

Job information pack

Head of Discipleship and Men's Ministry for integrated congregation at Christ Church Gipsy Hill

Encouraging discipleship across our congregation, with a key focus on men, including in our Farsi community.





The Diocese of
Southwark

Christ Church
GIPSY HILL

Dear Applicant,

We are delighted that you have expressed interest in this role.

This role takes inspiration from Ephesians 4.12-13: “to equip the saints for the work of ministry, ...building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.”

We want to invest in the discipleship of our whole community, and have recognised a gap in our discipleship of men. As such, we are seeking a man with vibrant and mature faith, to join our growing and committed leadership team.

This is an exciting opportunity to join the leadership team at Christ Church, to further enable the discipleship of Christians both new and long-standing, to support the growth and development of future leaders in the faith, with a particular focus on men across the English and Farsi-speaking congregation.

Half of this post is specifically funded for work within the Farsi Ministry at Christ Church Gypsy Hill, recognising that our Farsi speaking members benefit from the opportunity for specialist discipleship which recognises particular pastoral needs. Fluency in Farsi is not required, but the ability to work with interpreters and disciple new believers from different cultural backgrounds is a must.

**Christ
Centred**
**Outward
Focused**

The Diocese of Southwark

The South London Church Fund and Southwark Diocesan Board of Finance is a company limited by guarantee (No 236594)

Registered Office: Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW. Charity No 249678

Company Secretary: Nicola Thomas



Our priorities at Christ Church are:

Many nations

- To continue to grow in our Spirit-led life as a multicultural, multi-lingual church, reconciled as one body in Jesus Christ.

Many generations

- We are grateful to be a multi-generational community, and, following Christ's call to His disciples to learn from younger generations (Matthew 18 2-4), we want to continue to invest in our ministry among children and young people.

Salt and light in our community

- We want to see the gospel of Christ change lives and, filled with the Holy Spirit, to make a difference in our local community. We're looking for someone who wants to use their gifts to equip the whole church for discipleship in Christ not only inside, but outside our doors.

We hope that you will find the information provided in the pack inspiring. We would be very happy to have an informal discussion about the role, and to provide more information; please contact us at vicar@gipsyhill.org.uk.

If you feel called to be part of our journey, we would be delighted to hear from you. The closing date for applications is Sunday 25th January. Interviews will take place on Wednesday 4th February. As part of the interview process, the successful candidate at interview panel will participate in a ministry session at the church either on the evening of Wednesday 4th February, or 11th February if more convenient. Dates to be discussed at the time of shortlisting.

With best wishes

Revd Jenny Dawkins and Revd Emma Lowth
Vicar, and Associate Vicar for Farsi Ministry
Christ Church Gipsy Hill



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Job Description

Job Title: Head of Discipleship and Men's Ministry, for the integrated congregation at Christ Church Gipsy Hill

Initial fixed term, part-time role (21 hours), for one year, this will be reviewed during the year with the intention that the role could be extended.

Offered at £19,200 (£32-£35,000 pro rata), depending on experience.

Reporting to: Vicar and Associate Vicar for Farsi Ministry

Location: Christ Church Gipsy Hill, 1 Highland Road, London, SE19 1DP

Key Relationships: Vicar, Associate Vicar for Farsi Ministry, Farsi Ministry Assistant, and Christ Church Staff Team

Background to the job

This is an exciting opportunity to support the mission of the church and to further enable the discipleship of Christians in a wide variety of life circumstances - new believers, including from Iran and Afghanistan, as well as longstanding saints, from a variety of backgrounds and countries.

This role takes inspiration from Ephesians 4.12-13: "to equip the saints for the work of ministry, ...building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ."

As such, the role will have a focus on encouraging the growth and development of gifts within the congregation, including raising leaders in the faith.

Job Purpose

The purpose of this role is to take a lead in discipleship at Christ Church, with a particular focus on ministry with men.

Half of this post is specifically funded for work within our Farsi Ministry, recognising that our Farsi speaking members benefit from the opportunity for specialist discipleship which recognises particular pastoral needs.

Our vision is for a congregation in which we are built together in faith, across a variety of backgrounds of culture and Christian faith. As such, we see this role as an integrated one, with some distinct responsibilities in particular areas of our congregation.

