

# Children's Pastor - Tower Hamlets Community Church

## Background to THCC

Tower Hamlets Community Church is a growing intercultural church that reaches out to a wide variety of people, who come from a range of backgrounds. We are made up of 2 congregations as well as having a monthly Church with a Difference service focused on those on the fringes of church and a monthly Bengali Fellowship service. Our aim as a church is to ensure that we are an outward-focused church that is evangelistic in nature whilst also caring for those within the church. Our desire is to develop people and help shape them to become all that God has created them to be.

We have a thriving children's and families' ministry, reaching children from 30 or so non-church families a week, and supporting 30+ church families in their discipleship. In recent years, we have seen families join the church through our children's ministry, and many of the children who have been in our kids klub have gone on into our youth programmes. We are looking for someone to build on that strong foundation, continuing to reach our community with the gospel, and equipping parents and carers to disciple their children. We believe that children's work, like all other aspects of church life, should include people of all abilities, and that church should be a place where children are safe.

## Role Summary

To lead and develop children's and families ministries and outreach across both congregations of THCC, and to act as Designated Safeguarding Lead. *It may be possible to increase this to a full-time post through the post-holder taking on other responsibilities including pastoral, community outreach and/or church operations. If this is of interest, please mention this in your application.*

## Key Responsibilities

- To support children and their families in their walk with Jesus and their evangelism through coordinating (and serving in) our Sunday children's work from 0-11 across two congregations. To oversee the content of taught sessions and ensure that volunteers have the resources they need.
- To present the gospel to children from churched and unchurched backgrounds in clear, fun and engaging ways.
- To oversee and develop our midweek children's outreach activities, building good relationships with their families.
- To work with the team to ensure that children feel welcome across our different activities and venues.
- To manage the team of volunteers and interns, including recruitment, induction and ongoing training.
- To ensure that the vision and culture of children's and families' activities fits within the wider church vision and strategy.
- Work closely with the church Youth Worker to ensure that churched and unchurched children transition well into our youth work.
- To oversee the annual programme of events, camps and trips, and to ensure that these are low-cost for low-income families.
- To promote inclusion of children and young people with SEND, and to foster a culture of inclusion in the wider church.

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- To act as Designated Safeguarding Lead (with support and advice from Thirtyone:Eight, ensuring that there is cover from named deputies during annual leave. To maintain a team of deputies who know their duties.
- To work with trustees to update the Safeguarding Policy at least once a year to ensure best practice and to ensure that staff and volunteers are trained in, and act according to the organisation’s Safeguarding Policy.
- To manage risk in activities involving children and young people.
- To contribute to the success of Tower Hamlets Community Church, and to carry out other tasks as directed in line with the wider vision and mission of the organisation.

### Details

**Salary:** Dependent on experience in children’s ministry

**Contract:** Permanent

**Hours:** Part Time (16-20 hours per week - flexible in school holidays if required) *It may be possible to increase this to a full-time post through the post-holder taking on other responsibilities including pastoral and/or church operations. If this is of interest, please mention this in your application.*

**Annual Leave:** (5 weeks holiday p.a. FT) but with no more than 7 Sundays per year away from Church without prior discussion

**Training:** Post-holder could undertake Ministerial Accreditation with the Assemblies of God. All our staff attend annual the AOG conference where possible. Other training will be provided as required including Safeguarding and Paediatric First Aid.

