

# SOCIAL TRANSFORMATION LEAD

2026

Are you passionate about social transformation? Do you have experience of working with people on the margins of society? Do you want to see God restore hope to people in Edinburgh? Are you a team player with initiative, drive and compassion?

If so, we'd love you to read on and prayerfully consider if you may be the right person to join our team as our **Social Transformation Lead**.

St Paul's and St George's (Ps & Gs) is a vibrant Scottish Episcopal church (SEC) in the centre of Edinburgh with an active and growing congregation of around 1,200. At our heart we believe that **we are called to be whole life disciples, sharing the whole of the gospel, with the whole of society, through churches of grace**. We are on a mission to share the good news of Jesus with the 95% of people in Edinburgh who do not yet know Jesus.

As part of sharing the whole of the gospel, we want to see lives changed and society transformed by God's justice, mercy, hope and grace. We want to follow God's call to serve those who live with the impacts of poverty, loneliness, disadvantage and exclusion, showing God's incredible love to those around us.

Before you continue, it's helpful for you to know these key points. Applicants must:

- be able to commit fully to the vision, values and strategy of Ps & Gs.
- already have the right to live and work in the UK.
- hold, or be willing to obtain, a satisfactory PVG (Protecting Vulnerable Groups) Scheme record from Disclosure Scotland.
- Be a practicing committed Christian, as permitted under the Equality Act 2010 (occupational requirement).

If that's you, please read on!

## Introduction

Hello and thank you for your interest in the Social Transformation Lead role at Ps & Gs Church.

We firmly believe that God cares deeply for those who live with the impacts of poverty and social exclusion, and that his justice, hope and grace can transform individuals, and transform our city. We're encouraged by all that God has done through our social transformation ministries to meet the needs of people in Edinburgh over many years. People have been strengthened and supported, and shown kindness and care, in many practical, tangible ways. We're excited by all that God has ahead of us as we develop our social transformation ministries.

We're already working alongside churches and charities in Edinburgh to see lives changed; not just by words, but by action. Partnerships are already in place, but we're preparing to grow them further and deeper to make an even greater impact. That's where you may come in!



Be assured of our prayers as you discern whether God may be calling you to join us as we seek to develop our Social Transformation ministry. If I can help in any way, please get in touch via the church office – details on page 5.

Thanks again for your interest in this impactful and hands-on role.

Yours warmly,  
Dave Richards, Rector

## Role Description

The Social Transformation Lead will bring strategic direction, leadership, passion and a hands-on presence, enabling Ps & Gs to serve people who experience homelessness, poverty and isolation in the centre of Edinburgh. The role involves ensuring the safe and effective provision of our Saturday Meal ministry.

### Strategic Direction – you will:

- lead the development and implementation of the vision and strategy for social transformation at Ps & Gs, as directed by the Rector and agreed with the Vestry.
- explore how social transformation activities at Ps & Gs can lead to building relationships and effective discipleship.

### Leadership – you will:

- together with the clergy, communicate the vision and strategy for social transformation to the congregation in an inspiring and engaging way.
- oversee and lead the Saturday Meal team including: coordinating, motivating and inspiring the volunteer teams, attending regularly (three out of four Saturdays), and working with the Lead Team to develop support for our guests.
- be the champion of social transformation, inspiring and empowering the church to share with others the love and compassion of Jesus.
- ensure all social transformation aspects of our strategy are actioned with agreed timeframes and on budget.
- ensure that all volunteers involved within social transformation activities at Ps & Gs are equipped to serve and are appropriately supported – including safeguarding training.

### Partnership Development – you will:

- develop excellent relationships with existing and new key partner agencies and other churches across the city to share information, to work in partnership, and to explore new ways for Ps & Gs to collaboratively serve people in Edinburgh.
- support and liaise with leaders of Ps & Gs existing ministries including Refugee and International Welcome Ministry, Caring for Creation, the Care Van team, Street Pastor volunteers and the Baby Bank.

### Finance, administration and communication – you will:

- ensure efficient administration underpins all social transformation activity, including risk assessments, safeguarding and health & safety.
- manage budgets for all areas of social transformation ministries.
- communicate effectively with volunteers, colleagues and the church.

### Additional Responsibilities – you will:

- take a full part in the life of the staff team - attending staff meetings and prayer times, Heads of ministry meetings and Vestry when required.
- play your part as a key leader within the church community.
- ideally, become a praying, serving and giving member of Ps & Gs.

