

**LGBTQ+ Chaplain**

**Full Time
(Fixed Term Contract till December 2026 as subject to external funding)**

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Saint Mark’s Church
Southend

**Introduction**

St Mark’s is a Church of England church, which is part of the Parish of St Alban the Martyr, WESTCLIFF and St Mark the Evangelist. SOUTHEND. Situated in Essex, close to the beautiful Thames estuary, there is so much on offer for those who live, work, and visit this area.

We believe that we are called to express something of the wonder, excitement, and inclusivity of the faith we share in our newly re-organized parish. Both churches work within the Modern Catholic tradition with a strongly inclusive outlook and are members of Inclusive Church. St Mark’s is more informal in the ways in which we express our faith, whilst St Alban’s nineteenth century roots are expressed in fully engaging in its Anglo-Catholic identity whilst maintaining an inclusive outlook.

As is the case for everyone, the pandemic has profoundly impacted our neighborhoods. Therefore, we are more aware than ever of a need to re-connect with our communities. We are looking to deepen our relevance to the people around us and build on our existing links with the LGBTQ+ community which are already growing within the Southend area.

At St Mark’s we work closely with the LGBTQ+ community. We worship with acceptance, dedication, and inclusion of all people and help them become comfortable with growth in God.

**About the role**

This is a brand-new role, and you will be our first ever LGBTQ+ Chaplain Worker in our parish.

We have created this role as we want to build on our growing connections with LGBTQ+ people, their families and children and the community and see this role as pivotal to developing our strategy in training and supporting others in our future work in this area of ministry.

The primary focus of the role is to establish, grow and lead volunteers in sustaining a thriving and dynamic ministry centered on the LGBTQ+ community, along with their families, friends and supporters in our parish. The challenge is to support and grow the work that is already beginning in both churches in our parish, but St Mark’s is leading on this role having secured funding.

At St Mark’s we have made a firm commitment to being the outward face of the church in the community to take the Gospel out in the world. We are particularly keen to engage with the LGBTQ+ community in Southend on Sea, which is one of the most deprived areas in Essex.

This role will help us to explore how we might best meet both the spiritual and physical needs of the LGBTQ+ community, so that they can encounter Christ in their lives in a meaningful way,

The purpose of this role is to help us:

1. Bring professionalism and knowledge to develop and sustain links across the parish with the prime focus to nurture the faith of the LGBTQ+ community.
2. To reach out with the love of Jesus Christ to members of the LGBTQ+ community, their families and friends with whom we have not had any previous contact.

**What we are looking for**

We are looking for someone who ideally has a deep Christian faith and loves working with a close community. A professional who can lead and guide us to grow our work across the parishes within the LGBTQ+ community.

You will be someone who has a passion and drive to want to make a difference in our community. You will be able to relate to both adults and children, building solid and lasting relationships, enthusing every parishioner with a vision for our work.

**What we can offer you**

We believe our parish is an exciting and rewarding place to work, but in addition we can offer you:

* The support of two parish priests who will give you prayerful and practical support and supervision but also allow you to have the freedom for you to be creative and imaginative in the role.
* Salary: up to £35,000-£38,000 depending on experience
* Full time post subject to a probationary period of six months and enhanced Disclosure and Barring Service (DBS) check.
* Hours: Normally 40 hours per week over 5 working days, including Sundays. Additional hours may occasionally be required by mutual agreement with the line manager
* Holiday allowance: 25 days a year plus bank holidays, with a maximum of six Sundays off

Job Specification

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| **Post Title** | LGBT+ Chaplain |
| **Employed by** | The Parochial Church Council (PCC) of Westcliff Saint Alban and Southend Saint Mark  |
| **Line Managed by** | Mother Cherry Sandover  |
| **Responsible for** | Chapliancy to LGBTQ+ Community |

Purpose

The overall purpose of the LGBTQ+ Chaplain is to work alongside LGBTQ+ people, their families and friends in the church in promoting the good news of Jesus Christ amongst members of the LGBTQ+ community in the city of Southend-on-Sea. Working with the parish clergy to foster a community of inclusion and understanding in an environment that celebrates and affirms LGBTQ+ people and does not discriminate on the on the grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality.

