



# St. Catherine's

GORSEINON

Following Jesus    Building Community    Loving Gorseinon

[www.gorseinon.church](http://www.gorseinon.church)

# OLDER PEOPLE'S CHAPLAIN

To provide dedicated pastoral, spiritual, and missional support to older people within the church and the wider community, affirming their dignity, fostering their inclusion, and enabling their continued participation in the life of the Church. The role focuses on enabling older adults to flourish spiritually, emotionally, and socially, whether they are long-standing members of the church, new to faith, or exploring faith later in life.



**St. Catherine's**  
GORSEINON



Esgobaeth Abertawe ac Aberhonddu  
The Diocese of Swansea and Brecon

Supported by the Church in Wales Church Growth Fund

<b>Salary:</b>	£32,000
<b>Hours/FTE:</b>	Full Time (37 hours, 1.0FTE) - working hours subject to agreement between the postholder and employer but it will include some evening and weekend work including Sundays.
<b>Contract:</b>	Permanent
<b>Location:</b>	St Catherine's Mission Hub Church, Gorseinon - but should be prepared to work from other locations as necessary.
<b>Reporting to:</b>	Reporting both to the Vicar and the Operations and Finance Manager via matrix management
<b>DBS required:</b>	An Enhanced DBS check through the Church in Wales is required for this post.

# KEY RESPONSIBILITIES

- To develop and deliver a dynamic older people's strategy for St Catherine's Mission Hub Church.
- To identify, develop, lead and support volunteers of older people's work in the Mission Hub Church.
- To provide compassionate pastoral care for older people, leading worship and ministry in accessible ways.
- To promote advocacy, inclusion, and the dignity of older adults, engaging in mission by building community connections with older people.
- To achieve the requirements set out by the Church Growth Fund by meeting key performance indicators, keeping accurate and confidential records of pastoral encounters, referrals, and activities.
- Ensure that Church in Wales safeguarding practices underpin all our work with older people in promotion of a Safe Church culture.

## KEY WORKING RELATIONSHIPS WITH

- Vicar
- Operations & Finance Manager
- St Catherine's Mission Hub Ministry Team
- Local Community Partners
- Church Volunteers

# DUTIES AND RESPONSIBILITIES

## **To provide compassionate pastoral care for older people**

- Working with the Church Leader and the Operations and Finance Manager, develop a 5-year strategy that aligns with the Church vision and places older people's work at the heart of the Church's mission and ministry.
- Ensure you are fully trained in Safeguarding and that all Safeguarding, GDPR and risk management practices underpin all of our older people's ministry, keeping people safe.
- Monitor the strategy regularly to ensure its successful delivery, making adjustments as needed and responding to new opportunities and challenges.
- Create annual plans showing how you intend to achieve the strategy, reporting against KPI's allocated to you and the team.
- Provide sensitive and proactive pastoral care to older adults, both within the congregation and in the wider community, visiting housebound members and those in residential care, offering prayer, companionship, and practical support.
- Coordinate and train volunteers in pastoral visiting and befriending.
- Offer compassionate one-to-one support for older people facing isolation, bereavement, illness, or cognitive impairment.
- Underpin all of the Church's work with older people with prayer.
- Be an active member of the team, supporting other team members and being fully flexible when needed.

### **To lead worship and ministry in accessible ways**

- Plan and lead accessible services for older adults, including dementia-friendly and home-based worship.
- Lead services, devotionals, and prayer groups specifically designed for older adults (in church, care homes, and private homes).
- Offer opportunities for spiritual growth and discipleship tailored to older people, including Bible studies and fellowship gatherings.
- Ensure older adults are integrated into the wider worshipping life of the church.
- Administer Holy Communion and other sacraments to those unable to attend church.

### **To promote advocacy, inclusion, and the dignity of older adults**

- Act as a champion for the needs and contributions of older people within the church.
- Collaborate with the wider pastoral team, clergy, and volunteers to shape inclusive ministry approaches.
- Identify the gifts of people within the Church family and local community who have a particular calling to older people's work.
- Develop and support teams of volunteers to assist in the delivery of activities, visits, and services for older people.
- Source and provide education and training that builds the current & future capacity and confidence for older people's work via both staff and volunteers.
- Promote intergenerational engagement and understanding.

### **To engage in mission by building community connections with older people**

- Develop creative outreach initiatives to engage isolated or vulnerable older people in Gorseinon and the surrounding areas.
- Build partnerships with local care homes, community groups, health services, and charities working with older adults.
- Work collaboratively with church and community initiatives to tackle loneliness, promote wellbeing, and provide practical support.
- Support churches in becoming more age-inclusive and dementia-friendly.