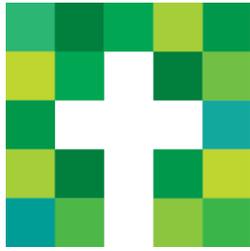
### Person Specification

Area	Attribute	Essential (E) / Desirable (D)
Personal Faith	Committed to three growing relationships - with God, with His church, and with the community - <i>For this post, a personal Christian faith is a Genuine Occupational Requirement in terms of the Employment Equality (Religion and Belief) Regulations 2003.</i>	E
Skills and Personal attributes	An understanding of Safeguarding and commitment to best practice in this area	E
	Organised - able to manage own time effectively, and to coordinate the work of others	E
	Effective communicator - able to work well with children and adults	E

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	A passion to see children grow as disciples	E
	Trained in Paediatric First Aid, and willing to keep this up-to-date ( <i>training can be provided if not already trained</i> )	D
	Creative - able to generate and follow through on new ideas to reach and teach children	E
Experience	Experience of delivering children's work in a church context (whether coordinating or as part of a team).	E
	Experience of volunteer or staff supervision, training and care. Preferably with an understanding of building a team.	E
	Experience of delivering children's work in a community context (outside of church).	D
Personal Circumstances	Willing to attend Tower Hamlets Community Church	E

Engagement will be subject to satisfactory references being obtained, and will require a full DBS check and self-disclosure form.



# Tower Hamlets Community Church (THCC)

*Reaching the Unreached in the Heart of East London*

## Who Tower Hamlets Community Church are:

Tower Hamlets Community Church is a Bible-believing, evangelical church that is part of the Assemblies of God movement. We are based in the incredibly diverse and vibrant East End of London, and have a thriving outreach programme. We are an intercultural and multigenerational Church. Over 150 people call THCC home and a remarkable 80 per cent of the adults are engaged in serving the community.

We meet as two congregations in two locations on a Sunday. Husk Community Centre in Limehouse and Lighthouse in Devons Road. The Lighthouse was formally an FIEC Church and is now in the process of becoming fully part of THCC. Additionally we have monthly services for Church With A Difference ( dementia friendly ) and Bengali Fellowship. These monthly services both take place at Lansbury Lodge, our hub in Ricardo Street Poplar where the Church offices are based and many of our midweek activities take place.

## Our Mission Field: Tower Hamlets and the Lansbury area

Statistically, the Lansbury area surrounding our church community centre is characterised by a poor, young, ethnically diverse population in which the majority religion is Islam. Unemployment is high, and the effects of the housing crisis are felt here in high levels of street homelessness and overcrowded family homes. Of course statistics don't tell the full story, but they help explain why we run the projects and programmes that we do.

- Tower Hamlets has the highest level of child poverty in England, and rates of new diagnosis for Special Educational Needs and Disability (SEND) are higher here than anywhere else in London, putting pressure on schools and families who are under-resourced to support these children.
- 2/3 local residents are from BAMER backgrounds, with 43% identifying as Muslim.

- Almost 1 in 5 local residents have an illness or disability which limits their daily activities, which is higher than the London average and particularly striking in an area with one of the youngest populations in Europe.
- In Contrast to this, Tower Hamlets is sandwiched between the twin financial districts of London, the City and Canary Wharf and has an ever growing population of affluent professionals.
- Tower Hamlets was once again the fastest growing population in the UK as identified by the 2021 Census.

Amidst these challenges, Tower Hamlets Community Church has been sharing the love of God in this place for decades, and we have seen first-hand the impact of the gospel on situations that may appear hopeless.

## THCC: Impacting Our Communities

Somewhat imperfectly, we love God, we love one another and we love our community. We at Tower Hamlets Community Church are an inter-cultural church that makes a real and true difference in our communities in our various locations

### Children and Youth Outreach

For children and their families we run two weekly Kids Klubs ( these have an emphasis on welcoming unchurched kids), parent and toddler groups ( one on the Isle of Dogs and one at Lansbury Lodge), and assemblies in local schools. Lansbury Lodge also hosts weekly youth nights, and we have regularly seen children growing up through our kids ministry and into the youth work.



### Weekly lunch



We run a weekly lunch club at Lansbury Lodge for a cross- section of the community which brings together elderly people who live in the sheltered accommodation next door, rough sleepers, adults with learning disabilities and seekers from the local

Bangladeshi community who come each week for the free food, friendship, connection and gospel message.

