

## Associate Minister with Responsibility for Youth & Families

This is an exciting new role for someone looking to take a significant leadership role in seeing the lives of youth, children and families transformed.

### Main purpose of the post

- to refresh, equip and empower our youth work and the volunteer youth teams in delivering our existing work;
- to develop the focus of our ministry towards families. We want to be a church that is developing how it engages, reaches out to and disciples families;
- to use your significant experience and leadership skills to play a full part in the church leadership team;
- to engage with, and work alongside other churches in Truro, to pioneer and grow outreach to young people across our small city.

### Outcomes for this role

1. A growing youth work where young people are:
  - welcomed and valued as members of our church family [Engage]
  - supported and nurtured to come to a faith in the Lord Jesus Christ [Evangelism]
  - supported and discipled to grow into maturity in Christ [Establish]
  - helped to use their gifts and time serving Christ [Equipped]

We want our young people to be safe and have lots of fun in their groups. Young people will be able to be honest and open about the challenges they face and given space to explore the truths of God's word. They will be prepared for living as the men and women God desires for them to be. We want to be a church that engages and reaches out to families.

2. To review and improve the ways we reach, serve and support families in church life, with the aim of growing this work both on a Sunday and also in our life together during the week. Families will be growing in discipleship and supported in their parenting, building a stronger youth and families presence in our church as a whole.
3. To work alongside our vicar and strategic operations manager (SOM) in leading our church; being an integral part of our ministry team; supporting our vicar and ensuring the youth and families work is embedded in church life.
4. Develop plans in partnership with dedicated youth staff from other churches in Truro, and Truro Churches Together, to see young people across Truro engaging with the gospel.

This post is open to lay or ordained candidates, with the relevant experience and attributes, from any denomination.

## Key Tasks and Responsibilities

### a. Equipping Leadership

To take primary responsibility for the leadership and development of the Youth and Families Ministry in all areas of St Kea Church.

To equip, train, empower and support teams in delivering the outcomes of the role. This is seen as the primary task of equipping others (using their own particular strengths and gifts) and building teams.

To assist the vicar and SOM in leadership of the church as a whole, working with the leadership teams and PCC to ensure the vision and development of St Kea church is progressed.

### b. Discipling Others

To be a disciple maker; spending time sharing the gospel and enabling others to grow as Christians who can share the gospel and make new disciples themselves. This will be with young people themselves, key leaders in your teams and other church members.

To ensure young people feel able and safe in exploring and developing their faith in the context of their community.

To facilitate the involvement of young people and families in the whole of church life, including Sunday services, encouraging them to serve in other ways as appropriate.

To take an active role in local schools or colleges engaging with and supporting the Christian Unions.

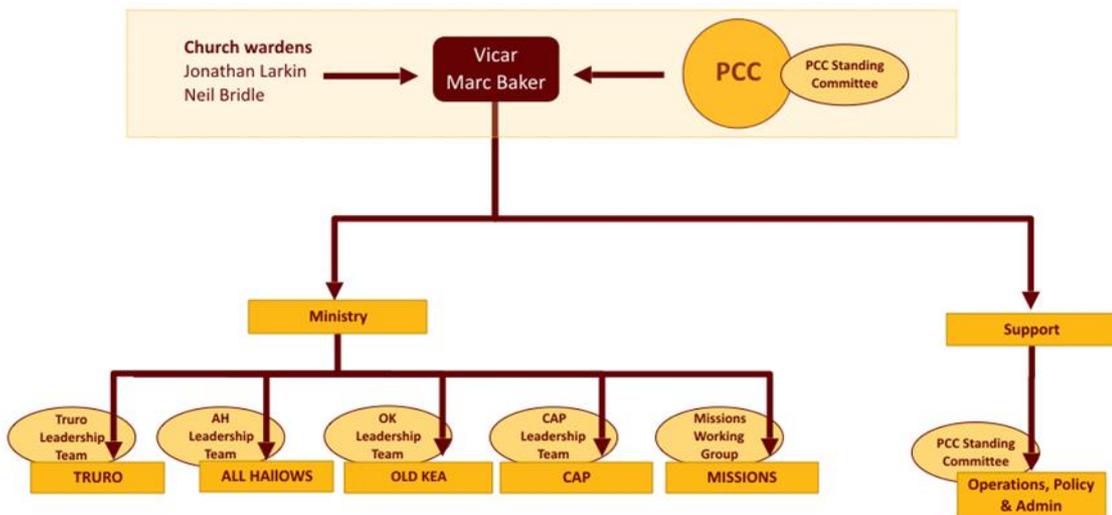
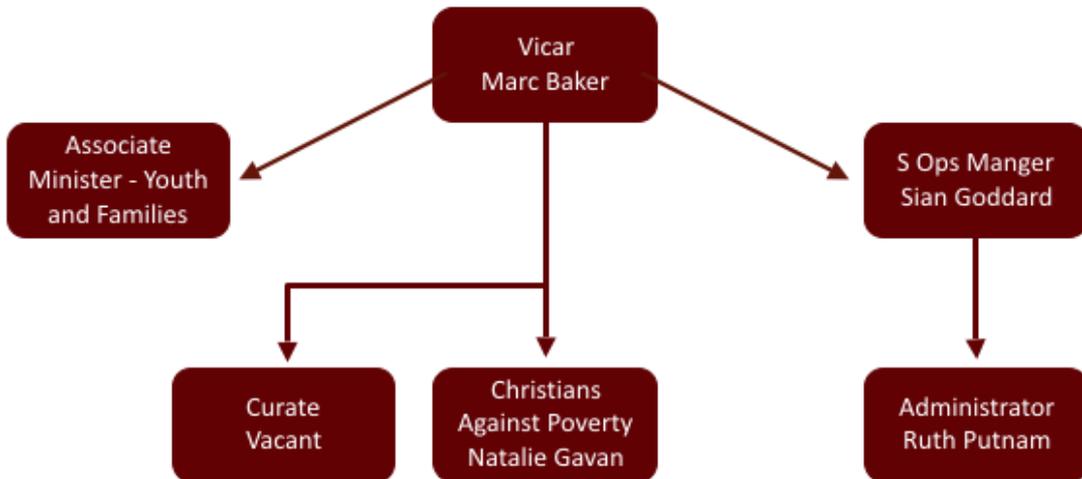
To plan trips, weekends away and residential camps as appropriate.