### **To keep accurate and confidential records of pastoral encounters, referrals, and activities.**

- Accurately maintain records, including volunteer agreements and personal data, in line with GDPR and safeguarding policies, ensuring a culture of care and integrity. Keep appropriate pastoral records and ensure confidentiality is maintained.
- Work in line with the Church in Wales safeguarding policies and procedures at all times.
- Attend training and development relevant to the role.
- Manage time and resources efficiently, including any budgetary responsibilities.

**There is a genuine occupational requirement that the holder of this post is a committed Christian. Equality Act (2010) Part 1 applies.**

*This Job Description is not a statement of all the duties applicable to the post holder, variations to the duties outlined above will occur to meet the needs of the post. Any variations will be commensurate with the grade and character of the post.*

# PERSON SPECIFICATION

## Experience

Experience of providing pastoral and spiritual care, particularly to older people.

Working with individuals facing challenges such as bereavement, loneliness, dementia, chronic illness and end of life care.

Leading worship and administering sacraments in various settings (e.g. church, care home, bedside).

Chaplaincy experience in community, healthcare, or residential care environments.

Experience of intergenerational ministry or inclusion-focused initiatives.

## Essential



## Desirable



## Knowledge and Understanding

Understanding of the spiritual, emotional and social needs of older people.

Commitment to confidentiality, safeguarding, and maintaining healthy professional boundaries in pastoral settings.

Understanding of the Anglican Church and in particular the ethos of the Church in Wales.

Familiarity with dementia-friendly and age-inclusive church initiatives.

Knowledge of relevant health and social care structures for older adults.

Understanding of GDPR Practices.

Understanding of risk management processes.

## Essential



## Desirable



# PERSON SPECIFICATION

Skills and Personal Qualities	Essential	Desirable
Committed Christian with a mature personal faith.	✓	
Excellent pastoral, listening, and interpersonal skills with the ability to communicate with warmth, clarity, and sensitivity.	✓	
Passion for evangelism and church growth.	✓	
Ability to lead worship, prayer and bible studies with confidence and in an accessible way	✓	
Flexible, team player.	✓	
Excellent organisational skills including a demonstration of achieving results.	✓	
Ability to reflect theologically and practically on the ageing process.		✓
Strong IT skills and confidence using social media.		✓
Ability to communicate through the medium of Welsh.		✓
Qualifications	Essential	Desirable
Possession of the right to work in the UK.	✓	
The ability to drive and regular access to a vehicle.	✓	
Qualifications in chaplaincy, pastoral care or counselling.		✓
Trained Anna Chaplain.		✓
Dementia awareness or end-of-life care training.		✓

# TERMS & CONDITIONS

**Hours of Work:**

Full time – 37 hours per week. Pattern of working hours subject to agreement between post-holder and employer but it will include early starts (typically 7:30am). Role will require a flexible approach to meet church and operational requirements.

**Term:**

Permanent

**Salary:**

£32,000

**Pension:**

The employer will contribute 9% of the employee's pensionable salary to a pension scheme of the employee's choice or into the NEST pension scheme.

**Holiday:**

25 days per calendar year plus bank holidays  
The holiday year runs from 1 January to 31 December

**Location:**

St Catherine's Mission Hub Church, Alexandra Road, Gorseinon, SA4 4NU

**Expenses:**

All reasonable working expenses will be met at the agreed rates

**Probation:**

This post will be subject to satisfactory completion of a probationary period of 6 months

**Recruitment Timeline**

**Closing Date:** Monday 25th May at 12 noon.

**Interviews:** Will be held in early June.

*Applications should be submitted by email to Sandra Thomas, Operations & Finance Manager, at [sandra@gorseinon.church](mailto:sandra@gorseinon.church)*

For an informal conversation about this opportunity, please contact Revd Dr Adrian Morgan, Mission Hub Church Leader [adrian@gorseinon.church](mailto:adrian@gorseinon.church) or (01792) 892849.



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- 37 hours per week
- £32,000
- Pension Scheme with a 9% employer's contribution
- Permanent
- Based St Catherine's Church, Gorseinon
- To apply, download an application form and provide a CV with covering letter
- Closing date: Monday 25th May at 12 noon. with interviews being held in early June.

For more information and to apply:

[swanseaandbrecon.churchinwales.org.uk/work-with-us](http://swanseaandbrecon.churchinwales.org.uk/work-with-us)