



All Saints Church, Weston, Bath

Role Profile: Seniors Pastor

All Saints is a church that welcomes people of all ages from different backgrounds and situations. Our aim is to simply share Jesus, his life and message with everyone in the community. The Seniors Pastor at All Saints plays a vital role in this mission, working with the wider staff and ministry team to see God's Kingdom grow in Weston, particularly among the older generations.

The Purpose of this role

- To bring prayer, vision, energy and leadership to the ministry among seniors at All Saints and in the local area.
- To develop ways of reaching out to seniors in the community with the love of Christ
- To honour, affirm and develop the gifts, wisdom and experience of seniors
- To help the church provide pastoral and spiritual support to seniors as well as promoting inter-generational cohesion.

Main Responsibilities

- To co-ordinate the safe pastoral, spiritual and practical support for seniors, including:
 - Coordination, development and oversight of activities at All Saints aimed at Seniors including but not limited to:
 - The Midweek service (currently Tuesday mornings)
 - Monthly Seniors meal
 - Annual 'Time to remember' Memorial service
 - Coordination and provision of Pastoral care:
 - Visiting and telephone contact with the sick, housebound, carers and others in need.
 - Following up those who stop attending church
 - Bereavement Support
 - Organising Home Communion and administering by extension where appropriate
 - Offering Pastoral Care for the residents of the William Carr's Almshouses and alongside the clerk, volunteers and trustees, overseeing the management of the cottages.
- To encourage and support those volunteers already involved in work among seniors; and to inspire, safely recruit and train new volunteers for the work.

- Developing links with specialist organisations such as DementiaUK, Alzheimer’s Society, AgeUK and BRF’s ‘Anna Chaplaincy’.
- To promote the expansion of work amongst seniors in the church, including encouraging inter-generational ministry.
- To explore and develop new ways of reaching out to seniors in the community
- To develop and manage relationships with local care homes in the parish, health care providers, the RUH and social services as well as other churches and agencies in Weston and Newbridge working with seniors.
- To co-ordinate transport arrangements for seniors who need help in order to attend church and other seniors’ activities.
- To play an active role growing the wider ministry of All Saints Church where safeguarding is built in to all activities and new initiatives.
- To undertake any further appropriate tasks to assist with the wider growth of the ministry of All Saints Church and the Benefice.

Working Relationships and Accountabilities

- To be directly responsible on a day-to-day basis to the Rector of All Saints Weston.
- To be a member of the All Saints staff team, sharing in the team’s responsibilities and activities.

PERSON PROFILE

Personal Attributes and skills

- A strong personal faith in Jesus Christ
- A love for older people demonstrating empathy and compassion
- Good interpersonal and communication skills
- An understanding of Dementia care
- Resourceful and able to work independently without constant supervision; but also able to work effectively in teams in a variety of roles eg. sometimes leading and initiating and sometimes supporting and enabling
- An openness to the ideas and thought of others
- The ability to articulate a long-term vision and plans
- Enthusiastic, flexible, patient and a good sense of humour
- Aware of the issues and boundaries concerning pastoral work, as well as safeguarding protocols
- Listening skills
- Relevant IT skills

Previous Experience

- Experience of working with older people
- Experience in leading and developing a team
- An interest or skills in areas that interest older people, such as history, music, the arts or sport.

Requirements of the Post and Post-Holder

The post-holder may be lay or ordained. There is a general occupational requirement that the post holder is a practising Christian, willing to subscribe to the values and ethos of All Saints Weston Church, an Anglican Church within the Diocese of Bath & Wells.

There is an expectation that the Seniors Pastor will be a full member of the congregation at All Saints. Given the nature of the work, it is important that the worker is known to the wider church membership and other activities. To avoid misunderstanding we would not expect attendance at Sunday services (other than at least 2 Sanctuary services per month) or a home group etc. to be seen as part of the contracted hours or duties of this post.

A full clean driving licence and insured to use own vehicle for work.

Because the work involved may include, from time to time, work with vulnerable adults, the successful applicant will need to undergo safer recruitment processes, including providing references and an enhanced Disclosure and Barring Service check.

Remuneration

The salary for this post is £13.34 per hour for 16 hours per week; this is equivalent to a full-time salary of £26,013 per annum.

Employers Name:	The Parochial Church Council of All Saints Church, Weston, Bath
Normal Place of work:	All Saints Church and Church Centre, High Street, Weston, Bath
Start Date:	Saturday April 1 st 2023 (or an alternate date by negotiation)
Duration:	Since this post is funded through the provision of external grants it is subject to annual renewal each year on January 1 st . If funding is not secured the post may be automatically terminated.
Probation:	6 months probationary period subject to review on October 1 st 2023
Appraisal:	Annually as close as possible to October 1 st
Hours of Work:	16 Hours per week to be worked flexibly to include: Sundays (2 hours) Mondays (2 hours) Tuesdays (2 hours) Prayer and Line management time (1.5 hours) A regular weekly day off should be taken.

Expenses:	Legitimate expenses incurred may be claimed using the ASW expenses claim form, and should be claimed monthly. Mobile phone costs of up to £8 per month may be claimed.
Mileage Allowance:	A mileage allowance will be paid for use of your own vehicle when used on ASW business. This is other than your usual commute to your place of work. Your line manager will keep you informed of the current mileage rates. (More details in the staff handbook)
Equipment:	A laptop complete with Office Software can be provided during the duration of this contract, but will remain the property of the Church. Printer ink, stationary etc. to be used at home for church purposes can be obtained from the church office.
Training:	Appropriate training will be offered with the agreement your Line Manager.
Leave Entitlement:	25 days per annum in addition to bank holidays pro rata – But not to be taken during the week leading up to and including Christmas or Easter. The ASW Leave year runs from 1 st January to 31 st December. (More details in the staff handbook)
Sickness Benefit:	Where applicable, Statutory sick pay will apply. (More details in the staff handbook)
Pension scheme:	Enrolment to our pension scheme, The People’s Pension, is available and depending on hours worked can be automatic. Employees can opt out of the scheme.
Maternity benefits:	Statutory provision applies. (More details in the staff handbook)
Termination notice:	One month’s notice from either party after the successful completion of the probationary period. During the probationary period one week’s notice from either party applies.

Statutory grievance and disciplinary procedures will apply (see the staff handbook for more details). The post is subject to current UK employment legislation and requires an Enhanced DBS Check and satisfactory references.

The ASW Staff Handbook is provided when a new employee starts work and provides much more detail on Leave entitlement, sickness benefit, Maternity/Paternity benefit, disciplinary and grievance procedures and notice periods.