



Scargill Movement



Chaplain at Scargill House

We are delighted that you are interested in the role of Chaplain at Scargill House and offer you these details to assist in your discernment regarding this post; we will certainly be praying for clear guidance as you read this. Further information can of course be found on our website including our identity and values and the Scargill Pathway Promises. If you have any questions or would like an informal conversation, or you would like to arrange a visit, please contact us either via email: people@scargillmovement.org, or via telephone: 01756 760500, and ask to arrange this. Informal conversations will either be with one of our current chaplains (Annie Naish or Phil Goodacre) or myself.

If having prayerfully considered this post, you would like to apply, please complete the application form which can be downloaded from our website. If you are married or in a civil partnership, your spouse/partner will also need to complete a 'General Application Form' which can also be downloaded from our website. All applications need to be returned by email by 23.59pm on Friday 7 August. Shortlisted candidates will be informed by Friday 14 August.

Successfully shortlisted candidates, along with any spouses/civil partners, will be invited to come for interview at Scargill from 4pm on Tuesday 8 September, through until late-morning Thursday 10 September. Further details will be sent after shortlisting.

It is hoped that the successful candidate will be able to join the community in January 2027, although an earlier start date may be negotiable. Please be assured of our prayers as you consider applying for this post,

Dave Lucas - Community Leader

Scargill House

Scargill House is the home of the Scargill Community, an intentional, ecumenical and international community, whose gift is hospitality; a place where all are welcomed and honoured. At the heart of the Community's life is a commitment to our vision "***lives shared, lives transformed with Jesus at the centre.***"

We are passionate about seeing people come to know God's saving love, find faith in Jesus Christ and grow in practical discipleship under the power and guidance of the Holy Spirit. Through our offering of retreats and conferences in a beautiful space, we have a desire to see both individuals and the local church renewed and equipped for mission in the contemporary world. We believe the diverse, accepting, generous, prayerful and playful Scargill Community has a call to be a prophetic voice in our ever-changing world.

We are currently experiencing a significant time of transition and discernment, with our previous Director, Phil Stone, having recently retired along with his wife Di. Together they have led the Community for the last sixteen years. Along with members of the Community Leadership Team, our Chaplains play a key role in helping to 'hold' the Community during this time, and sharing in discerning where God is leading us into the future.

The Opportunity

We are looking for another Chaplain to join our Community and work as part of our existing Pastoral & Teaching Team. We are looking for someone who has an adventurous spirit, and feels passionately about sharing the love of God. Chaplains are often at the forefront of sharing God's welcome to a wide variety of guests and visitors – sharing in the leadership of services, retreats, conferences, and church weekends.

Chaplains help nurture the gifts of other members of the Community, encouraging one another and enabling learning as we grow in faith together. Along with the rest of the Pastoral & Teaching Team, Chaplains are available for the Community as a whole, offering individual support, assisting with Community training, and helping to enable social events.

Together, we are committed to nurturing and building community both here and with all who visit, seeking to be a source of support and place of compassion, as we rediscover hope in our lives. All Community members, regardless of their area of work responsibility, must, therefore, have some sense of calling to community and involve themselves in all aspects of our common life.

As a Community we believe that God's welcome is for everyone, and we aim to share this with our guests here at Scargill House.

Person Specification

We are looking for a someone with a committed, mature Christian faith, who is motivated by God's grace, with a generous spirit, and excited by Scargill's vision of *"lives shared, lives transformed with Jesus at the centre."* Our new Chaplain will be an ordained, accredited or recognised lay-leader in a church which is affiliated to, and recognised by 'Churches Together in Britain and Ireland'.

Below are a range of qualities and experiences that we're hoping our new Chaplain will be able to demonstrate, recognising that you may be stronger or weaker in certain aspects at this stage of your ministry journey.

Personal Qualities and Experience

- A clear calling and commitment to community living, ideally with experience of life within a community.
- Someone with pastoral gifts and experience, along with sensitivity to people's needs.
- Ability to connect with, and relate to, a wide range of people across different ages, cultures and life circumstances.
- Good listening skills, preferably with experience of, and training in, spiritual direction and/or counselling
- A competent teacher with ability to communicate effectively and creatively with larger and smaller groups, including use of technology (for example, proficiency in creating engaging PowerPoint presentations).
- A team player, who sees the value in, enjoys and thrives on collaborative working.
- Someone who is comfortable with a variety of styles of spirituality and worship, willing to work ecumenically, and who will welcome and encourage creativity.
- Someone who is well organised and able to manage their own time.
- Adaptability, flexibility, and a willingness not to take oneself too seriously.
- Understanding and experience of spiritual renewal, and new expressions of ministry, mission and evangelism.
- Someone who understands, values and models good safeguarding practice.

Job Description

Being part of the Scargill Community is a way of life – it is not a '9-5 job'. Living together in community is a joyful and costly adventure. The responsibilities of a Chaplain are to be worked out alongside the need to take time to rest and be refreshed.

