

St Paul's & St George's Church

Edinburgh

Associate Rector

February 2010

Background

St Paul's & St George's (Ps&Gs) is a Scottish Episcopal (Anglican) church with a congregation of around 700. Based in the centre of Edinburgh, the church is made up of people from all over the city and beyond, and benefits from a wide range of ages, backgrounds and personalities. More importantly we are a group of people connected by a desire to build relationships with each other and with God, to explore what life's about, and how faith can impact on who we are and what we do. Our aim is to build up a lively, culturally-relevant and Christ-centred church, worshipping and serving here in the centre of Edinburgh.

The post of Associate Rector has become available at a unique and exciting time in the life of Ps&Gs. We have recently completed a major refurbishment (Project 21) of our church building in York Place and moved back into the church at the end of August 2008 and now have state of the art facilities that are enabling us not only to build on our existing ministries but to develop in new areas. A verse that has been key during Project 21 and remains key to our thinking and praying is Joshua 3:4 focusing on the need for the people of God to look to Him to direct and lead them and as we do so God promises "Then you will know the way to go, since you have never been this way before"

A new five year strategy was launched just prior to the summer 2008 to provide vision for 2009 – 2014. The key vision and values are –

- Worshipping God
- Loving People
- Serving the World

The church currently has a staff team of 11 –

- Rector (Rev Dave Richards)
- Associate Rector (vacant as of January 2009)
- Worship Director (Fiona Poulson)
- Children's Director (Gemma Stoddart)
- Youth Director (John White)
- Head of Counselling Service (Hazel Beamish)
- Counsellor (Angie Inchley)
- Operations Manager (Ruth Milliken)
- Finance Administrator (Kay Hamilton)
- Part-time Administrative Assistant (Mairi Simpson)
- Caretaker (Mark Humphrey-Taylor)

There is a strong volunteer base as well as a number of volunteer-led teams. The Counselling Service is professional, outward facing and externally highly regarded.

The Vestry (Scottish Episcopal equivalent of the PCC) is made up of elected members of the congregation together with the clergy and is currently chaired by Douglas Millican.

We are looking for an Associate Rector who shares the core values of Ps&Gs and who has both the energy and drive to jointly lead the church forward at this time, to travel with us assisting the church to fully realize and exceed the vision as well as supporting and encouraging both the staff team and the congregation in their ministries and shared life together.

Further information is available via the church website – www.pandgchurch.org.uk

Key Areas of Responsibility

The outline below provides a generic view of how we currently see the post developing. The key areas of gifting and ability that we are looking for are in pastoral care and in teaching. Within that overall framework, however, we are very open to discussing with applicants how the post might look and be developed depending on their specific gifting, passions and experience.

Take leadership responsibility for –

- Pastoral Care within the congregation
- Prayer life of the church
- Small Groups within the Church
- Ensuring the congregation is encouraged and supported in its communal life and volunteers are recruited, cared for, trained and used appropriately

Together with the Rector –

- Share the responsibility for service planning, preaching and leading Sunday and midweek services
- Share line management responsibility for the Directors of Worship, Children and Youth as well as oversight of the professional counselling service and being available as a resource to other staff members
- Conduct weddings, funerals, infant baptisms and dedications as requested ensuring adequate preparation for each
- Share in the preparation of adult candidates for baptism and reaffirmation of baptismal vows
- Be a member of Vestry and attend meetings of the Diocesan Synod and local ecumenical bodies as required
- Development and ongoing life of Pastorates (mid-sized congregations)
- Develop and deliver courses within the church (eg Network, Marriage etc)

Together with the Rector, Vestry and Staff Team –

- Work to implement the vision and values of the church as outlined in the strategy document - <http://www.pandgchurch.org.uk/downloads/strategy-document-2008.pdf>

We believe that the post holder will be:

- An ordained clergyperson with significant previous experience who has proven outstanding skills and gifting in preaching and teaching as well as in pastoral care.
- Evangelical in theology and able to commit fully to the values and overall strategy and direction of Ps&Gs
- Open to the leading and direction of the Holy Spirit
- A proven gifting in building up the church through a strong and mature teaching ministry with both theological depth and pastoral insight
- An excellent communicator with good interpersonal skills and the ability to develop and maintain authentic relationships with others
- Committed to the development of the creative use of liturgy
- Skilled and passionate about working with people to help them achieve their potential in Christ and grow in maturity as Christians
- Able to recognize, nurture, encourage and develop gifts in others
- Able to lead effectively, think strategically and plan carefully
- Equally skilled as an effective team member as well as team leader
- Committed to community playing a full part in the life of both the congregation and the Staff Team, will enjoy and value others and will have a keen sense of humour

Core Details	
Start Date	April 2010; the post is permanent but probationary and mutually reviewable for a period of 6 months
Basic Salary	105% Scottish Episcopal Church stipend plus NI, pension contributions and housing
Holiday entitlement	4 weeks plus Easter and Christmas breaks (including 5 Sundays), 5 public holidays and an annual study week. All staff are eligible to apply for, and be considered for a sabbatical period after 4 years continuous employment.
Review	The post is subject to annual appraisal arranged by the Vestry Staffing Group
Accountability	The Rector

Church website - <http://www.pandgchurch.org.uk/>

Strategy - <http://www.pandgchurch.org.uk/downloads/strategy-document-2008.pdf>