## Church With a Difference

For the past few years we have run Church With a Difference – a service aimed at people with dementia or learning difficulties, and this has opened doors for us to become a church that more fully reflects God's heart for those who are excluded. This has brought together a wide section of people who would not have been able to access church otherwise.

## Bengali Fellowship



We have a Bengali Fellowship made up of Bangladeshi background believers, many of whom have come to faith in Jesus out of Islam. This has been running for many years now with people attending the monthly get together as well as a weekly Bible Study in Bangla. At THCC we have a real heart for sharing the Gospel with Muslims and many of our congregation are actively involved in reaching out to the Muslim community.

## Homeless and Marginalised work

Our pastor was the founding Chair of GrowTH, an initiative by local churches responding to homelessness in the local area by creating a Night Shelter. Through the winter months, Lansbury Lodge has been used once a week, providing a warm bed, 2 hot meals, and as importantly, love and friendship for our guests. Over half of the guests go on from the shelter into other housing with the support of the GrowTH team. The Church also provides hot meals to take away on Wednesday for people on the streets, in hostels or otherwise in need. We are also privileged to have a drop in and housing First team from Spitalfields Crypt Trust operating out of our building helping those in housing need.



## the Common Space



In 2020 we took on use of a former London City Mission café and community space in Limehouse called Husk. We now use this building for services on Sunday morning as well as community activities and a Christianity Explored course. At the end of the Covid Lockdown we launched a community engagement project to help the community reconnect, called Common Space. This is a café session open to all and free of charge, where people from very diverse backgrounds come,

meet one another, play games, hang out and make new friends. It's also been a feeder into evangelistic programs at Husk such as Creative Space and Faith Space. The Common Space also was the launching point for 'What's The Story?', an evangelistic course connecting people to God's big story.

## Canaan Project

Lansbury Lodge provides office space for the Canaan Project, a local youth work charity, working with marginalised 11-19 year old young women in Tower Hamlets. It developed from the youth work of Tower Hamlets Community Church in 2005 and is a continuation of our vision, outreach, and mission to support the most vulnerable people in our local community. It remains a key part of our service to the local community



## Developing working class and minority leadership



3 of our 5 Leadership team were raised on low incomes on London council estates. One of our distinctives as a church is investing in raising up leaders from minority backgrounds and our senior team includes people from a black Caribbean and Bangladeshi Background.

## World Mission and Supporting the Wider Church

We have always seen our building as a place to steward for the kingdom rather than for our own use only and so have made it available free of charge to churches, parachurch organisations and for inter-church events. 20% of our senior pastor's time, and over 15% of our income as a church goes to overseas missions and to training and equipping other churches in the UK to reach their local communities with an emphasis on least reached groups. We work in partnership with churches and ministries in Bangladesh, Kosovo, Northern India and the Middle East. When evaluating mission partnerships, we look to support those reaching least reached peoples, as this aligns with our own mission here in Tower Hamlets and enables two-way working and learning.

## Continuing Story

THCC has over the years been a beacon of hope in a needy and rapidly changing community. We have sought to shape and be shaped by our local community as we live out the good news of Jesus with intentionality and passion. Bringing hope as we see God restore and change lives from across the whole of our diverse borough. Currently we are working towards planting a new congregation on the Isle of Dogs as we have identified a great need for Evangelical witness particularly amongst working class and Bangladeshi people in a rapidly growing community.

# Vision, Values and Statement of faith

## Vision and Values

### Our Dream is

- To see the kingdom of God come in power in Tower Hamlets and beyond.
- To see Jesus exalted and esteemed.
- To give every man, woman and child in Tower Hamlets the opportunity to hear, understand and respond to the Gospel of Jesus Christ.
- To enable them to become part of a Church that exalts Jesus and that raises them up to fulfil their calling, purpose and destiny In Christ.
- To be a mission minded church that influences beyond our area.

### What is our Purpose as Tower Hamlets Community Church?

To shape a multi-cultural and multi-generational borough wide Church, that provides a real sense of belonging and develops people who have a commitment to deep and growing relationships with God, with one another and with our community.