### c. Safety and Finance

To have an understanding of safeguarding and child protection policies and ensure that they are being followed.

To work with finance team to plan and budget for youth & families ministry and take responsibility for that budget during the year.

## Structure



## Background

We are an evangelical Anglican church in the heart of Cornwall, four congregations each with a vision to see God transform lives. We believe God is in the business of seeing lives transformed as we come to know the love of Jesus, trust in His forgiveness and live for Him.

We have four different congregations. 9:30am Sundays, and 11:00am Sundays, are vibrant congregations with youth and childrens provision from crèche to age 14. The 10am Tuesday service takes place at Truro Baptist church and we have a service at Old Kea Church twice a month. Ultimately, we long that everyone who lives and works in Truro and the surrounding localities would have the opportunity to receive the gospel from someone who loves them.

The St Kea Youth Group (SKY) currently serving those in Years 7-9, meets on a Friday evening (7:30-9pm) and is based at our All Hallows site.

The Bunker meets on a Sunday evening with separate provision for girls and boys, or a joint group at specific times. This is a group designed for those in years 10 and above. Small Group Bible Study with a chance to ask any questions and explore the realities of being Christian in today's world.

Sky Acts Sunday runs as part of the 11:00 St Kea All Hallows Service. This is a group for years 7-9. They leave the main service after about 20 minutes to enjoy age specific teaching and activities.

Every year (normally in the autumn term) our young people go away together for the Youth Weekend Away. In addition we encourage our young people to attend one of a number of national Christian summer camps. Students and church members also help lead these. We have had young people attending camps including Barnstable 2 (11-14) and Sparkford 2 (14-18) as well as Lee Abbey (13-18).

Both our Truro and All Hallows congregations all have Sunday Club activities for children with age specific groups. During the week we also run Stay and Play, up to 50 pre-school children and their parents or carers join us. The session includes coffee and cake for the adults, and refreshments, stories and songs including Bible stories for the children.

Midweek we have a good number of small groups for Bible study, prayer and support. The groups vary in size and demographics but it would be fair to say we struggle to engage many of our younger families in small group life.

One to One ministry is also at the heart of what we do, meeting with individuals to encourage them in exploring faith, growing in faith, or to address particular challenges.

Truro Youth Work – part of our plan for the work in Truro involves the development of a specific Youth Work to enable us reach more young people with the gospel. We envisage this work providing after school support and engagement, activities-based clubs in the late afternoon/early evening and drop-in/1:1 support; working in conjunction with other denominational youth workers and churches in Truro. Whilst we have a vision for this work,

the eventual expression of this will depend on the skills and abilities of the successful candidate.

At Kea we have had successful youth work for many years with a committed team of volunteers, however this work needs a strong vibrant leader to inspire the team, the activities and direction of development.

## **Person Specification**

### **a. Skills & experience**

- Diploma (or above) level of education in biblical studies or theology.
- Evidence of the ability to work at a senior level as part of the church leadership team.
- Evidence of an ability to train and lead a team of voluntary staff.
- A minimum of 5 years' experience of youth ministry in a church context – desirable.
- A track record of preparing and leading a balanced programme including Bible teaching, discussions and social activities for young people for both those with a Christian faith and those exploring faith.
- An understanding of youth culture, and appreciation of the specific issues that young people in Cornwall and Kea Church may face.
- Excellent communication skills with both adults and youth.
- Mentoring and discipleship skills.
- A thorough understanding of Safeguarding Policies and the ability to work within and adhere to them.
- Up-to-date IT skills and understanding of the potential of social media management.