Key Responsibilities

Farsi focus:

In partnership with the Associate Vicar for Farsi Ministry, to develop the pastoral support for men in the Farsi community. This will include:

- Leading and assisting in Bible studies and discipleship courses suitable for new Christian believers from Muslim backgrounds.
- Offering pastoral support to individuals.
- Discipling male lay leaders within the Farsi Community.
- Engaging the community in fellowship activities and empowering volunteers.
- Contributing to the organisation and leading of the Farsi Fellowship services held once a month on Sunday afternoons.

Integrated congregation:

- Nurturing a culture of discipleship, and developing existing and new discipleship and pastoral structures, including small groups.
- Equipping and encouraging lay leadership in areas including pastoral care and prayer.
- A particular focus on men's ministry, comprising one-to-one discipleship, as well as groups, events or courses, where the need for these is discerned.
- Contributing to the worshipping life of the congregation including occasional preaching and leading of services.
- Preparing and sending communications about activities and events.
- Preparing risk assessments for activities.
- Faithfully applying safeguarding practices with sensitivity across two different cultures.

Person Specification

This post may be filled by a lay or ordained candidate.

This post is subject to the occupational requirements under Part 1 of Schedule 9 of the Equality Act in that the postholder must be a male, practising Christian. The role involves having responsibility for:

- The Christian nurture of men
- Leading volunteers in ministry to men as part of their Christian discipleship.

This role also requires a DBS check and applicants must be able to demonstrate that they have the right to work in the UK.

You will be someone who is committed to discipleship to Jesus, with a desire to see people of many cultures and backgrounds mature in faith, love and hope as the Spirit is at work, and be equipped as disciples.

You will be ready to pray faithfully, love sacrificially, discern wisely and enter in to what God is doing at Christ Church in this season. You will be a cheerful team player who can work within a team, raising new leaders, collaborating with others, and confident in bringing their own God-given contributions to the life of the church.

Essential	Desirable
Character and personal qualities	
A vibrant, active and mature Christian faith, and a passion to see people come to faith in Jesus Christ as Lord, and to grow in that faith.	Places a high value on the presence and work of the Holy Spirit, with a passion for equipping others on their spiritual journey.

Willing to become a part of the worshipping community at Christ Church.	
Sincerity, patience, tact and a deep trustworthiness - able to keep absolute confidences when necessary and appropriate.	
Pastoral wisdom and experience in relating compassionately to a wide variety of people.	
Demonstrate a commitment to intercultural church.	
Experience in applying safeguarding processes.	
Experience and qualifications	
Great with people, experienced in working collaboratively and cheerfully as a member of a team, as well as delegate to get the job done.	Experience of working in a leadership team, modelling shepherd leadership with integrity, humility, and spiritual maturity.
Experience of leading volunteers, nurturing and developing gifts.	An understanding of the specific pastoral and discipleship needs of Farsi speakers.
	Prior experience of leading men's ministry in church.
Skills/Aptitudes	
The ability to relate to people from a wide range of backgrounds, including asylum seekers and refugees, and older adults.	Prior experience working among Farsi speakers and/or understanding of Persian culture or a willingness to quickly learn.
The ability to develop Christian leaders from diverse backgrounds.	The ability to relate to and work with those coming from a Muslim religious and cultural background (either having come from a Muslim background yourself, or having had a depth of experience working with people from Muslim background).
Excellent listening skills.	
Organised and capable of balancing multiple responsibilities in a dynamic environment.	
Good communication, in groups, one-to-one, and in congregations.	



The Diocese of
Southwark

TERMS AND CONDITIONS

Head of Discipleship and Men's Ministry within the Farsi Community at Christ Church Gipsy Hill

A fixed term, part-time role funded for a year from start date

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. This post is a fixed term post for one year, part-funded by the Strategic Development Fund.

Normal Place of Work

Your normal place of work will be Christ Church Gipsy Hill.

Salary

The post has a salary of £19,200 (£32,000 per annum pro-rata), depending on experience.

Probation

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

Hours of work

21 hours per week, including Wednesday evenings, Tuesday mornings, Sunday mornings, and Sunday evenings once a month.

Holiday Entitlement

You will receive 26 days annual leave per annum. [Pro rata for part-time hours to 15.6 days]

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.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Employee Assistance Programme

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the three-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.

Health and Safety

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

Equality and Diversity

All staff are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work is very important. You will not, except as authorised by Christ Church or the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, or other confidential information relating to the organisation, finances, parish or affairs of the Diocese which may come to your knowledge during your employment.

Any Other Duties

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.