

ST. GEORGE'S  
STAMFORD

'MAKING DISCIPLES  
ON MISSION WITH JESUS'

**St George's Church,  
Stamford  
Parish Profile for  
Children's and Family Minister  
2019**



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## Resource Church

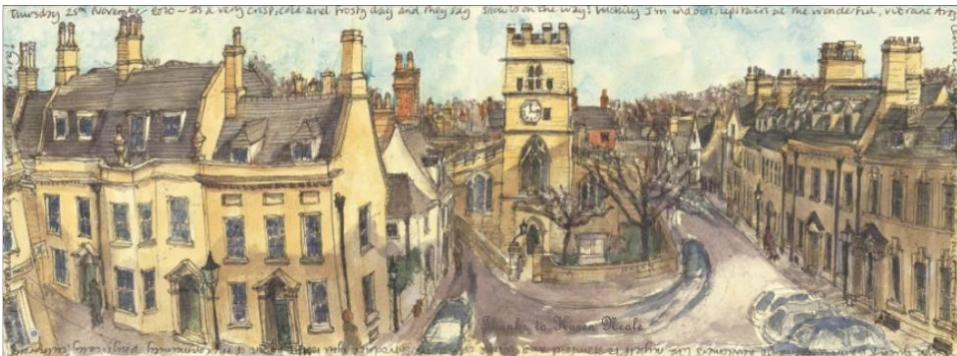
The Bishop of Lincoln has recently designated St George's Stamford as an official resource church, alongside St Swithin's Lincoln and Lincoln Cathedral. The purpose of this new initiative funded by money from the Strategic Development Fund is to revitalise the life of the church in the larger urban centres of Lincolnshire where under 1% of the local population attend an Anglican church.

St George's has been acting as an informal resource church over many years and has a record of pioneering new initiatives in the Stamford area. We have a usual Sunday attendance of around 500 people and our mission is 'making disciples on mission with Jesus.' We run regular Alpha courses and have good connections with New Wine. [www.stgeorgeschurch.net](http://www.stgeorgeschurch.net).

In recent years, we have completed two building projects which have given us greater capacity to serve the town and reach more people for Christ. We currently have 15 people (full and part time) on our staff team.

Stamford (a town of 20,000) has won the accolade of 'the best place to live in England.' It is home to Burghley House, on the A1 and 13 miles from Peterborough where there is a direct line to London. There is an excellent choice of primary and secondary schools in the area.

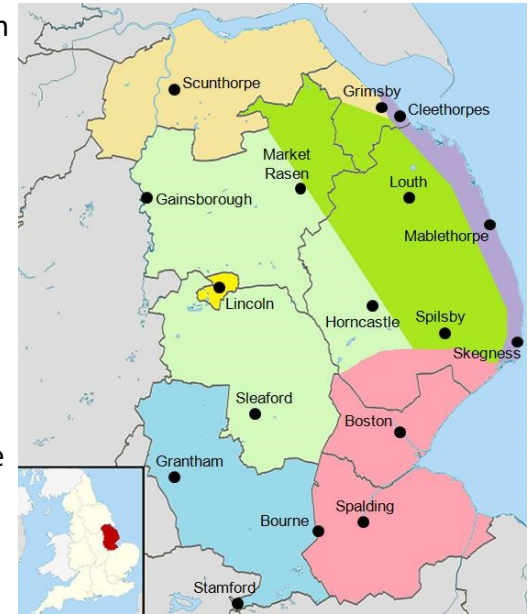
We belong to the Deanery of Stamford and have good relations with all the churches in town.



St George's Stamford, Parish Profile for Resource Church Staffing 2019

## Church Revitalisation

St George's is in the south of Lincoln Diocese and is in a good position to resource the larger urban centres (market towns) to the north and east of Stamford. The plan is to recruit and train church planting teams with ordained leadership who will move to the larger market towns to pioneer new church growth or revitalise 'plant' churches. (The Bishop of Grimsby will prepare the ground, leading the process of consultation with local stakeholders, both clergy and laypeople in the deaneries, as they discern the right locations in which to work.)



