Mixed Mode Ordinand: Job Description

Reporting to: Rachel Gibson, Rector

Work at St Clement’s: arrangements to be confirmed but we anticipate 20 hours per week (including Sundays, and some Saturday, evening, and bank holiday work), as integral part of Wycliffe mixed mode training. Wycliffe, St Clement’s, and Ordinand to agree regular pattern that ensures one weekday off each week. Annual leave allocation to be confirmed, but likely to be as for Clergy (broadly, 6 weeks per year, including 6 Sundays, at times to be agreed with Rector).

Working in partnership with: Fiona Livingstone, Children’s Worker (10 hours per week, term time only). While Fiona cannot offer more hours for her role, both she and Rachel want to see this area of work develop and flourish. Fiona would therefore very much look forward to working with the Mixed Mode Ordinand, working together the best way to employ their combined gifts, skills, and hours in order to shape and grow this vital area of St Clement’s church family life, in sustainable ways.

Job Context

Oxford is a vibrant, energetic city with a young population. It’s a great place to be, with plenty going on!

St Clement’s Church and parish are situated just to the east of the city centre, and our church family, while drawn from all around the Oxford area, shares with East Oxford a wonderful diversity in backgrounds and ethnicity. Our local community contains a rich mix of people. 49% of our parish are aged 20-30, reflecting the presence of both Oxford Brookes and Oxford University students. Yet there is quite a mix of ages and backgrounds beyond that, including older, long time residents; young professionals; families (including international students with young families); the entrepreneurial and the academic, living alongside asylum seekers, refugees, and those struggling with mental health issues or addiction.

St Clement’s is an Anglican church in the Evangelical tradition, seeking to journey deeper into God’s Word, illuminated by His Holy Spirit. With 120 on our electoral roll, around 70-80 attend our Sunday services; and around 50, including several families with young children from our local community, attend our monthly Saturday afternoon Café Church. Café Church began in February 2015, and is still developing and growing. On average over that time we have had 17 children per session. About half of these are visitors from the community and we see a steady trickle of first-timers each session.

Mid-week, St Clement’s Pre-School runs Monday to Friday (seven 3 hour sessions a week, either 9am-noon, or noon to 3pm, with up to 20 children in each session) in St Clement’s Family Centre on Cross Street. Also in the Family Centre, the church runs a thriving Toddler group on Thursday mornings. Until spring 2017, around 24 toddlers and 20 carers were attending each session. Since then, coinciding with the closure of the local Children’s Centre, average numbers have increased by 50% to around 36 toddlers and 30 carers.

Our Sunday morning Junior Church is small but enthusiastic. Between 1 and 8 children attend each week (average attendance in 2016 was 5), generally in the 3-7s age group. They are joined by one or two under-3s in the Junior Church Room, with 3 or 4 more under-3s staying with their parents in the main church (in which there is a soft seating area for parents with babies). At the moment, we have very few children aged 8-10 in our church family, a gap we would very much like to address. Meanwhile, around 15 young people are currently involved in our youth work for 11-18 year olds.

There are no primary schools in the parish. East Oxford Primary School lies just over the parish boundary and serves an ethnically and linguistically diverse area with around 70% of children speaking English as a second language. Meanwhile St Michael’s School, a well-regarded Church of England school with strong Christian ethos and close relationship with its parish church (St Michael and All Angels, Marston), lies to the north of the parish boundary, again with a higher than average number from minority ethnic and non-English speaking backgrounds. Four public sector secondary schools serve the area: Cheney School (which is in the parish); Oxford Spires Academy; St Gregory the Great RC Academy; and Cherwell School. There are also a number of private schools locally.

St Clement’s church family enjoys a mix of evangelical, charismatic, and contemplative expressions of worship – as across the church we seek to grow God’s people of all ages, together:

- in faith, and in confidence in listening for God, praying with and for one another, developing our gifts, and putting all that we are given into practice; and
- in mission, as we seek to connect and share our faith in Jesus Christ with our local community and in our daily life.

Working with the Rector, Curate, Youth Worker, Children’s Worker, and others, the Mixed Mode Ordinand would play a crucial strategic role in helping to deliver this vision – including shaping our outreach to children and families locally, as well as our ministry and provision for church children and their families, in ways that ensure children and their families are able to enjoy their integral and vital part within our church family.

Summer 2017
Role and Key Responsibilities

With Children’s Worker...

...shaping and running children and families ministry at St Clement’s, encouraging children and their families to realise their potential in Jesus Christ:

- Developing, organising, delivering, and growing, St Clement’s Church’s activities and programme for children & families;
- Leading by example, to connect our children with Jesus Christ, root them in faith, and encourage them to fulfil the potential with which God made them;
- Encouraging missional, outward focus: building on ways to welcome children and their families locally, through existing routes (Café Church, Toddlers, Pre-School etc) as well as shaping new initiatives & developing community connections;
- Seeking ways to support parents in the church and community in their spiritual lives, and to build their confidence as they nurture their children in faith;
- Ensuring adherence to St Clement’s PCC Safeguarding Policy, Health and Safety and other relevant policies;
- Managing children’s work budget and other resources in close liaison with the Rector and others to advance the wider good running of the church.

...creating, leading, and being part of teams:

- for and with our children and their families, and children’s work volunteers:
  - building, training, supporting and empowering volunteer teams to underpin the children and families’ ministry that is being shaped and grown.
- with rector, curate, part time children’s worker, youth worker and others, joining up our work by:
  - contributing to the leadership team and structures of St Clement’s;
  - contributing to Sunday worship (including All Age worship), and other church family gatherings (e.g. monthly Saturday afternoon Café Church) and enabling our children to do the same;
  - exploring ways to ensure coherent and sustainable growth across our work with children, youth and their families;
  - joining together in regular prayer and fellowship (with regular patterns for prayer and team gatherings).

Maintaining healthy, personal devotional life:

- enjoying consistently building in time and spiritual disciplines that enable you to go deeper in your own faith and relationship with God
- developing a network of support and accountability to enable you to receive both encouragement and challenge as you grow in your role, and in your Christian walk.

Skills and Qualities

We are looking for someone who:

- Is a committed, practising Christian, who is able to inspire and develop the Christian faith in others, and has strong devotional life, rooted in God’s Word and seeking to listen for and discern what God is saying.
- Has a missional heart for children and families from all backgrounds, both within our church family and beyond, with a passion to see them come to and grow in faith.
- Has good interpersonal and communication skills in both small and large group contexts, and with children and adults – able to:
  - inspire, pastor, listen to and engage and pray with children;
  - teach clearly by word and example, and speak and lead in gathered worship;
  - connect and communicate well with parents, and a range of other contacts – including with schools, contacts in local community and other churches, St Clement’s church family, PCC, staff and volunteers etc.
- Is a team creator, leader, and worker - able to build, inspire, train, encourage and sustain teams of volunteers; and also to enjoy working closely and collaboratively as a team member.
- Is a self-starter with energy, passion and motivation, who is innovative and creative – who enjoys shaping and developing vision in order to drive our children and families’ work forward.
- Has good organisational and administrative skills – able to think and plan clearly, make well thought-through decisions, and manage time and available resources efficiently.
- Is able to use IT and make smart and appropriate use of technology.

The post is subject to the results of an enhanced DBS check and evidence of entitlement to work in the UK. There is a genuine occupational requirement that the post-holder is a practising Christian in accordance with the Equality Act 2010.

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