
Job Title	Chaplain
Start date	ASAP
Wage	£28k-£35k dependent on experience
Annual leave	25 days (plus Bank Holidays)
Working hours	Full time (35 hours per week) is preferable but a job share would be considered
Office location	Aberfeldy Estate, Poplar, Tower Hamlets
Line Manager	Director
Applications by	9am Monday 9 th October 2023
Interviews	W.C Monday 9 th October and 16 th October 2023
Applications	Please email your CV and a completed application form to naomi@thisisgrowth.org .

GrowTH is a non-denominational Christian charity, which works in partnership with evangelical churches from a variety of backgrounds within the London Borough of Tower Hamlets. GrowTH seeks to share God's love with its homeless neighbours in word and deed. So, alongside receiving practical care and help, all GrowTH guests have the opportunity to hear the good news of Jesus and to explore the Christian faith, if they wish.

GrowTH has three main projects, with a fourth on its way:

- **GrowTH Night Shelter:** provides volunteer-run winter shelter in Tower Hamlets. Homeless men and women are referred to GrowTH by local homeless agencies. Once accepted into the shelter, guests receive a warm welcome, a hot evening meal, a safe bed for the night, and breakfast in the morning. The resettlement support provides every guest in the shelter with one-to-one support from GrowTH's Advocate Workers to help them move out of homelessness, with the aim of resettling them into stable accommodation.
- **GrowTH Housing:** provides temporary (up to 18 months) move-on homes locally for previously homeless guests, in order to help them transition towards independence. This project provides affordable accommodation, plus tailored support from the GrowTH Housing team. We currently have 15 residents across 8 flats but are due to double our capacity this autumn.
- **GrowTH Day Centre:** provides a safe space for guests to meet with the staff team for advocacy and support meetings. There is also space for shelter guests to relax, and ample opportunities for both staff and volunteer-led evangelistic events, as well as prayer ministry.
- ***NEW FOR 2024* GrowTH Community House:** a residential home for men. The house will provide an opportunity for men seeking a fresh start to confront deep rooted issues impacting their lives, within a safe, loving, disciplined and family environment.

This is for an initial trial period of 12 months due to it being a new role, but the hope is it will become a long-term appointment. The role could look slightly different dependent on the successful candidate(s).

Key Responsibilities

1. Provide chaplaincy support to guests of the night shelter and residents of GrowTH Housing.
2. Build partnerships with the churches to aid evangelism and longer-term discipleship for the guests and residents.
3. Support the GrowTH team in prioritising sensitive, non-coercive evangelism and remaining Christ-centred

Detailed Responsibilities

Providing chaplaincy support for guests and residents of GrowTH:

Night shelter

- Create a centralised plan for bible studies and other gospel focused events in the night shelter, and coordinate with the churches to ensure its delivery.
- Prepare and distribute helpful literature.
- Act as the point of contact between the local churches and the guests with regards to matters of faith and Christianity.
- Provide spiritual training (and/or source appropriate training) for coordinators and volunteers of GrowTH.

Daycentre

- Be present in the daycentre to meet with the guests, build relationships and provide chaplaincy support when required.
- Minister appropriately to guests.
- Lead bible studies or courses for the guests as part of the weekly timetable.
- Create and maintain a weekly timetable of faith-based activities to take place amongst the guests at the daycentre.
- Attend local services or meetings with guests where possible and helpful.
- Connect guests with Christian ministries specific to their needs.
- Source, order, and replenish Christian books, tracts, or materials, when needed.

GrowTH Housing

- Build relationships with residents and provide chaplaincy support when required for the residents.
- Minister appropriately to residents.
- Arrange and lead bible studies or courses for the residents as part of the weekly timetable.
- Contribute towards creating and maintaining a weekly timetable of faith-based activities to take place amongst the residents at GrowTH Housing.
- Attend local services or meetings with residents where possible and helpful.
- Connect guests with Christian ministries specific to their needs.
- Source, order, and replenish evangelistic books, tracts, or materials, when needed.