Responsibilities:

1. Contribute to the vision of the parish for deepening of the Christian faith of LGBTQ+ members of the parish.
2. Reaching out with the message of Jesus Christ to LGBTQ+ people, their families and friends outside the church, and promoting the work of the parish.
3. Create a safe, encouraging and listening space to ensure that LGBTQ+ people, their families and friends can be offered appropriate pastoral and spiritual care.
4. To work with local LGBTQ+ people to provide appropriate opportunities for worship and study of the Christian faith.
5. To help incorporate LGBTQ+ people into the full worshipping life and community of the parish’s two churches.
6. Being a friendly pastoral presence and taking part in the worshipping life of the parish.
7. To help work to promote greater understanding of the needs and concerns of the LGBTQ+ community amongst other members of the church.
8. To equip themselves with knowledge and information about Christian and secular resources to which people may be referred and to make appropriate referrals.
9. To liaise with local LGBTQ+ groups such as *LGBTQ+ Christians Southend*, *Southend Pride* and seeking new connections with other groups meeting at our neighboring Cliff Pub.
10. To build up knowledge and expertise which will enable them to offer insights to other local parishes who want to learn how to affirm and support their local LGBTQ+ community.
11. Ensure all safeguarding practices are upheld in consultation with our
Safeguarding Officers, ensuring all our volunteers are DBS checked, trained and kept up to date with policies and procedures.
12. Maintain confidentiality, never disclosing personal information about people they work with to a third party except with explicit permission or if legally required to do so.

Person Specification

Essential:

1. Passionate about the Christian faith and be able to share it joyfully with others, with a willingness to work within our Catholic tradition and teaching to enable church growth.
2. Has an inclusive and affirming outlook towards LGBTQ+ people.
3. Experience of church involvement in a paid or voluntary setting.
4. Understanding about issues affecting lesbian, gay, bisexual and trans people and about their history and culture.
5. Understanding and awareness of the problems and issues faced by LGBTQ+ people in the church.
6. Awareness of language, stereotyping and assumptions.
7. Excellent communication skills and ability to demonstrate sensitivity and empathy
8. Experience of a pastoral or listening role in either a formal or informal context.
9. Able to form relationships with key stakeholders within and beyond the Church and able to relate to people from all backgrounds.
10. Team player who can enable and encourage leaders and work with volunteers.
11. Innovative, creative, flexible as well as visionary.
12. Self-motivated leaders can drive ideas forward and explore ways to sustain the role beyond the contract period.
13. Strong enthusiastic team player, who is an encourager, patient and calm.
14. Be prepared to work within the current Church of England guidelines on human sexuality.

Desirable:

1. Has an interest in the Catholic tradition in the Church of England.
2. Competent with IT, including Microsoft Word, Excel, PowerPoint and Social Media platforms.
3. To have knowledge and understanding of the Church of England, its values, structures and processes.
4. Awareness of the current issues and debates in the Church of England around the place of LGBT+ people including *Living in Love and Faith.*

Key Terms:

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| Pay | up to £35,000-£38,000 depending on experience |
| Hours | 37 hours week to be worked flexibly and will include weekend and evening working as agreed with line manager. |
| Place of Work | Office space at St Mark’s but otherwise working across because St Mark’s and St Alban’s as required. |
| Holiday | 25 days plus eight days bank holiday [pro-rata if part-time] |
| Benefits | Pension schemeFlexible Working |
| DBS | This role is subject to a satisfactory enhanced DBS Check |
| Occupational Requirement | This role has Occupational Requirement to be a practising Christian, as permitted under Schedule 9 Part 1 of the Equality Act 2020. |
| Contract | Fixed term two-year contract as externally funded.Six-month probation period. |
| Eligibility | Must have the right to reside and work in the UK. |