known in Peckham and beyond.

## Opportunity Summary

The vision developed by our young people's team over the last years has been: *To see the children and youth of Peckham transformed by the real and relentless love of Jesus, and to raise up young leaders to play their prophetic part in His Church and Mission.*

All Saints Peckham is looking for someone contagiously passionate about following Jesus to oversee our work with younger generations - from new-borns to 25-year-olds. That's over 180 people. The role is split into two key parts: one is strategic oversight of all our work with under 25's, the other is the responsibility to lead our discipling work with 12 – 18 year olds.

The exceptional person we're seeking, possibly ordained, will be tasked with inspiring a large volunteer team, as well as line-managing two other paid members of staff. The post will involve working collaboratively within the whole staff team of 12, and also drawing on the gifts and experience of the amazing network of unpaid volunteers within the church.

Key to the role is embracing our core value: seeing God's Word and Holy Spirit as transformational in every life. The post-holder will have personal experience of this reality. They will have a key role to play in strengthening our existing church leadership team.

## How to Apply

Application	Please send the following: <ol style="list-style-type: none"> <li>1. Your CV, including contact details of two referees – one personal, one professional – who are happy to be telephoned by us for a conversation should you be short-listed for interview.</li> <li>2. Up to 500 words summarising why you believe God may be calling you to this role.</li> </ol>
Closing Deadline	Noon, Friday June 8 <sup>th</sup> .
Interviews	Week commencing Monday June 18 <sup>th</sup> .
Further information	Visit <a href="http://www.allsaintspeckham.org.uk">www.allsaintspeckham.org.uk</a> or email: <a href="mailto:jobs@allsaintspeckham.org.uk">jobs@allsaintspeckham.org.uk</a>

## Person Specification

We are looking for God's person called to this post. Is that you?

*Essential skills and behaviors:*

- You love Jesus Christ as Lord and Saviour; you have experience in discipling 12-18 year olds; God is calling you to join the staff team of 12 at All Saints Peckham, and to move to the local community if you don't already live here.
- What we are about as a church is summed up by the simple statement: 'We seek to join in with what God is doing in Peckham, and beyond.' You will have to understand what this means.

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- iii. Our top value is that we believe in God transforming us as we encounter him through his Word and his Spirit. You will have had experience of this and of teaching God's Word to young people in inspiring ways.
- iv. You are a strategic thinker able to play a key part in an established leadership team, with proven organisational and management skills.
- v. You have experience of working in teams, and can understand, embrace and live out our own team values (see below).
- vi. You have a genuine love and appreciation of people from different cultures, backgrounds and ages.
- vii. You (and any family you may have) will love belonging to the worshipping community that is All Saints Peckham.

*Desirable skills and behaviors:*

- i. You will have had training in theology and in youth work, along with experience of leading bible studies.
- ii. You have several years' experience of youth work both with those from families already connected to church, and those outside church circles.
- iii. You know what is good safeguarding good practice and the ability to ensure that everything done is in accord with our existing child protection and vulnerable person policy. If you don't, what is essential is that you speedily learn this.

There is an Occupational Requirement for this post to be filled by a committed Christian.

## Job Specification

The Director of 0-25s ministry reports to the vicar, involving a weekly catch-up meeting and regular review with him. The role is full-time and based in Peckham, London offering a salary of between £30,000 - £35,000 dependent on experience. There are 30 days holiday. It is expected that the post will have considerable flexible working arrangements with time-off in lieu when extra hours are worked some weeks, such as during residential like Soul Survivor. Working some evenings and all Wednesdays and Sundays – except when on leave - will be necessary, as will becoming a member of the All Saints Peckham worshipping community. This post will be subject to an enhanced DBS check.

To achieve that, the post-holder has two areas of responsibility - this list is non-exhaustive:

- I. To take responsibility for the overall strategic direction and performance of our ministry with under 25s**
  - a. To be a humble but authoritative 5<sup>th</sup> voice in our current staff leadership team, contributing significantly to our strategic discussions regarding the younger generations in All Saints.
  - b. To take a lead in shaping all-age worship services as well as future youth services.
  - c. To be the Safeguarding Lead Officer, heading up the volunteer team of four others in this key area for the church.

- d. To enable children and young people, as the church of today, to exercise their spiritual gifts in different ministries across the church, including worship in song, teaching, leadership and prayer ministry.
- e. Line-managing the two other paid staff working with children and students, and overseeing the ongoing development and encouragement of the 60+ unpaid team members who serve in our ministry with 0 – 25s.

## 2. Heading up our youth ministry (with 12-18 year olds).

- a. To take a lead in the teaching of God's Word in a way that is both passionate and relevant to young people, thereby to ensure that both midweek cell groups – there are currently 3 of them - and Sunday sessions are unmissable.
- b. To train and equip the current volunteer team of adults as well as young people themselves to be able to do the same, and to grow the current 1-1 discipling scheme launched this year.
- c. To feed the hunger that exists for more of Jesus in so many of our children and young people, and to stir it up in others not least through outreach youth groups meeting during the week.

## All Saints Staff Team Values

*As a team, we seek to be everything Jesus calls us to in the power of His Spirit by ...*

### 1. Trusting one another.

What does that mean? Being as real as possible with one another, admitting weaknesses or mistakes, as well as celebrating together.

Review question: Are we able and willing to go to the level of trust Jesus calls us to?

### 2. Confronting disagreement.

Being willing to express another view which may be unpopular or misunderstood, and calling out constructively what hasn't gone well.

Review question: How many times have we expressed differing opinions amongst ourselves recently, and realised it was healthy to do so however awkward it may have felt?

### 3. Committing to decisions made, after 'weighing in' with our view.

Committing as a team to decisions made after expressing as passionately as we want what we think.

Review question: Is there any evidence of us not really committing, and what are we going to do about it?

### 4. Holding each other accountable for what happened.

Being clear who was responsible and accountable for what, and supporting one another in our responsibilities.

Review question: Are we always clear?

## **5. Reviewing results.**

Having a culture of review so we can continually do things better, all for the glory of Jesus.

Review question: Have we asked ourselves recently whether we were actually being fruitful?

*(Based on Patrick Lencioni's book, 'The Five Dysfunctions of a Team'.)*