St George's will act as a training hub for church planting curates, team members and interns. We are recruiting two church planting curates who are committed to planting new congregations into the larger market towns of south Lincolnshire. The church planting teams will move to the new centre when the ground has been prepared. The aim is to grow new congregations into self-sustaining communities of 150 people which are open to planting again if the opportunity arises.

Our church planting teams will include the church-planting curate, children's and youth workers developed from our intern programme and a part time CAP debt centre manager. We will also encourage church members of St George's, whom God calls to share the vision, to move with the team to form the basis of the new church plant.

To enable all of the above to happen St George's is recruiting new workers to help make the resource church vision a reality.

## Workers for the harvest field.

Martyn Taylor, who has been at St George's for all of his ministry and Rector for 16 years, will oversee the training and preparation for the church plants from the St George's end, working closely with the SDF board in Lincoln and under the oversight of the Bishop of Grimsby, who is the overall project lead.



## Associate Rector

In order to release Martyn into this new responsibility, we are in the process of appointing an Associate Rector. The Associate Rector will act as a number two at St George's and take responsibility for looking after and helping to grow the parish, under the oversight of the Rector.

## Church Planting Curates

We will appoint two church planting curates who will train as curates at St George's, but also be outward facing towards the new church plants in terms of the mission aspects of their training. They will spend time preparing the ground in the chosen market towns to the north and east.

## New Children's and Family Minister, plus Youth Minister

We are restructuring our youth and children's ministry to appoint both a new Children's and Family minister and a new Youth Minister. The Children's

and Family position will also be on the Diocesan Mission team supporting work across the diocese through the sharing of their expertise with the wider church. The Youth Minister will have a brief for overseeing our current church based ministry as well as breaking new ground in Stamford with unchurched young people and the making of new disciples.

Both positions will help equip our interns for youth and children's ministry in St George's as well as the potential church planting situations in other urban centres.

## Discipleship Year Students

We will recruit up to four young people for our discipleship year in partnership with New Wine. For the right individuals, there will be potential for a second year and to become part of a church planting team where there is evidence of a clear calling and gifting.

## 'Come over and help us'

These are exciting times for St George's and we recognise the huge challenges that lay ahead. We are aware that 'unless the Lord builds the house, the builders labour in vain' (Ps127:1). Our great desire is to follow the Lord's leading and to see where he is already working that we might join in.

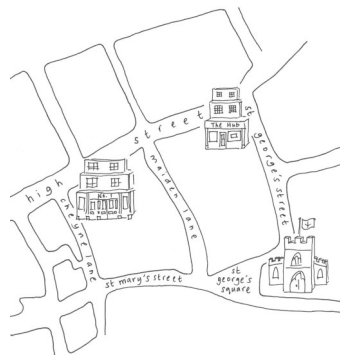


Is the Lord calling you to come and join in the new work that he is preparing in South Lincolnshire? We would love to hear from you if you sense He might be calling you to join with us in this great work.

We are looking for a gifted Children's and Family Minister who loves working with children and introducing them to Jesus, as well as resourcing our families in the discipleship of their children. We have up to 100 children under 11 with us on a Sunday, plus many opportunities with the wider community through parent and toddler groups. The current Youth and Children's ministry team has over 60 volunteers across a variety of ministries.

## St George's Church

St George's meets on Sundays at 8am (fortnightly), 9:15am, 11am and 6:30pm. The 8am is a traditional communion for the weeks when there is no communion in the other services. The 9:15 and 11:00 have the same format (all age on the first Sunday). Younger families mostly choose the 9:15, whilst the 11:00 has an older profile with a smaller children's ministry. The 6:30pm is the most relaxed, with more time for extended worship. Our teenagers come to that service and meet afterwards.



