

# **“Our communities need a Family Worker”**

*Can you help us make a difference – for Christ’s sake?*

**Contract:** Initially 3 years

**Location:** Garelochhead/ Rosneath Peninsula, Argyll & Bute

Are you able to consider leading our Outreach Work with sensitivity, imagination, humour and infinite patience as we seek to fulfil Jesus’ Great Commission?

Working within 3 Church of Scotland parishes in a recently established linkage, this challenging and pioneering job requires self-motivation, energy, a real talent for relating to and communicating with people of all ages, including those currently outside the Christian faith?

Do you have God-given abilities and experiences that suggest you should prayerfully consider whether you are being called to serve as our Family Worker?

For parish profiles and other relevant background information, look at our Family Worker Private Blog accessible via Martin Kelly (Family Worker Group Convenor) at [martin@familyworker.org](mailto:martin@familyworker.org) or text on **mobile 07712 707 791**.

If having read the material, you are inspired to apply, please submit your CV together with a covering letter and the names of 3 referees, including that of your current employer.

We look forward to hearing from you!

**Closing Date: 5/09/2016**

**Interviews: 26/09/16 – 7/10/2016**

**Start Date: 1/12/2016** or earlier if available.

**Job Title: Family Worker (FW)**

## *Garelochhead and Peninsula Churches Together*

### **1. Background – Parish Context**

The FW will operate across the 3 parishes of our triple linkage, namely Craigrownie (villages of Kilcreggan, Cove and Coulport), St Modan’s (villages of Rosneath and Clynder) and Garelochhead and will lead our Outreach Work. The three parishes are very different in a variety of ways and have only recently had the opportunity to share a Minister. The Ministry Team consists of a full-time Minister and a Locally Ordained Minister. A Reader takes services occasionally but is not involved in any other aspects of parish life at any of the 3 churches.

Following extensive research in 2014 – 2015, the three Kirk Sessions identified the need for a full-time FW. The Report on this research included the following 3 recommendations as to the role and responsibilities of a prospective FW:

**a. Meeting identified needs of families in the community**

Many children in our parishes struggle with issues of self-worth, 'attachment', concentration and emotional resilience. Many also experience family structures that lack known elements required for wholesome child nurturing and development. Adult members of families also have need for specific areas of developmental support.

Our prospective FW has an 'open invitation' from the primary schools, the Educational Psychologist, the local Youth Café, the Police and the local Youth Centre, to set-up and run workshops, with or without them in partnership, on life-style choices and their consequences, that will help address the identified needs of these young people and their families. The FW will be supported in these activities by Volunteers from local churches (possibly including the RC Church) and some parents from local schools. The venues will vary, but there are suitable venues in each of the three parishes for all of the support initiatives that we envisage.

**b. Educate and nurture local families in understanding the Christian faith and its relevance to all of life**

There are vast chasms of ignorance about the foundation stones of the Christian faith within the parishes, particularly among those aged between 20 and 50. The FW should be prepared to work with all individuals, whether they are members of the local churches or not.

We must supplement the social and educational needs identified in our research phase by signposting the God who alone can meet the deeper, whole-person needs of all of us, whether already in the Church or those that have left.

**c. Establish new places and forms of worship arising from the relational outreach initiatives based on a. and b. above.**

In time, we hope to see families attending informal groups, becoming regular in their commitment to them so that they begin to experience a sense of belonging and in God's time, taking part in acts of worship – probably in the local schools, homes, the local Community Hall or maybe even the church buildings, and coming to a place where God's Holy Spirit draws them inexorably into believing, knowing and trusting in Jesus as their Lord and Saviour.

