

Missional Church and Community Organiser

**16 hours/week, with scope to
increase**

**Build connections across
Church and Neighbourhood
Help bring change that leads
to justice and hope
£29,250 FTE salary**

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CHRISTCHURCH THREE MILLS

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Help us see the colours of heaven bursting out of every corner of our community!

Thanks so much for taking the time to look at this job pack and consider joining our team. We are a relatively new, pioneering expression of church based in Three Mills, Stratford; a growing and changing area of East London. We are part of the Diocese of Chelmsford within the Church of England with a vision to grow church that impacts its community through sharing God's love freely and widely, living deeply embedded lives with our neighbours and neighbourhood, and gathering discipleship communities that produce and grow new followers of Jesus Christ.

We have been working in this community for about 6 years and established as a church for around 4 years now, with significant depth of relationships building up throughout the neighbourhood, and the church becoming well known for its community work. We have grown through an emphasis on mission and discipleship within the local area, not restricted to church meetings. Our community work is really taking root, with emphases on meeting people where they are at, combatting presented needs and listening to one another to work towards change in the church and neighbourhood. To continue and develop this work we are looking to appoint a

Missional Church and Community Organiser

This role will be 0.43 FTE (16 hours per week), initially on a 4-month fixed term contract (the contract will be until 31st December 2025), but with scope to extend this into a more permanent position, and increase the hours based on securing funding beyond the end of 2025.

Before giving details of the specific roles, here's a little of what we believe church should be, and the kind of church we want to grow:

Church that is local – we think God has called us to this patch of east London, and we want to see this place thrive and grow with all that Jesus meant when he talked about 'life to the full.'

Church that is passionate about embodying the kingdom of God – we do not want to see church grow just for the sake of it. Unlike many Church of England churches we don't have a building, which just adds to our feeling that God's kingdom comes when God's people live out lives of radical welcome and sacrificial love together, in their neighbourhood, to see the 'colours of heaven' on every street corner and in every tower block.

Church that is for those on the margins – We believe God picks sides. We believe God always favours the poor and the broken and the marginalised. We long for open tables where all are welcome, but we will always work hardest to include, listen to and be led by those whom society excludes.

Church that is 'real life' – We know things in life won't always be smooth and want to be a church that's there for the ups as well as the downs! We're not really about shiny Instagram pages or over the top stories, but a church in the reality of people's lived lives and experiences, just as Jesus became flesh and blood and moved into the neighbourhood. As we live this out we believe in telling the incredible stories of what God is doing in the ordinary as well as the extraordinary.

Church that multiplies disciples – We are seeing God transform lives here in our neighbourhood. And we long for that to grow and happen more. So we're committed to growing expressions of church that reach out and multiply, planting new groups, projects and churches in new parts of our neighbourhood and beyond.

Think you might like to join us in making this happen? Read on...

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Job Description

Role Purpose:

This role is to continue to develop the use of community organising in the church and neighbourhood to help us to grow the church and its work in reach, in depth, in number and in hope. You will take a prominent role in leading our current missional expressions in the neighbourhood, especially around the Community café and food share, and the community corner, and help the church and neighbourhood envision how these can grow as expressions of God's love in the community. Through listening, 121s and house meetings, you will see what else may be possible and working through our links with the Centre for Theology and Community, and our membership of Citizens UK, you will use the methods of community organising to be a lead voice in the church for community engagement that leads to Christ's transformative hope and justice. You will work with the staff team, and both church and neighbourhood volunteers to resource this work and build links with other aspects of the church's life – such as worship and our youth work.

Role in Brief

Job Title: Missional Church and Community Organiser

Reports To: Lead Minister (Church Leader)

Hours/Days of work: 16 hours per week, probably spread over 2 days and Sunday, though exact working hours will be negotiable and agreed at the start of your programme with your line manager. After school and evening work will be expected at times.

Salary: £29250 per annum FTE (£12,480 per annum actual salary, equates to £15/hour)

Pension: Where eligible, postholders will be auto-enrolled in our NEST pension scheme, with a guaranteed employer contribution of 3% of pensionable salary

Additional Training: Training, and regular mentoring, will be offered through our partnership with CTC, and our membership of Citizens UK. The successful candidate will be encouraged to seek further opportunities for training, such as in fundraising, mental health first aid, community gardening or more, and these will be funded where they can be shown to be appropriate to the role.

Start Date: 1st September 2025 (negotiable depending on availability and satisfactory relevant employment checks)

Contract Term: Due to our current funding, this is a 4-month role, due to expire on 31st December 2025. We are doing our best to secure funding to make this into a more permanent role

Probation Period: 6 months (applicable if the contract is able to be extended)

Holiday Entitlement: 5 weeks (25 days) plus Bank Holidays FTE, given on a pro rata basis

Principal work location: We are based in the Three Mills Area of Stratford, E15. A lot of community work happens out of the Vicarage, where we have a small shared office space. We would combine working from here with working from home and other neighbourhood locations

DBS Check Required: An enhanced DBS check is required for this role

Special Conditions of Employment: There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010. Post-holder needs to show proof they have the right to work in the UK

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Other Expectations: It is expected that the post-holder is or would become a full member of the Christchurch Three Mills worshipping community. In particular attendance at our church gathering on Sundays and a community group during the week would be normally expected.