Build partnerships with the churches to aid better coordination of evangelism and longer-term discipleship for the guests and residents

- Foster and continue to build closer working relationships between the GrowTH team and the local churches.
- Link guests and residents with appropriate ministries run by the various churches in our network.

Support the GrowTH team in prioritising sensitive evangelism and remaining Christ-centred

- Prepare and deliver some morning times of scripture reading, devotion, and prayer.
- Arrange suitable training to assist staff in the spiritual aspect of their roles.
- Spend time praying for the staff, volunteers and the ministry as a whole.

As with any small charity, there will be times when you will need to assist in other reasonable tasks outside your job role. Currently we are in a period of staff change and significant development, so the chaplain may need to help with the management of the daycentre until we are fully resourced.

PERSON SPECIFICATION

<p>Personal faith and values</p>	<ul style="list-style-type: none"> ● A committed member of a local church. ● An understanding and practice of evangelical Christian beliefs and a lifestyle and conduct that are compatible with those beliefs. GrowTH adheres to the Evangelical Alliance Statement of Faith and is supportive of the Evangelical Alliance Pastoral Statement on Sexuality. ● An understanding of Jesus’ compassion for those without a home, hope and help. ● Faith that God can save and restore any person, regardless of their situation. ● Passion for sharing the gospel. ● Commitment to prayer for and with our guests, volunteers and staff.
<p>Experience</p>	<ul style="list-style-type: none"> ● Working with a breadth of churches with different theological emphasis. ● Supporting marginalised people. ● Sharing the gospel with a wide range of people. Understanding the complexity of working with people of different faiths and sensitively but intentionally and respectfully introducing the gospel of Jesus into these relationships. ● Discipleship of individuals. Knowing how to journey with a person with complex needs. ● Pastoral care experience. ● Ability and confidence to preach and teach (desirable).
<p>Skills</p>	<ul style="list-style-type: none"> ● Relevant biblical training and endorsement from church/denomination. ● Confidence to engage with church leaders and other key partners. ● Evidence of longstanding commitment to and involvement with a local church including some sustained form of leadership responsibility. ● Good organisational and administrative skills, including the ability to prioritise tasks and manage many competing demands. ● Good skills in written communication. ● Competency with Microsoft Word and PowerPoint.
<p>Personal Requirements</p>	<ul style="list-style-type: none"> ● Ability to take the initiative and generate ideas. ● Excellent listener with great patience. ● Ability to have some flexible with hours (such as taking guests to different weekly meetings/services as required). ● Willingness to travel between different venues as required (all in the borough). ● Excellent interpersonal skills and ability to speak appropriately to people from all backgrounds (with varying levels of English and cultural diversity) that will be met through the shelter and the housing. ● Willing to undertake any tasks necessary to support GrowTH and get ‘stuck in’ with even the most menial of tasks. ● Keen eye for detail.
<p>Additional Desires</p>	<ul style="list-style-type: none"> ● The ability and willingness to drive in Tower Hamlets would also be an advantage.

Vision, Mission and Values

This Policy sets out the vision, mission, and values of GROWTH in accordance with the Articles of Association:

1. Vision

To see God transform the marginalised in Tower Hamlets, for His glory.

2. Mission

To mobilise churches to respond to homelessness in Tower Hamlets.

We provide safe and welcoming shelter, hospitality and housing through local churches and partners, to give a fresh start to those who are marginalised and an opportunity to experience the love of Christ.

3. Core Values

We are CHRISTIAN

We build connection and community through committed relationships with our guests and partners, motivated by compassion and God's love, and so:

We are LOVING

Our staff and volunteers care, encourage and support our guests through practical love in action.

We are a PARTNERSHIP

Working together we maximise community resources through our network of churches, referral agencies and housing associations to multiply our impact.

We bring HOPE

We point people to Jesus to find hope now and forever.