**Prayer Pastor Recruitment**

# ONE: Prayer Pastor Person Specification

Prayer Pastor volunteers must be the right people for the role. Prayer Pastors cannot just take anyone who offers, but must carefully select volunteers based on talent, skill, experience, motivation and spiritual maturity.

## Basic selection criteria

Prayer Pastor volunteers must:

1. Be over the age of 18;
2. Have been committed to a local Christian church for at least 12 months;
3. Obtain a positive reference from the leader of the church
4. Complete a Prayer Pastor Volunteer’s Agreement

## Additional selection criteria

We are also looking for the additional qualities set out below. This is not an exhaustive list but is simply to be used as a starting point in the process of discovering God's will - something which cannot be accomplished by a simple checklist:

1. Commitment to a Christian faith rooted in belief and trust in one God, Father, Son and Holy Spirit;
2. Commitment to the Street Pastors’ ethos: to listen, care and provide practical help, and only share faith when asked to do so;
3. Non-judgmental attitude and willingness to express unconditional love concerning anyone and everyone;
4. Dependent on God's Holy Spirit and an awareness of spiritual issues;
5. Ability to work as part of the Street Prayer Pastor team;
6. General behavior and lifestyle which would not bring Street Prayer Pastors into disrepute.

# TWO: Prayer Pastor Information

1. **Accountability**
   1. On an ongoing basis, all Prayer Pastors are accountable to both their board of trustees and to the leader of their local church. If the Prayer Coordinator or any trustees think that a Prayer Pastor may no longer be fit to serve as a prayer pastor, they should consult with the church leader and follow the prescribed Complaints Procedure (a template is included in the Trustee and Coordinator Pack).
   2. In the event that the Coordinator or any trustees become aware that a Prayer Pastor is being investigated for inappropriate or criminal behaviour, they must inform Ascension trust within 48 hours and follow the reasonable instructions of AT management in order to manage any reputational or other risks arising.
2. **When a Prayer Pastor leaves his/her church**
   1. If a Prayer Pastor leaves his/her church, he/she must immediately notify the charity trustees and/or the Prayer Coordinator and explain the reasons for leaving, and the board of trustees and Coordinator shall discuss this with the leader of the local church.

* 1. Whilst there may be limits to this discussion for reasons of confidentiality, the board of trustees and/or Coordinator must feel satisfied that the Street Pastor is still a fit and proper person to serve as a Prayer Pastor.
  2. If the board of trustees and/or the Coordinator do not feel satisfied that the Prayer Pastor has become a member of another church within a reasonable period of time, the Prayer Pastor may be asked to cease serving until he/she has been a member of another church for at least three months.

# THREE: Prayer Pastor Code of Conduct

1. **Prayer Pastor Code of Conduct** 
   1. This Code of Conduct sets out the personal and professional standards which are expected of **all** **Prayer Pastors** as they pray for the work of Street Pastors, and forms part of the Prayer Pastor Agreement.
2. **The Prayer Pastor Ethos**
   1. Prayer Pastors should conduct themselves in a manner reflective of the compassion and dignity of Christ; use common sense and good judgment; and refrain from any conduct or activity which is illegal, unethical, inappropriate or otherwise damaging to the reputation of Street Pastors. Prayer Pastors should respect differences in custom, culture and belief.
3. **Accountability and Transparency**
   1. Prayer Pastors serve under the authority of their local Street Pastors Group, and must operate in line with any reasonable instructions of their local Street or Prayer Pastor Coordinator and/or charity trustees.
   2. Prayer Pastors are individually accountable for their decisions and actions and must submit themselves to whatever scrutiny is appropriate for their position.
4. **Conflicts of Interest**
   1. Prayer Pastors should not take decisions in order to gain financial or other material benefits for themselves, their families, their friends or their churches.
   2. Prayer Pastors should always declare any private interests which may conflict with their duties, and take steps to resolve such conflicts in order to protect the reputation and values of Street Pastors.
5. **Integrity** 
   1. Prayer Pastors should seek at all times to observe the highest standards of integrity.
6. **Confidentiality**
   1. Prayer Pastors should value transparency, but must also be aware of occasions when high levels of confidentiality are required.
   2. Prayer Pastors must comply with the provisions of the Data Protection Act 1998 and abide by procedures designed to protect the confidentiality of information held about charity trustees, staff, volunteers, beneficiaries, and other stakeholders.
   3. Street Pastors should not disclosed or caused to be disclosed to any unauthorised persons any confidential information about Ascension Trust, Street Pastors or the people involved in the ministry (e.g. private addresses and phone numbers, salaries, terms of contracts, etc).
   4. Street Pastors should only share information with a third party where required to be law, where for example a client poses a danger to him/herself, or in accordance with the Data Protection Act 1998 or the Freedom of Information Act 2000: if in doubt the local Coordinator should be consulted.