### What does that look like?

- A Church that is Spirit filled and Biblically based.
- A Church that is impacting the community.
- An apostolic centre that pushes back boundaries, creates, innovates and shapes, both locally and further afield.
- A strong church, solidly grounded in our community.
- Intercultural - bringing people together and learning from each other

- Multi-generational - hearts that are connected across generation
- People from all social classes.
- Relevant and equipping.
- A Church where people know they belong.

## **Structure of THCC**

### **Main Leadership Team (MLT)**

Our Church is led by a Senior Pastor (Tony Uddin) who is a part of a leadership Team. They are the elders of the church This team is the decision making body of the Church, i.e. if there are decisions that have a wide impact across the Church, they will be made by this team. The team is led by Tony. They are responsible for setting the direction, vision and values of the Church.

The team is currently composed of Tony Uddin, Simon Kempson, Nikson Robinson, Caroline Millar, James Blake and Bex White

### **THCC Department Leads**

These people strengthen the management of a number of practical activities that are core to THCC.

- The practical organisation of Sunday mornings, including welcoming, set up, worship, and all aspects of children's work.
- The outreach ministries of Lansbury Lodge
- The centrally organised social and evangelistic activities.
- Link Groups
- Youth work.

Our heart in this is

- Facilitating communication between the Main Leadership Team and those bearing much of the practical responsibility for the running of the Church.
- Ensuring that those who carry direct responsibility for these activities input into the planning and strategy of the Church.
- Encouraging discussion and communication between those responsible for these various activities.
- Nurturing leaders so that they can be encouraged, equipped and developed.

As the leadership team develops the vision of the Church, it is essential that it understands how this impacts on those that are practically delivering much that the Church does. Our department leads shape the development of the Church. The other group providing leadership across THCC is the trustees. These have significant legal and financial responsibility for the Church. Their role is to ensure that the Church carries out its work to the highest standards and complies with all relevant legislation.

## Informal Leadership

For a variety of reasons we would expect there to be very capable leaders in THCC who are not part of any formal leadership group. Some of these leaders will have committed their energy to activities outside Church; for example, to their children or to their career. We would expect such people to have an active interest in the leadership of THCC and to contribute to it in informal ways.

Others of these leaders will be very active in Church life. One of the strengths of THCC is that a high proportion of the Church's ministries are developed outside of the formal leadership. Typically, this has been in the areas such as evangelism, prayer, social activity, community work and the creative arts. While we would encourage anyone leading in this way to engage in early and good communication with the Main Leadership, we would very much want to encourage activity of this nature and would only want to restrain it if we felt it conflicted with THCC's core values.

## One body, many parts

It is common in our society to value those that lead more than those that don't. In contrast, we believe that we are all equal before God regardless of the role we have in any human organisation. The challenge is to build a Church of many different, but equally valued parts.

For leaders, we expect the outward expression of this to be through servant-hearted leadership. Such leadership genuinely values people for who they are and not for what they do.

For all of us, the challenge is to have deep and honest relationships with one another so that Christ's love truly overwhelms any sense of one part of the body being more important than another.

## THCC Core Values

### 1. LOVING GOD

- **Bible Believing** – Strong on the essentials, valuing our differences
- **Prayerful** – Including God in our daily lives
- **Worshipping** – Vibrant worship that reflects our passion for God
- **Spirit-Filled** – Empowered to live for and like Jesus

### 2. LOVING OUR COMMUNITY

- **Outward Looking** – Reaching out to others.
- **Grounded in Our Community** – Shaped by, and shaping, the East End
- **Welcoming** – We just love people

### 3. LOVING EACH OTHER

- **Fusion** – Bringing different flavours of life together
- **Embracing** – Who you are is more important than what you do
- **Family** – A place to belong.
- **Caring** – Putting ourselves out for others