Our Church building is small, it holds 240 people and feels full at 150. We are opening a new church hall this April, which gives us more space for developing our youth and children's ministry alongside the Sunday services as well as other new ministries in the week.

Our daily work happens at the St George's Hub, which is just off the high street. The Hub is home to our 15 full and part time staff and we have a large footfall of local people coming in looking for support from our various social action ministries (CAP and Fresh Hope).

## Our Vision and Values

**Our Purpose:** 'Making disciples on mission with Jesus.'

**Our Values:** *Recognising that Jesus is at the centre, the Bible is our Guide and that people matter, we seek to be a loving community who:-*

- Pursue God's presence together.
- Grow in discipleship.
- Care for everyone.
- Engage with our world in love.
- Enjoy celebrating God's love together.

**Our Vision:** *'Our vision is for greater maturity, deeper engagement and numerical growth.'*

By 2019 we will have **greater maturity** as every member is valued, nurtured and equipped to be a devoted dependent disciple of Jesus in the power of the Holy Spirit.

We will have **deeper engagement** with our world through personal witness, social action, local evangelism, missional communities, diocesan partnerships and our world mission partners.

We will have **numerical growth** as a loving community of multiple congregations, missional communities and small groups.

## The Parish

St George's has a very small historical parish of about 1500 people. We have an average of 10 weddings, 15 funerals and occasional baptism requests from the parish which we encourage into our all age service.

St George's primary school is Voluntary Aided and is in a federation with William Hildyard School in Market Deeping, which is also VA. We share an executive head. The rector has been on the governing body for 22 years and the new associate rector will take over this responsibility.

Our staff team take it in turn to lead Collective Worship on a Wednesday morning and to visit the neighbouring nursery (The Ark). Our Children's team assist with an after school club.

## Stamford Deanery

The Stamford Deanery is very small and when fully staffed includes five incumbents. Two parishes are currently in vacancy and we hope to appoint for September for both of them. The Rector of St George's is currently the Rural Dean until February 2020.

Our Deanery represents the breadth of the Church of England; there is something for every flavour of Anglicanism, which gives freedom for each parish to be themselves. We include the Uffington group, a benefice of seven village parishes on the edge of Stamford.

## Discipleship Pathways

In recent years St George's has grown in depth as we have engaged with many of the social issues that we have become aware of in the community. We have established a ministry called Fresh Hope, which works closely with Foodbank and Christians Against Poverty. We have a ministry to the homeless and the hungry in partnership with others. Many of our contacts come to Friday Connect, a free café in the church where they are befriended, listened to, given advice, invited on life skills courses etc.

We have established discipleship groups (Band of Brothers and Explore) for those who have come to faith. A good number now join us in church on a Sunday.

We have run the Alpha course consistently for over 20 years. This was the main growth engine around the turn of the millennium, where we ran a number of large courses that were very fruitful. We continue to run Alpha in the autumn and spring term.

Our biggest discipleship pathway is the Children's and Youth work, with around 100 participants in Children's Church and Youth Groups each Sunday plus midweek mums and tots, messy church, cell groups, and youth club activity. Another major pillar in creating and nurturing disciples for Jesus is our network of 40 midweek small groups. Both these are also strong attractions for Christian households moving to the area.

## New Wine

As a church family, many of our members are resourced by the New Wine Summer conferences. Each year we have created our own village at Shepton Mallet. With the conference moving to Peterborough this summer, we will hope to encourage even more to attend. Our Staff team engage with the variety of leadership conferences that New Wine put on and we are a part of the Midlands area. Liz Fell our churchwarden is a New Wine Trustee. We also have a good number who visit the Keswick Convention each summer as well.



## Finances

Our annual budget is around £400,000 and last year we had a gift day towards our latest building project, which raised £335,000. We ended the year with a deficit of £15,000 on the general fund, which we expected given the building project. We expect this to work its way out over the coming year.