Key responsibilities

- To be a person of prayer and reflection, rooted in the Scriptures and their application to the realities of life.
- To exemplify and enable the Community to fulfil its promises and role in welcoming and serving the guests. This will include being actively involved in our Community life together.
- To facilitate team and shared ministry across the life of our Community, recognising and encouraging gifts in others and enabling them to use these gifts and to assume responsibility.
- To be an active member of the Pastoral & Teaching Team:
 - Meeting regularly to pray and plan together.
 - Leading worship for guests and the Community
 - Preparing and delivering teaching sessions, retreats and talks for guests and the Community.
 - Being prepared to be involved in all aspects of our guest programme, including walks, workshops and entertainment evenings.
 - Being regularly involved in prayer ministry with guests and Community members.
 - Sharing in the administrative tasks of the Pastoral & Teaching Team – for example organising rotas.
 - Working alongside, and helping to enable the ministry of, our Working Friends.
- To be pastorally available for both guests and Community members.

As part of the Chaplain role there is an expectation that you will work regularly on another team, sharing a range of responsibilities alongside other members of the Community and our Working Friends.

There may be opportunity to take on a specific area of responsibility or interest, e.g. Children & Youth Co-ordinator, leading worship, prayer and intercessors, Rural Mission Hub link.

Accountability & Support

The Chaplain will be accountable to a nominated member of the Community Leadership Team.

Chaplains are encouraged to have a Spiritual Director or equivalent.

Chaplains are encouraged to have an annual retreat or equivalent. This is in addition to the holiday entitlement and a contribution towards its cost can be negotiated with the Community Leader.

Role of Spouse

If the applicant for Chaplain is married or in a civil partnership, their spouse/civil partner should also have a clear call to community and be fully committed to life at Scargill. They will be a full member of the Community, including an appropriate work role which would make outside employment unfeasible. They will be supported in discerning the best role for them, alongside any other family commitments.

Contract Terms for the Chaplain

There is an occupational requirement for a Chaplain to be a practising Christian. The Chaplain (and spouse/civil partner if applicable) will be a full member of the Community and will commit to the first stage Pathway promises on arrival and to the second stage promises after 3 months. If an ordained Anglican, a licence from the Bishop of Leeds or equivalent would be required.

The appointment of the Chaplain is subject to UK work eligibility, as well as DBS and health checks.

The contract for the Chaplain will be for 3 years, subject to 3 months probationary period, with the option of renewal by agreement with the Community Leadership Team

Allowances

Current allowances for each individual, for a 3 year or longer contract are:

Personal allowance:	£498.00 per month
Child allowances:	
0-24 months	£100.75 per month
2-5 years	£148.25 per month
6-10 years	£201.50 per month
11-17 years	£270.00 per month

Allowances are reviewed annually for the calendar year, and are above the Lower Earnings Limit and therefore secure eligibility for basic state benefits and state retirement pension.

Additional temporary financial needs may be assisted by discretionary allowances by arrangement with the Community Leader in the first instance.

Pension

If the Chaplain is ordained then the standard contribution will be made to the appropriate denominational pension scheme (if any) to preserve the benefit at retirement age.

A lay Chaplain will receive a monthly contribution to a personal pension either into a personal pension or by enrolment in the NEST scheme at the current rate of £253.25 per month.

A monthly pension contribution will be made for a spouse/civil partner at the current rate of £253.25 either into an existing personal pension or by enrolment in the NEST scheme.

Housing

Housing is provided under a service occupancy agreement. This will be negotiated depending on circumstances. In the main house there is a shared study for Chaplains, and a library for all to use.

All statutory and service costs, insurance and maintenance will be paid by Scargill. Personal contents and possessions are not covered by Scargill's insurance either at home or away from home.

Subsistence

All food is provided for normal meals. Some of this is provided as meals at the main house eaten together with guests and Community. For meals at home, food and ingredients are available from the Community pantry and freezer. Other basic food and ingredients can be ordered on the regular online supermarket delivery for Community. Treats and more luxury foods are not covered and are bought personally.

Work Pattern and Holiday Entitlement

Work rotas cover a 4-week period. There is a day off every week and 2 extra days off in each 4-week rota. Sundays are usually a shorter working day finishing about 3:00pm.

Holiday entitlement varies depending on length of service:

Year 1	28 days holiday
Year 2	28 days holiday
Year 3	30 days holiday
Year 4	32 days holiday
Year 5 & onward	34 days holiday

This annual holiday entitlement includes 8 bank holidays taken in lieu. 5 days holiday is taken by all Community members over the Christmas holiday period.

Out of Pocket Expenses

Travel for business may be undertaken in the Community car or in a personal vehicle. For personal vehicle use a mileage allowance is paid at the amount allowed as tax free by HMRC (currently 55p per mile up to 10,000 miles pa).

Other work expenses incurred in the role will be reimbursed.

Safeguarding

This role will require an enhanced DBS with Children's Barred List and you will be required to undergo regular safeguarding training.