**2. Role & Responsibilities**

We are looking for a FW who will lead our missional outreach into each of our 3 parishes in ways that directly support the priorities stated above. He or she will:

- (a) build authentic relationships with a wide range of families and individuals in our 3 parishes;
- (b) understand the perceptions and beliefs held by local people concerning the Christian faith (and the Kirk);
- (c) start the challenging and pioneering work of engaging with those who currently sit outside of the Christian faith;
- (d) support partners in local primary schools, educational psychologists and others, to equip, enable and encourage children, their parents and those in *loco parentis*, to lead more fulfilled and fulfilling lives;
- (e) commit to be faithful and regular in prayer for all of the pastoral and outreach work in our parishes and similarly committed to regular Bible study and wider reading;
- (f) encourage all of us in various ways to become increasingly knowledgeable, authentic, fluent and confident in our everyday conversations on matters of the Christian faith and its perspectives on life (including that within families), such that when asked to "give account of the Hope that is within" us per 1

Peter 3:15, our words will neither be deemed irrelevant, insincere, insensitive nor plain ignorant by our conversation partners.

### **3. Initiatives and activities**

The FW may bring their responsibilities to life by doing some or all of the following which were suggested by interviewees during our research phase:

- a) Initiating or supporting 'After-School Clubs' in partnership with local primary schools and the Educational Psychologist to help increase levels of self-worth/emotional resilience in children;
- b) Arrange regular activities for Dads/their children with other Dads for mutual support and encouragement and getting to know the families involved – perhaps of a sporting nature;
- c) Relationship Workshops for teenagers – perhaps using some of the courses run as part of the Cinnamon Network;
- d) Family Workshops on "The stories we live by" – e.g. 'who am I?' 'what am I here for' and 'where am I going?' et al – aimed at both adults and children;
- e) Helping to identify, train and encourage Volunteers in Family Missional Outreach;
- f) Initiating or supporting Activity Clubs for Grandparents and Grandchildren;
- g) Enabling families to (i) acquire skills in relation to hygiene, health, nutrition, child development and (ii) begin to turn away from pursuing damaging life-style choices, such that individuals and their families are set free to honour God more and more in how they choose to live.
- h) Inspiring family members through activities based on the FW's own experience.

### **4. Management**

The **Management Group** will comprise individuals with a relevant experience and expertise to make a professional and effective contribution to the FW Project:

- (a) The FW will report directly to the Minister who will direct and agree priorities on a regular basis, against an agreed overall plan.
- (b) The Management Group will set the overall parameters and priorities for the FW's role and responsibilities.

### **5. Support**

A **Support Group** will be established to ensure the FW obtains the necessary practical and emotional support he or she will require in pursuit of his or her responsibilities. No member of this Support Group will also serve on the Management Group at the same time.

The FW will be encouraged to have access to and regular time with a **Spiritual Mentor** of his or her choice. This person will not be involved in any official capacity with any of the parishes that comprise our Triple Linkage but might possibly know something of the parishes, the churches and the life 'on the inside' of full-time parish work.

We are very aware that Pastoral and Outreach work of the pioneering nature required here will be challenging. We readily acknowledge that we have a fiduciary duty to the prospective FW and this responsibility will be discharged accordingly.

### **6. Person specification**

#### **Attributes**

The successful candidate will be someone who:

- a. Radiates a life that resonates to the heartbeat of the Divine;
- b. Displays and articulates a clear calling to full-time Christian Ministry amongst families;

- c. Relates easily with people and in whom others find it easy to engage and grow to trust and respect;
- d. Generates a willingness in others to give of their time and energies in support of a variety of activities and initiatives for and on behalf of others;
- e. Draws other people into his or her orbit of influence – without trying;
- f. Knows how and when to protect his or her own energies and emotions that can so easily get depleted in full-time Ministry;
- g. Is able to draw on a physical, psychological and emotional fitness and stamina when required;
- h. Is sensitive, has imagination, a ready sense of humour, and an infinite supply of patience.
- i. Knows his or her own limitations and is nevertheless able to flag up their own errors and shortcomings if necessary;
- j. Is able to ‘signpost’ as appropriate to relevant medical, social services, police or other similar groups as and when appropriate;
- k. Understands and adheres to required standards as to confidentiality in all pastoral matters.