To Apply: Complete the application form, downloadable from www.christchurchthreemills.co.uk/vacancies, or request one by emailing dan@christchurchthreemills.co.uk. Return the application form to this email, or by post (details at end of this document)

Application Deadline: 5pm on Tuesday 8th July 2025

Interview Dates: Thursday 10th July (other dates may be considered if not suitable)

Key Responsibilities

A local, growing, neighbourhood church is a unique environment in which to work, where all team need to be specialists in their areas, but also operate as generalists across the team to ensure the successful delivery of all aspects of the plant. This means that, whilst the bulk of your role will be detailed below, there will be times where you will be needed elsewhere within the organisation

Neighbourhood

- ☐ Take a lead role, initially alongside the Lead Minister, in running the Community Café and Food share each week, including planning activities, working with and welcoming guests and managing volunteers and staff members
- ☐ Oversee the church and neighbourhood roles in taking care of and using the community corner, including combatting litter, tending the plants grown there, and ensuring neighbourhood events can be run there at least once a month
- ☐ Take part, with the staff team, in our regular outreach programmes in the neighbourhood, both larger one-off events and our more regular after school outreach. Your exact engagement in these events will be negotiable depending on the hours you have available.
- ☐ Seek further connections and build relationships within the neighbourhood through the use of 121s, engagement at events, house meetings and other methods as appropriate.
- ☐ Develop, suggest, or support others to set up, other community activities as appropriate to build connections, combat heard needs and point people to hope
- ☐ Help ensure our neighbourhood work is always Jesus-focused and integrated with the life of the church, whether there is a specific faith-focus or element or not.
- ☐ Ensure clear communication about events happening in the neighbourhood to both the church and wider community.

Church

- ☐ Be personally committed to the church life and rhythms of discipleship and worship, both on Sundays and in the week
- ☐ Take a leadership role in worship and community groups as you feel able and in discussion with the Lead Minister
- ☐ Help ensure that the importance of justice, neighbourhood transformation and action is regularly conveyed in the way we worship and live as a church, so that the church at large can understand its place and integration with our discipleship

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- ☐ Play an active role as the church seeks to grow in community listening and organising, helping us to better get to know our neighbourhood and enable the flourishing of life for all who live here. In particular, facilitate training for church through Citizens UK and CTC
- ☐ Engage in 121s regularly with church members, and in turn encourage church members to have 121s with one another and the neighbourhood
- ☐ Help draw together work out of these 121s, especially as it pertains to community action and work towards justice and hope in the neighbourhood and beyond
- ☐ Attend CTC inter-church events and training and encourage other church members to do so as well

Leadership/Sustaining the work

- ☐ Play a lead role in connecting the church membership with the work in the neighbourhood, and those in the neighbourhood with the life of the church.
- ☐ Oversee the safer recruitment of volunteers and partners to run and sustain the work in the community, such as our community corner and community café.
- ☐ Work with other members of the leadership team to help secure funding for our community work moving forwards
- ☐ Ensure the work of community organising and hallmarks of an organised church always form part of our conversations and leadership discussions as we make medium- and long-term plans for the life of the church

Other

- ☐ Undertake safeguarding, safer recruitment and other training relevant to the role.
- ☐ Carry out necessary administrative tasks related to the work you are engaged in.
- ☐ Reflect on your work and training, in collaboration with your line manager, mentors and others, to record and process your learning.
- ☐ Participate fully in the staff team through, but not limited to, staff team meetings, team days and ongoing staff communication.

Person Specification

Vocation

- ☐ We are looking for a candidate who has a passion for local church and wants to see the church in East London engage deeply with one another and its local community
- ☐ We are looking for someone with potential for and a desire to grow in leadership, both in the church and the community
- ☐ We want someone who is flexible, open to both learning and contributing, and who can demonstrate both what they have to offer and how they would like to grow through this role

Skills and Experience

- ☐ You should be able to demonstrate a commitment to local church, how your faith shapes and informs your life, and a commitment to community and personal growth
- ☐ Some experience and training in community organising should be shown

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- ☐ Ability to work with others, especially across gender, class, ethnic and religious differences, to listen and build working relationships that can lead to engagement and action.

Personal Qualities

- ☐ A committed Christian with a desire to grow in your faith and help others to do this to
- ☐ Someone with a passion to see local church and community thrive
- ☐ Someone who is teachable, open to being helped, corrected and taught
- ☐ A good team player who recognises the good others bring, both within and outside the church
- ☐ Potential for leadership, whether demonstrated now or with the possibility to grow into this in the future
- ☐ A good listener, who takes others and their voices seriously

Other Information

- ☐ Hours of work will be agreed with your line manager. However, we are very happy to be flexible depending on individual circumstances. There will always need to be some flexibility in hours worked to support ad hoc church events.
- ☐ We believe in a collaborative, diverse leadership team and actively encourage applicants from underrepresented backgrounds, especially but not limited to ethnic minority and working-class backgrounds. If you can see any potential barriers to you applying please do get in touch for an informal conversation around the role and its accessibility.
- ☐ With this in mind, we would be happy to discuss/work out ways of supporting the post holder in accessing relevant theological and leadership training alongside this role. Do mention in your application/interview if you would be interested in this.
- ☐ Christchurch Three Mills is a pioneering community which offers an exciting opportunity to come and help shape traditional and innovative ways of being church for the good of our local community, which we express in our vision statement 'to see the colours of heaven bursting out of every corner in our community'.

To discuss this role or the church further, or to arrange an informal visit, do get in touch with Dan, the Lead Minister: dan@christchurchthreemills.co.uk, 07859053993

You may also find information about the church via our Facebook/Instagram pages

([@christchurchthreemills](https://www.facebook.com/christchurchthreemills)), our website (www.christchurchthreemills.co.uk) or feel free to visit any Sunday morning at 11 (we currently gather at The House Mill, Three Mill Lane, London, E3 3DU)

Next Steps

- ☐ Please download an application form at www.christchurchthreemills.co.uk/vacancies
- ☐ Return to dan@christchurchthreemills.co.uk or by post to

Revd. Daniel Scott
Christchurch Three Mills
3 Riverside Road
Newham
London

- ☐ Deadline for applications is **5pm, Tuesday 8th July 2025**

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