### 4. Journey

- **Putting People First.** We want to do things well, but people will always come first
- **Real and Honest** – We're not perfect, but we're working on it
- **Fun-Loving** – Enjoying our life together
- **Patient** - Changing our world takes time. We've seen great things here over the past 30 years and we're still working at it

# What does it mean to be a part of THCC?

## How do I join THCC?

THCC currently does not have a formal membership scheme. For us being a part of THCC involves far more than signing on the dotted line. We would consider someone a member of THCC if they fulfil the following:

- **A born again Christian.** This is a person who has put their faith in Jesus Christ as Lord and Saviour and has committed themselves to following Him.
- **Has chosen to make THCC their Church.** We believe that every Christian ought to be a part of a local Church where they are committed to relationships with others and submitted to that local body of believers.
- **Is committed to the Vision and Values of THCC.** We want people who call THCC their home to be dedicated to our vision and values.
- **Is Committed to our Statement of Faith.** We appreciate that people at THCC come from a wide variety of backgrounds but are agreed on the fundamentals of the Christian Faith.

## What does this mean in practice?

We would hope that everyone who is a member of THCC would be committed to the following:

- Living a life that is Holy and consistent with Biblical standards of conduct and integrity.
- Seeking to make disciples of Jesus in their day to day life.
- Being a part of one of our ministries so as to have an expression of service in the Church.
- Being a part of a small group that meets together to share life, fellowship, pray and encourage one another in evangelism. Our hope is that this would be one of our Life Groups.
- Be regular in attendance at our Sunday Services.
- Actively seek relationships and friendships with people who are different to themselves, those of a different background.
- Being faithful with regular, proportional financial giving to the Church.

# Statement of Faith

1. We Believe that the Bible (i.e. the Old and New Testaments excluding the Apocrypha) is the inspired Word of God, the infallible, all-sufficient rule for faith and practice. (2 Tim.3:15-16; 2 Pet.1:21).
2. We Believe in the unity of the one true and living God Who is the eternal, self-existent 'I AM', Who has also revealed Himself as one Being co-existing in three Persons - Father, Son and Holy Spirit. (Deut.6:4; Mark 12:29; Matt.28:19; 2 Cor.3:14).
3. We Believe in the virgin birth, sinless life, miraculous ministry, substitutionary atoning death, bodily resurrection, triumphant ascension and abiding intercession of the Lord Jesus Christ and in His personal, visible, bodily return in power and glory as the blessed hope of all believers. (Isa.7:14; Matt.1:23; Heb.7:26; 1 Pet.2:22; Acts 2:22, 10:38, 2 Cor.5:21; Heb. 9:12; Luke 24:39; 1 Cor.15:4; Acts 1:9; Eph.4:8-10; Rom.8:34; Heb.7:25; 1 Cor. 15:22-24,51-57; 1 Thess.4:13-18; Rev.20:1-6).
4. We Believe in the fall of man, who was created pure and upright, but fell by voluntary transgression. (Gen.1:26-31; 3:1-7; Rom.5:12-21).
5. We Believe in salvation through faith in Christ, Who, according to the Scriptures, died for our sins, was buried and was raised from the dead on the third day, and that through His blood we have redemption. (Titus 2:11;3:5-7; Rom.10:8-15, 1 Cor. 15:3-4.) This experience is also known as the new birth, and is an instantaneous and complete operation of the Holy Spirit upon initial faith in the Lord Jesus Christ. (John 3:5-6; James 1:18; 1 Pet.1:23; 1 John 5:1).
6. We Believe that all who have truly repented and believed in Christ as Lord and Saviour are commanded to be baptised by immersion in water. (Matt.28:19; Acts 10:47-48; Acts 2:38-39).
7. We Believe in the Holy Spirit as an endowment of the believer with power for service, a biblical evidence of which ( though not the only one) is speaking with other tongues. (Acts 2:4, 10:44-46, 11:14-16, 19:6; Isa.8:18).
8. We Believe in the operation of the gifts of the Holy Spirit and the gifts of Christ in the Church today. (1Cor.12:4-11, 28; Eph. 4:7-16).
9. We Believe in holiness of life and conduct in obedience to the command of God. (1 Pet.1:14-16; Heb.12:14; 1 Thess.5:23; 1 John 2:6).
10. We Believe that deliverance from sickness, by divine healing, is provided for in the atonement. (Isa.53:4-5; Matt.8:16-17; James 5:13-16).
11. We Believe that all who have truly repented and believe in Christ as Lord and Saviour should regularly participate in Breaking of Bread. (Luke 22:14-20; 1 Cor. 11:20-34).