### **Experience**

A minimum of at least 5 years’ relevant prior experience would be advantageous.

The context here in our parishes will be both challenging and pioneering – it will not be for the faint-hearted and neither will it be suitable for a first job in a FW role. We expect the FW to have a well-developed and mature network of complementary personal and professional supporters, enablers and encouragers.

We expect the successful candidate will (a) have experience of reflective practice and (b), a proficient working knowledge of current Safeguarding law and practice.

Prior working experience within a Presbyterian governance structure would be helpful.

### **Skills**

We expect to see demonstrable evidence of many of the following sets of skills in the successful candidate:

- a. Time-management;
- b. Organisation of self and others, especially in relation to projects/event planning;
- c. Communication, presentation and teaching across a wide range of material and in a variety of teaching styles;
- d. Technologies and their role in outreach initiatives – we expect the FW to utilise proficiently, a range of social media technologies and MS Office and/or their Apple counterparts, as an everyday part of his or her role;
- e. Knowledge and understanding of contemporary family structures and pastoral issues;
- f. Child development;
- g. Faith Development – in children and teenagers particular;
- h. Sport (participant, teacher and/or facilitator) (desirable but not essential);
- i. Managing volunteers efficiently, effectively and endlessly.

### **Qualifications**

A degree and/or post-graduate diploma in subjects that are directly relevant to the role of a Parish FW.

### **Other**

- a. There is an Occupational Requirement that the FW will (a) be an active member of a church community and (b), is demonstrably committed to growing and developing in his or her spiritual journey within the Christian faith;
- b. The successful candidate must be able to provide evidence as to their eligibility to work in the UK legally for the duration of the contract;
- c. The post requires the holder to comply with the relevant Church of Scotland's Safeguarding procedures at all times during the contract period;
- d. Job-share applicants will be considered;
- e. A 'clean' Driving Licence will be required.

### **Summary of outline Terms**

**Reports to:** The Minister, Rev Christine Murdoch. She will be the FW's Line Manager. In addition, the FW will report into a small Management Group comprising at least one representative from each of the 3 linked parishes. The Management Group will in turn, report to each of the 3 Kirk Sessions.

**Place of Work:** The FW will work across the 3 parishes using facilities such as Centre 81 (Garelochhead), local primary schools, church halls and a new church space at Craigrownie Parish Church. In addition, the FW will have the use of office space within the Garelochhead Church complex.

**Hours of Work:** 37.5 hours to be worked flexibly which will include Sundays and evenings.

**Holiday:** 6 weeks paid holiday pa, including 6 Sundays and all Public Holidays, except Good Friday, the Easter weekend and Christmas Day.

**Salary:** Salary of between £25,000 and £27,000 pa depending on skill levels and experience.

**Pension:** A Pension Scheme will be available.

**Expenses:** All reasonable out-of-pocket expenses that are incurred wholly and exclusively in the performance of the FW's duties outside of our 3 parishes, will be reimbursed against valid receipts.

**Benefits:** There may be assistance with housing and travel as part of the total compensation package for the successful candidate.

**Contract:** The post is offered for an initial period of 3 years, including a 6-month probationary period. We intend to develop a funding plan for this post so that we can continue to enjoy the services of a full-time FW after this initial contract period comes to an end in 2019.

**Further Information:** Have a look at the other background documents available on our dedicated Private Blog for Applicants.

**Contacts:** Please address any questions about this position to Martin Kelly, Convener of our Family Worker Group, at [martin@familyworker.org](mailto:martin@familyworker.org) mobile no:07712 707 791

If you subsequently wish to apply to be our Family Worker, please send your CV together with the names of 3 Referees (including current employer), to Martin Kelly at [martin@familyworker.org](mailto:martin@familyworker.org) or Jane Wright (Secretary of our Family Worker Group) at [jane.mswright@gmail.com](mailto:jane.mswright@gmail.com) mobile no: 07768 272 986.

We look forward to hearing from you!