## Who we are looking for?

### You will be:

- a committed evangelical Christian who has a mature faith.
- able to demonstrate your track record of working alongside and building relationships with people on the margins of society.
- passionate about the church's role in social transformation.
- someone with good safeguarding knowledge and a commitment to work within Ps & Gs safeguarding policies.
- a person who excels at working in teams with people from all walks of life.
- able to demonstrate understanding of managing, inspiring and empowering volunteers and the core elements of volunteer management.
- committed to the vision, values and overall strategic plan of Ps & Gs.
- a creative person who is confident in who they are and has a healthy sense of humour.
- teachable and committed to learning and developing as a leader with Christ-like character.
- able to lead effectively, think strategically and plan carefully.
- an excellent communicator with well-developed interpersonal skills and the ability to build and maintain relationships at all levels.
- A person with strong operational skills - organised and flexible and who has a good understanding of event planning and delivery.
- able to complete administration competently using IT.

### You might also have:

- a relevant qualification in social work, community development or applied theology.
- experience of developing new projects, from initial proposal through to delivery.
- experience of designing and delivering engaging training.
- skills in conflict resolution or experience in handling challenging situations.

## Who you'll work with

You will have a variety of key relationships:

- You will be line managed by the Rector, Dave Richards.
- You will help lead and coordinate our team of Saturday Meal volunteers.
- You will build rapport with guests and attendees at a variety of events.

A full staff organisation chart can be found on page 6.

## About Ps & Gs Church

Built in 1818 and refurbished in 2008, the church building stands in a strategic location in Edinburgh's New Town. We have three Sunday services, a vibrant community life with over 50 ministry areas, and many opportunities to serve those around us.

For the last twelve years, our Saturday Meal has reached out to people who are affected by poverty, isolation and loneliness, poor health and homelessness in our community. We provide a free sit-down meal every weekend (more information below).

Our Children's Ministry engages regularly with families who are in need, whether they attend church on Sundays or through our midweek Babies and Toddlers group or receive help through our Baby Bank.

At the same time, we have sought to respond to the many refugees and migrants that have arrived in Edinburgh – from Syria and Afghanistan, Ukraine and Hong Kong. We host regular events for these communities as we offer hospitality, friendship and love in the name of Christ.

We have partnerships with Bethany Christian Trust, Edinburgh City Mission and the Ferrywell Youth Project. Our church members regularly serve alongside other churches in running the Care Van in the city centre. It is our desire to be a light in the city of Edinburgh. We are passionate about evangelism and run courses such as Alpha and Transforming Work. We deliver a broad range of courses to help people become whole life disciples of Jesus.

We are at an exciting time in the life of Ps & Gs. Over the last 20 months especially, we have seen God working in new ways and have seen growth at all our services, with our 10.00 am service now regularly feeling very full. We are increasingly meeting people who just turn up on a Sunday for the first time with no experience of church. We are a gathered church and so encourage people to become whole life disciples through local Connect Groups.

We ask that anyone who calls Ps & Gs their home church gets actively involved by regularly **praying** for the work, **servicing** as part of a volunteer team, and by **giving** financially to keep making church happen. We are hugely thankful for the generosity of our congregation.



## Saturday Meal

A key part of our social transformation activity is Saturday Meal, and you will play a practical and hands-on leadership role in the smooth running of this large and important ministry area. The vision behind Saturday Meal is to build relationships between people, and between people and God. We aim to tackle loneliness and social isolation, providing a safe place with a warm welcome for people from all walks of life to enjoy a free hot meal and companionship each Saturday evening.

- On average, 110 people attend each week.
- Around 60% of our guests come regularly, some have come off and on for years.
- Our guests come from all different backgrounds and circumstances: some are refugees; some are impacted by addiction; around half of our guests are homeless, many in temporary accommodation with growing numbers who are rough sleeping; some struggle with poor health; many have experience of low income or poverty; and we know that most come both for the good food and for the good company.
- We provide a free hot meal, home cooked by volunteers.
- The meal is served buffet style and guests sit at tables in the church main space.
- There is a volunteer team of over 150 people, made up of many people from Ps and Gs but also from our local community; around 25 of them serve on the team each week on rotation.
- There is a volunteer Lead team who provide direction and develop the Meal.
- On occasions we provide other activities and services, such as live music and arts and crafts.
- Each month we offer a short service with prayers and reflection after the meal – around a dozen people attend.
- We have served over 50,000 hot meals since Saturday Meal began in 2014.

## What it's like to work here

Ps & Gs is a lively, active and vibrant church - there is always ministry activity going on. We are a collaborative team who support each other in work and friendship.