## Current St George's Staff Team



**Martyn Taylor, Rector**

**Vacancy**

**Associate Rector**



**Lorraine Wright, Associate Minister**



**Debs Jones, Pastoral Worker**



**Rebecca Winfrey, Pastoral Worker**



**Richard Knowles, Assistant Pastor**

**Vacancy**

**Youth Minister**

**Vacancy**

**Children's & Family Minister**



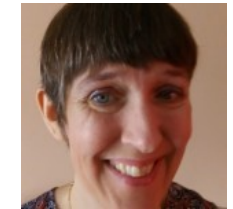
**Simon Jary, CAP Debt Centre Manager**



**Louise Rose, Community Projects Manager**



**Gilly Franklin, CAP Support Co-ordinator**



**Clare Arthey, Operations Manager**



**Becky Goff, Administrator/ Receptionist**



**Claire Beaton, Administrator/ Receptionist**



**Joseph Caseley, Ministry Assistant**



**Liz Fell, Churchwarden**

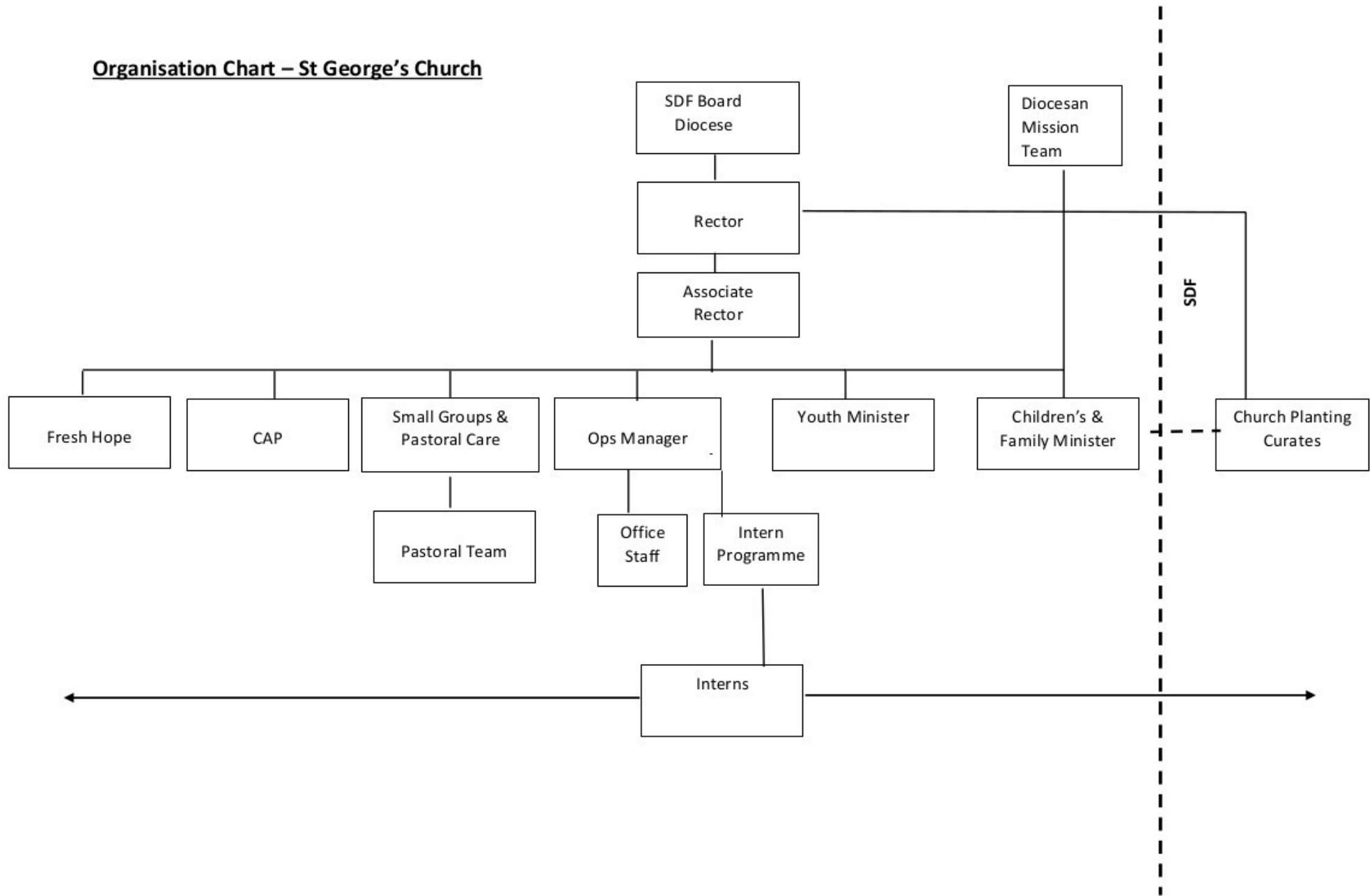


**Jaish Mahan, Churchwarden**

**Vacancy**

**Interns**

**Organisation Chart – St George’s Church**





# Children's and Family Minister - Job Description

This new Children's and Family role, which is part funded by the Diocese, may include one and a half days per week working with the Diocesan mission team in supporting Youth and Children's work across the Diocese. This involves working with Charlotte Bloom and Jonny Bell, both church based emerging generation workers, who support the youth and children's ministry further north in the diocese.

However, we also want to recruit the right person for St George's and are therefore open to applicants who might not want to take on the Diocesan role, but concentrate on helping to grow the ministry at St George's and in Stamford on a reduced hour 30 hours per week contract.

The Children's and Family Minister will help to support our new church-planting curates and interns in pioneering new work alongside home based ministry. We aim to recruit four interns each year who will need training in children's ministry, alongside other ministries in the church. Our hope is that some of them will have the potential to become future youth and children's workers in the new plants.

## **Job Description**

The Children's and Family Minister will be line managed by the new Associate Rector for the work based at St George's and Richard Steel from the Missions Team in the Diocese for the wider support work.

## **St George's**

- The oversight and leadership of Sunday morning learning activities and teams for our work with 0-11's and any other church services with children's ministry which may develop over time (Sunday afternoon).