### **c. Christian character**

- You have a commitment to Jesus Christ as Lord and Saviour, and to building God's church to his glory through your role.
- You are a Christian, with a clear faith, in full sympathy with our ethos, values and vision for growth.
- You are a person of integrity with a Godly character, a person of prayer, someone who understands and apply the Bible to their life before seeking to apply it to others.
- You play a full part as a member of a local Christian church, being regular in Sunday worship, and other areas of Christian activity, and be prepared to relocate this membership to St Kea Church.

### **d. Personal qualities**

- Have excellent organisational and leadership skills.
- Have good interpersonal skills and be at ease with children, adults and young people.
- Be able to motivate yourself and others.

- Be a good team player, able to work with, support and encourage other leaders.
- Be able to inspire and disciple young people, particularly those aged 11-18.
- Be flexible and innovative, able to adapt to changing circumstances and to develop new ways of working.
- Be comfortable working within an Evangelical, Anglican Church.
- To model the lifestyle of the PCC's beliefs, values and ethos to the children, young people and adults in both public duties and private choices.
- You will require a full driving license and access to transport.

## What support will I get?

- Regular supervisory meetings with the Vicar (line manager).
- Confidential 6 monthly reviews.
- Prayer and pastoral support from an appropriate Church member.
- Access to appropriate training as part of your continuing professional development.

## Main Terms and Conditions

<b>Job Title:</b>	<b>Associate Minister with Responsibility for Youth &amp; Families</b>
<b>Role level:</b>	Minister level reporting to the Vicar and Ministry Team
<b>Responsible to:</b>	Leadership Teams and Church Wardens
<b>Reports to:</b>	Vicar, St Kea Parish Church
<b>Staff responsible for:</b>	Youth volunteer teams and youth team leaders.
<b>Post status:</b>	Permanent
<b>Location:</b>	Kea Church Office, Kea, Truro, Cornwall TR3 6AE
<b>Hours of work:</b>	Typically 6 days per week (approximately 40 hours per week). Given the nature of the duties, the post holder will be expected to work at weekends and evenings as required up to the agreed hours per week.
<b>Salary:</b>	The package for this post is up to £35,000 which could include an accommodation allowance if required. There will be a three month probationary period.
<b>Pension:</b>	An occupational pension is provided with this position and is currently provided with People's Pension.

- Holidays:** As this is a ministry role, the leave entitlement is 6 weeks with a maximum of 6 Sundays in a 12 month period.
- Safeguarding:** As this work involves children and young people, a DBS check will be required and the postholder will be required to undertake safeguarding training.  
An occupational requirement exists for the post-holder to be a practicing Christian in accordance with the Equality Act 2010.
- Employer:** St Kea PCC
- Date:** June 2018

This job description sets out the main duties of the post. It is not intended to be rigid and inflexible and should be regarded as providing guidelines within which the post holder is required to work. Other duties of a similar nature may be assigned from time to time. Duties may vary to meet the changing needs of St Kea Church without changing the general character of the post or the level of responsibility it entails.

## Our Vision - Seeing God Transform Lives

We believe God is in the business of **seeing lives transformed** as we come to know the love of Jesus, trust in his forgiveness and live for him.

At St Kea it is okay not to be okay. God meets us where we are and invites us to know more of Him. We are committed to helping everyone join in this great adventure as He transforms us together to be the people we were made to be.

As a church we seek to be very honest and real, **Engaged** with the world all around us. We are committed to **Evangelism**, sharing the good news of Jesus with those who do not know him. We want to see all Christians **Established** in their faith, growing deeper as they seek to live for Jesus. Finally, we want to help everyone be fully **Equipped** for the unique life God calls them to live.

We long that everyone who lives and works in Truro and the surrounding localities would have the opportunity to receive the gospel from someone who loves them.

## Our Beliefs and Values

**Belief 1 - A God Centred Church. Everything we do is to God's glory alone.**

Value 1 - We want to praise and glorify God in everything we do.

**Belief 2 - A Jesus Focused Church. Jesus is Lord over his Church, the one who will build his church, and everything we do is through faith in Him alone by his grace alone.**

Value 2 - We seek to reflect Jesus' character in our life together - loving, gracious, compassionate, forgiving, truthful, kind, patient, good, gentle, self controlled.

**Belief 3 - A Gospel Living Church. Our life is empowered by the Holy Spirit who transforms us to live as disciples of Christ, each member playing their part as God has determined.**

Value 3 - Every member seeks to live for Christ in the power of the spirit, selflessly using the gifts God has given them to serve others, being committed, diligent and hard working.

**Belief 4 - A Word Centred Church. Everything we do is governed by God's word of the scriptures alone.**

Value 4 - We seek to live according to God's word in all things, allowing his word to shape our life together.

**Belief 5 - A Gospel Speaking Church. We are called to witness to God's grace and call people to faith in Jesus.**

Value 5 - We seek to be outward looking, serving others and sharing the good news of Jesus.

**Belief 6 - A Gospel Partnering Church. We are part of the universal church spread across the world.**

Value 6 - We seek to work in partnership with other gospel believing churches, both locally, nationally and internationally.