We encourage creativity and are open to taking risks. It is a fun and sociable workplace - laughter is often heard and we do not take ourselves too seriously. Although we are involved in spiritually significant and serious work, we believe it should be done with joy, cheerfulness, good humour and generosity.

We have regular team meetings to ensure good communication and opportunities for fellowship, learning and growth.

## Vision

Ps & Gs has a clear vision that underpins all that we do.

**We are called to be whole life disciples, sharing the whole of the gospel, with the whole of society, through churches of grace.**

As human beings, we were created to live in relationship to God, and each other. As a church, we exist to help that happen. We want people to discover the truth about the person of Jesus, and to grow in that relationship – and their relationships with other people. Everything we do as a church – for children, young people, students, families, generations X, Y and Z and beyond – is designed to help people grow in those relationships.

## Strategy

In September last year, after a long period of prayer and discernment, we felt a strong sense that we were being called to MULTIPLY. Our vision and core activities remain the same, but we want to deepen and expand in some areas.

- Discipleship: Multiplying our pathways to enable deeper and wider discipleship.
- Multiplying Sites: Exploring new sites in Edinburgh and opportunities for church planting in Scotland.
- Pastoral care: Building a culture where everyone can be known and cared for.
- Social Transformation: Deepen and expand our ministry to tackle loneliness and provide pathways to discipleship.
- Over 55s & multi-generational church: Encouraging and equipping our older members to continue to belong and serve, increasing mentorship and inter-generational friendships.
- Sustainability: Stewarding our resources for the long-term.
- Welcome: Ensuring everyone is seen and known and that everyone is responsible for inviting and welcoming others.
- Maximising Sunday Services: Strengthening and growing our services.

More detail about our strategy can be found at:

[www.psandgs.org.uk/strategy](http://www.psandgs.org.uk/strategy).



## Benefits of the role

1. Salary: £30,975 full-time equivalent. Actual salary: £18,585 per year (21 hours per week).
2. You will be entitled to five weeks (15 days) holiday per year, plus five designated public holidays, plus three public holidays to be taken at a time of your choosing.
3. You will be enrolled in a direct contribution pension scheme with an 8% employer contribution. (Usually NEST however other arrangements can be negotiated.)
4. You are entitled to prayer and study days, 7 per year.

## Additional information about the role

1. Start date: as soon as possible from July 2026.
2. The role is permanent but has a mutually reviewable probationary period of six months.
3. The role is initially 21 hours per week\*, excluding breaks, working over three to four days, including leading at Saturday Meal three out of four Saturdays. There will be occasional evening working. Hours will be agreed at job offer stage.  
\*We are open to exploring this role being full time (35 hours/week) for the right person (subject to funding). Please let us know when you apply if you are interested in exploring full-time hours.
4. The notice period is three months.
5. The role reports to the Rector and is appraised annually.
6. The appointment will be subject to you, if successful, obtaining a PVG Scheme Record through Disclosure Scotland. If you are invited to interview, you will receive more information about this.
7. Occupational Requirement: Due to the nature of this role, there is a genuine occupational requirement for the postholder to be a practising Christian, as permitted under the Equality Act 2010. The successful candidate will be expected to uphold and model Christian beliefs and values and be actively involved in a church community.



## Next steps and how to apply

Informal exploratory chats are welcome – please make contact to schedule a call with our Rector, Dave Richards, via the Administration Manager, David Shanks.

- Email: [david@psandgs.org.uk](mailto:david@psandgs.org.uk)
- Phone: 0131 556 1335