- The recruitment and training of children's leadership teams.
- Regular team support with monthly meetings and one to one support. Providing special one off training events through organising attendance at conferences.

- The Planning and delivery of teaching material and curriculum. Training team members, new workers and interns to do the same.
- Working with the Youth Minister in the overlap from primary to secondary school to ensure a smooth transition for young people in terms of planned discipleship groups on Sundays and midweek. (11-14).
- St George's School – Part of the Wednesday Worship team and leading a weekly Christian afterschool club with a regular team and building links with families at the school.
- Maintaining Nursery links, particularly with the Ark at St George's school and other nurseries around the major festivals.
- Oversight of Mums and Toddlers groups (Seedlings) as a way of introducing young families to the life of the church, including festival services in church.
- Lighthouse – Share in the leadership of our monthly term time Fresh Expression for families.
- Support and training of interns in Children's ministry for both Sunday and resourcing ministry. You will offer long-term support to the new children's workers that we develop through the internships and church planting teams.
- The potential to work collaboratively in building teams for holiday clubs and special events, including leading summer activities at events like New Wine and summer ventures.
- Risk assessment for all church based Children's activities (0-11).
- Safeguarding lead for all church based Children's Ministry (0-11) and first point of call with the Diocesan support team.
- They will work collaboratively with the new St George's Youth Minister on areas of overlap between mission and discipleship in the life of St George's and the wider diocese.

# Children's and Family Minister - Job Description

## **Diocese**

The overall aim of the Youth & Children's Mission and Ministry team is to enable and develop effective work amongst children and young people in the Diocese of Lincoln in accordance with the vision of the Diocese, and in line with the Church of England's Youth & Children's mission and ministry aims (Going for Growth, 2010), so as to see young lives transformed.