# FOUR: Prayer Pastor Concerns

1. We hope that volunteering with Street Pastors will be an enriching and mutually satisfying experience. However, we recognise that this might not always be the case for all our volunteers. Whilst our relationship is not based on mutual obligation and we do not have legal duties towards Street Pastor volunteers, we feel that it is important that problems or complaints are dealt with fairly, openly and consistently.
2. If, after seeking to resolve any differences through prayer and discussions, volunteering no longer appears to be a mutually rewarding experience, you should cease to serve as a Street Pastor and pursue other more satisfying opportunities.
3. Except in an emergency, or where the Management Committee acting in its reasonable discretion needs to take such action as it sees fit to protect the integrity of the Street Pastors movement, you should not normally be asked to cease serving as a Prayer Pastor until the procedure set out below has been followed:

## ****Concerns about Prayer Pastors****

### ****Step 1 - Informal discussion****

1. **A**gain, many ‘problems’ are simply due to training needs, a lack of support or misunderstandings and the Coordinator should always try to resolve problems through informal discussions.

### Step 2- Meeting

1. Where informal discussions are not enough, the Prayer Coordinator should raise the issue in a formal meeting with you and at least two (2) members of the Management Committee, ensuring that everything is fully explained and understood. You will be entitled to put your case. **You have the right to be accompanied at meetings by a member of the leadership of your church, a fellow Prayer Pastor volunteer or a friend**

### Step 3 – Consulting the leader of your local church

1. If the issue is still not resolved to our mutual satisfaction, your church leader may be consulted at this stage and his/her input may be sought.

### Step 4 – Formal written warning

1. The Charity trustees may see fit to issue a formal written warning, with the understanding that if there is no sustained improvement within a reasonable period of time you will be asked to leave.

### Step 5 – Termination of services as a Street Pastor

1. If the charity trustees are still not satisfied with your attempts to improve, you will be asked to leave and any further offer of help from you will be refused. This should be put in writing, giving reasons for excluding you from volunteering as a Prayer Pastor.

### Children and vulnerable adults

1. If you are suspected of behaving inappropriately towards a child or a vulnerable adult, the procedures set out in the Street Pastors Safeguarding Policy for Children and Vulnerable Adults will be followed.

### Gross misconduct

If you are believed to have behaved in a manner that has or could have seriously affected the charity or brought the Street Pastors movement into disrepute – for example theft, bullying, or aggression – you may be immediately suspended while the matter is investigated by the Prayer Pastor Coordinator and at least two (2) trustees. You will be able to put your case, and a decision will be made within 14 days. If the complaint against you is upheld, you will be excluded from volunteering as a Prayer Pastor .

**FIVE: Prayer Pastor Agreement**

We believe as followers of Jesus that God had has called us to Street Pastors - listening, caring and helping following the example of Jesus himself, who could be said to be the original 'Street Pastor'. Prayer is an essential part of this ministry.

We hope that you enjoy the experience and feel part of the team. Whilst we hope that volunteering with us will be a mutually satisfying experience, our relationship is not based on mutual obligation; this agreement is binding in honour only and is not intended to be a mutually binding contract. This agreement simply tells you what to expect from us, and what we hope for from you. We also aim to be flexible, so please let us know if you would like to make any changes and we will try to accommodate them.

**We, Hounslow Street Pastors will do our best to:**

1. pray for you in your ministry as a Prayer Pastor and to seek to encourage others to pray for you;
2. treat you fairly and to respect your skills and dignity;
3. consult with you and keep you informed of possible changes;
4. insure you against any injury you suffer or cause due to negligence;
5. resolve complaints and grievances in good faith through discussions and to follow the Prayer Pastor Complaints Procedure in the event of unresolved complaints or grievances.

**I, ........................................................................................................ agree to do my best to:**

1. pray for the work of Street Pastors and for the others in my team;
2. accept the direction and leadership of my local Street Pastor Charity Trustees, my Prayer Pastor Coordinator and/or the Senior Street Pastors;
3. recognise that I am part of a team which needs to cooperate with and depend upon each other;
4. be at all times accountable to the leader of my church and to notify my Prayer Pastor Coordinator as soon as possible if I leave my church;
5. abide by the Prayer Pastor Code of Conduct, Safeguarding Policy for Children and Vulnerable Adults and all other Hounslow Street Pastors policies and procedures;
6. commit to praying regularly, giving as much notice as possible if I cannot make a rota commitment;
7. resolve complaints and grievances in good faith through discussions and negotiations and to follow the Hounslow Street Pastors Complaints Procedure in order to sort out unresolved complaints and grievances;
8. not do anything which could call into question the political neutrality of the Street Pastors movement or which could otherwise bring the Street Pastors movement into disrepute.

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| --- | --- |
| **Signed by Prayer Pastor:** | |
| Signed: |  |
| Date |  |
| **In the presence of Hounslow Street Pastors:** | |
| Signed |  |
| Date |  |
| Name |  |
| Role |  |

# SIX: Prayer Pastor Receipt

I……………………………………………………………………………………………………. acknowledge receipt, confirm that I have read and agreed that I will comply with the following Prayer Pastor documents:

1. Prayer Pastors Personal Specification
2. Prayer Pastors Information
3. Prayer Pastors Code of Conduct
4. Prayer Pastors Concerns
5. Prayer Pastors Volunteer Agreement
6. Prayer Pastors Receipt

|  |  |
| --- | --- |
| **Signed by Prayer Pastor:** | |
| Signed: |  |
| Date |  |
| **In the presence of the Hounslow Street Pastors:** | |
| Signed |  |
| Date |  |
| Name |  |
| Role |  |