12. We Believe in the bodily resurrection of all men, the everlasting conscious bliss of all who truly believe in our Lord Jesus Christ and the everlasting conscious punishment of all whose names are not written in the book of life. (Dan. 12:2-3; John 5:28-29; 1 Cor. 15:22-24; Matt. 25:46; 2 Thess. 1:9; Rev. 20:10-15).



TOWER HAMLETS COMMUNITY CHURCH

Application form for position of Children's Pastor

Name	
Telephone Number	
Email Address	
Postal Address	
On what basis do you have the right to work in the UK?	
Current Church (please include website)	

In this application form we would like you to show something of your heart, your vision and your gifting so that together we can seek God as to whether he has called you to serve His Church in this way. As a guide, we suggest that you use no more than 200 words to answer each section and you're welcome to use fewer if you wish.

Please fill this in form **carefully**. The role that you're applying for requires attention to detail, and making mistakes in this process could detract from your application. Feel free to use bullet points if it helps you to organise your answers and keep them concise.

**Why are you applying for this role?**

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**How would you describe your gifts?**

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**Although rewarding, working for the Church that you attend can be challenging. What challenges do you expect to face, and how will you (and your family, if relevant) manage those challenges?**

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**How do you meet the Skills and Personal attributes required in the Person Specification?  
(You can find this on page 2 of the Job Description)**

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**How do you meet the Experience required in the Person Specification?  
(You can find this on page 2 of the Job Description)**

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**Please summarise your education and training, highlighting any training that is particularly relevant to this role.**

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**Are there any aspects of this role which you would require training in order to carry out?  
Please be specific, and honest - we fully expect that the successful candidate will need some training.**

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**We are an AOG church, and part of the Evangelical Alliance. Please indicate if there is any aspect of the EA [Basis of Faith](#) or [Pastoral Statement on Sexuality](#) that you are not comfortable with.**

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 TOWER HAMLETS COMMUNITY CHURCH  
Application form for position of Children's Pastor

**Please provide details of two people who are willing to act as referees. Please indicate in what capacity they have known you, and for how long.**


**Is there anything else you would like to tell us?**

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Please return your completed application form to [church@thcc.org.uk](mailto:church@thcc.org.uk) by 23:59 on January 25.

Due to the nature of this role, we believe that this post is subject to an occupational requirement that the holder be a practicing Christian under Part 1 of schedule 9 of the Equality Act 2010

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore, at a later stage in the application process, applicants will be required to declare:

- All unspent convictions and conditional cautions
- All spent convictions and adult cautions that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020).

For further information on filtering please refer to [Nacro guidance](#).

We recognise the contribution that people with criminal records can make as employees and volunteers and welcome applications from them. A person's criminal record will not, in itself, debar that person from being appointed to this post. Any information given will be treated in the strictest confidence. Suitable applicants will not be refused posts because of offences which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying.

All cases will be examined on an individual basis and will take the following into consideration:

- Whether the conviction is relevant to the position applied for.
- The seriousness of any offence revealed.
- Your age at the time of the offence(s).

 TOWER HAMLETS COMMUNITY CHURCH

**Application form for position of Children's Pastor**

- The length of time since the offence(s) occurred.
- Whether the applicant has a pattern of offending behaviour.
- The circumstances surrounding the offence(s), and the explanation(s) provided.
- Whether your circumstances have changed since the offending behaviour.