They will work with the Diocesan mission team (12 hours per week) to resource children's and family ministry across the whole diocese, but in particular the Boston Archdeaconry (South Lincolnshire).

The team works with parishes and other appropriate organisations across Greater Lincolnshire to:

- Work towards every child and young person having a life-enhancing encounter with the Christian faith and the person of Jesus Christ.
- Recognise and welcome the capacity of children and young people to transform the Church and the world.
- Provide support and development for all those working with children and young people.

As such the key tasks for this position are as follows;

- To work with your colleagues in the team to encourage and develop best practice in working with children and young people across the Diocese.
- To work with the team to develop a strategic approach to youth and children's work across Greater Lincolnshire.
- To support churches with resources, training and theological reflection upon youth and children's work.

## **Personal Qualities, Ministry and Work Background**

- Ministry experience and leadership in a larger, growing, resourcing church or para church organisation, and/or experience of growing a 'Children's and Family' ministry and reaching those outside the current reach of the church. Integrating young families into the life of the church and new forms of church.
- A vision for working across a region to teach and to train others to bring transformation to the wider local church through a renewed passion for children's and family ministry.

## **Skills and Experience**

- Demonstrates strong leadership qualities and skills including ability to cast vision, inspire, support and empower others.
- Demonstrates effective management of people as an enabler, delegator and team player.
- Demonstrates effective management of events as an organiser, delegator and problem solver.
- Strong biblical teaching and communication skills.

## **Proven Experience, Competencies, Character and Personal Qualities**

- Fully committed to the vision and values of St George's as a Resource Church.
- Prayerful and full of faith, expecting great things of God. Living and leading for a church where God is moving powerfully in the lives of children.
- Generous in giving away ministry, training and releasing leaders, seeking opportunities to plant and give away their best people for the benefit of the Kingdom.

# Children's and Family Minister - Job Description

- Humble – having a desire to learn from others and grow personally, able to submit to those in authority, honouring other leaders in the town and the wider church.
- Collaborative and consultative, working in unity with other churches and their leaders; promoting teams, able to sustain healthy relationships, handle conflict constructively and have fun.
- Exhibits self-awareness, confidence and authenticity with high levels of emotional intelligence and grounded in a strong value base.
- Committed to undertaking continuing professional development.
- A full driving licence and car ownership is essential, as there will be meetings in Lincoln and training events across the south of the Diocese.

It is a Genuine Occupational Requirement (GOR) for the person in this role to be a strong, mature and committed Christian, dedicated to building God's Kingdom through this role. They will be expected to have a strong personal faith and to be a regular and committed member of St George's, active in Sunday worship and midweek activities.

This post requires significant contact with children and young people; it will therefore be subject to an Enhanced Disclosure from the Disclosure and Barring Service (DBS). Given the vulnerability of children and young people and those who work with them, we expect high standards of personal conduct both during the course of your employment and outside it. The appointee is expected to lead a life in accordance with orthodox Christian teaching, which does not bring either the name of Jesus or the reputation of His Church into disrepute. This is particularly important because we wish our children and young people to have a role model of someone living a

distinctively Christian lifestyle.

## **Terms and Conditions**

This is a full time 37.5 hours per week appointment where Sunday is a working day.

**Holidays:** 25 days per year plus bank holidays

**Pay:** 26,000 per annum

Housing support will be provided in line with your personal circumstances.

**Pension:** You will be invited to join the St George's Staff pension scheme after you have successfully completed your three-month probationary period.

Please contact [rector@stgeorgeschurch.net](mailto:rector@stgeorgeschurch.net) for more information or an informal discussion. To apply for this role please send a copy of your CV covering your vocational personal statement and academic qualifications, including the contact details of two referees and where you saw the job advertised.

Please also send a covering letter explaining why you are applying for this particular job. Applications to be sent to [office@stgeorgeschurch.net](mailto:office@stgeorgeschurch.net).

**Closing Date:** Friday 27th September at 12 noon

**Interview Date:** w/c 30th September to be confirmed