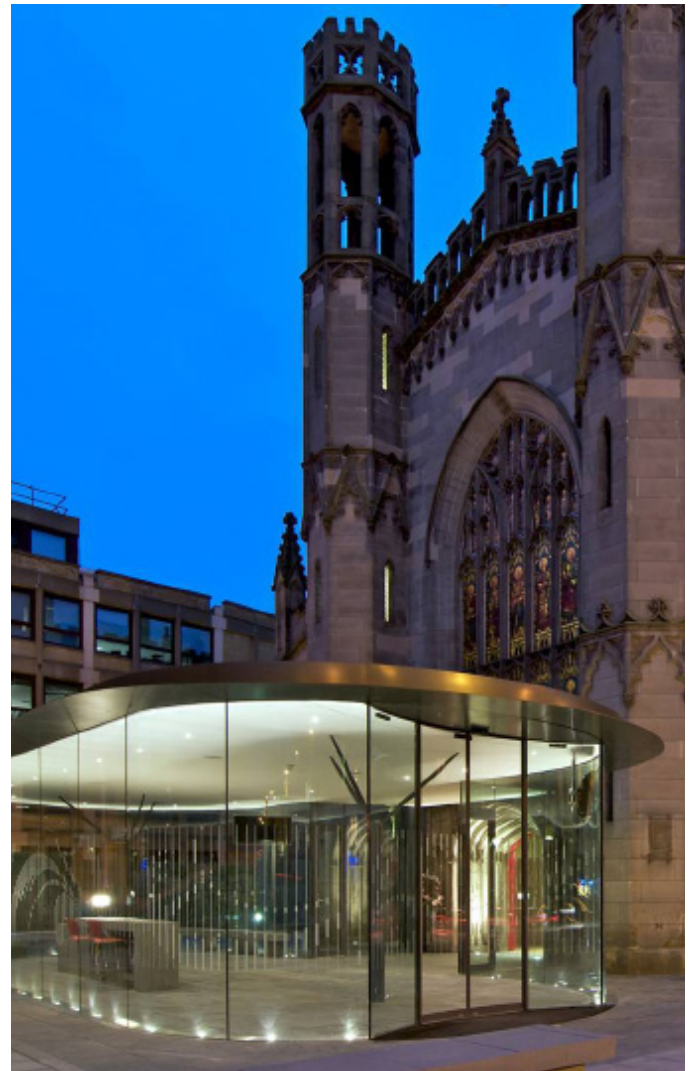
To apply, please complete an application form (available at [www.psandgs.org.uk/jobs](http://www.psandgs.org.uk/jobs))

Please email your completed and signed form and your CV to: David Shanks by the closing date shown below.

- Email: [david@psandgs.org.uk](mailto:david@psandgs.org.uk)

## Key dates

- The application closing date for this post is at 12 noon on **Monday 1 June 2026**.
- Initial interviews will take place during the week beginning **15 June 2026** in person at Ps & Gs Church. Part of the selection process may involve candidates meeting some of our Saturday Meal guests and volunteers.



# Our structure

## Vestry

The Vestry operate as non-executive trustees and hold the governance responsibility for finance, property, safeguarding and the overall strategic direction of the church.

The Vestry is made up of elected members of the congregation and clergy. The Operations Director attends ex-officio.

## Staff

The staff are responsible for enabling the day-to-day operational ministry of the church.

The church has a strong volunteer base of over 400 people as well as various areas of ministry coordinated by volunteer-led teams.

See the team: [www.psandgs.org.uk/staff](http://www.psandgs.org.uk/staff)

### VESTRY & SUB-GROUPS

#### VESTRY

**Dave Richards**  
Chair  
12 Elected Members

#### VESTRY SUB-GROUPS

**Finance Group**  
**Global Focus Team**  
**Micah Team**  
**Safeguarding Advisory Group**  
**Staffing Group**

### STAFF TEAM

#### RECTOR

**Dave Richards**

#### ASSOCIATE RECTOR

**Andy Croft**

#### CURATE

**Eilidh Proudfoot**

#### OPERATIONS DIRECTOR

**Andrew Marrian**

#### MINISTRY TEAM

**Joanne Arton**  
Worship Director

#### MINISTRY TEAM

**Slav Sylenko**  
Production Coordinator

#### MINISTRY TEAM

**Rachel Cooney**  
Director of Children's Ministry

#### MINISTRY TEAM

**Elsbeth Goodman**  
Deputy Director of Children's Ministry

#### MINISTRY TEAM

**Rebekah Unsworth**  
Student Worker

#### MINISTRY TEAM

**Mark Dawson**  
Youth Worker

#### OPERATIONS TEAM

**Gordon Cooney**  
Facilities Manager

#### OPERATIONS TEAM

**Lesley Donaldson**  
Church Housekeeper  
**Matty Angus**  
Lead Caretaker

#### CARETAKERS

Casual Caretakers

#### OPERATIONS TEAM

**Chirstin Macaulay**  
Communications & Internal Events Manager  
**Chris Drury**  
Property Manager  
**Kenny Roy**  
Finance Manager (Treasurer)  
**Mairi Simpson**  
Finance Assistant

#### OPERATIONS TEAM

**David Shanks**  
Administration Manager

#### OPERATIONS TEAM

**Aurélie Norman**  
Safeguarding Administrator

#### OPERATIONS TEAM

**Natalie West-Rogers**  
External Events Manager

#### EVENTS TEAM

Casual Events Team