



The Church of Scotland

Cambusbarron Parish Church, Bruce Memorial

Connected Life Initiative – ‘Go For It’ match-funded project

***Church and Community Development Worker –
Children, Families and Community***

27.5 hours pw – Salary dependent on qualification

Closing date 24th August 2018

To lead, support and progress several aspects of our ‘Connected Life’ programme established in 2012 – in particular co-ordinating, initiating, supporting and delivering aspects of our Children, Youth and Family work initiatives alongside the Minister and the church community

For more information please contact Helen Walker on 01786 479680
or Email: helensburgh2000@gmail.com



SCO 01913

The Church of Scotland
Cambusbarron Parish Church, Bruce Memorial
Connected Life Initiative – ‘Go For It’ match-funded project
Job Description

Title of Post:	Church and Community Development Worker – Children, Families and Community
Responsible to:	This appointment will be supported by and responsible to the local Connected Life Programme Team and Minister
Date:	The appointment will commence on 1 October 2018 or a mutually agreed date thereafter.
Main Purpose of Post:	To lead, support and progress several aspects of our ‘Connected Life’ programme established in 2012 – in particular co-ordinating, initiating, supporting and delivering children, youth and family work initiatives along with the minister and church community.

MAIN DUTIES

The post-holder will be expected to participate in delivery of some of the activities and sessions set out below, but will also have the role of organising, initiating, co-ordinating, training and supporting others from within the Church and Local Community in the delivery of these activities:

Children

- Rock Solid Club – a weekly Friday evening games night for primary 4-7 children, delivered by leaders from the church, with the post-holder taking a share in attending and leading on some evenings
- Sunday School and Bible Class – organising and supporting a team to deliver a programme, with the post-holder participating in the delivery as and when required.
- Engage with the Cambusbarron Community Out of School Club which was set up in partnership with the Church and meets weekdays in the Church Hall

Youth

- Explore and develop activities for young people of High School age from our community. Working with the group who will ‘graduate’ from the Rock Solid Club, design and deliver activities for young people that will provide continuity of involvement and engagement with the church - and growth in faith. This may include developing skills and competencies that will benefit the young people, but also enable them to participate with others in the life of the church.

Families

- Messy Church – working with the families to arrange and deliver a monthly Messy Church programme and encouraging the families to organise further social events
- CambusBairns – working with a recently formed group of parents (currently mothers), their babies and toddlers ensuring a Christian ethos and promoting links with the church community. The post-holder will be expected to co-ordinate this on a Friday morning, lead the sessions and discuss with the parents how the Church might develop other activities and services with them.
- Parentalk – to facilitate discussion groups for parents of children and teenagers, if there is sufficient demand. To explore demand for Parenting Groups

School

- Support the Minister, and participate as required, in Cambusbarron Primary School Chaplaincy where there are well established opportunities for creative, innovative approaches to RME, Assemblies and Church Services and an opportunity to start a Scripture Union group.
- To explore opportunities for partnership working in Stirling High School.

Community

- To engage with the community leaders, other community activities leaders and also local authority and health and social services agencies to work in partnership to deliver new 'Connected Life Partnership Services' that may emerge from the post-holder's engagement with the community and its leaders.
- Explore with Presbytery and other local churches, opportunities for partnership working

Generic expectations of the post-holder

- Communicate and share personal Christian faith and experience, as and when appropriate in each activity
- To work flexibly with the Minister, the Wellbeing Co-ordinator and leaders of Church activities
- The post-holder is not expected to deliver every activity, but to ensure the organisation of each activity guarantees the correct staffing, quality and safe delivery of each activity
- Review the policies required of the church in relation to the safe delivery of all its Children, Families and Community activities – to ensure our conformance and compliance with all legal requirements and best practice
- Residence in or close to Cambusbarron would be desirable in order to fulfil the community engagement and commitment

Potential for Shared Working:

Given the diverse range of knowledge, skills and experience required for the above, and for the Wellbeing Co-ordinator post, and in keeping with equal opportunities employment, it is open to candidates to apply for either or both of the part-time roles appropriate to their areas of expertise and to suggest commitment and times appropriate to the agreed activities, their lifestyles and the needs of the programme. Some evening and weekend working may be required.

Person Specification:

Skills, ability and knowledge	ESSENTIAL	DESIRABLE
<p>Ability to engage with children, young people and families in the local community – including promoting out of school engagement with the local church</p> <p>Ability to work alongside members of the church family, recruiting, training and supporting them in the Connected Life programme</p> <p>A commitment to partnership working, maintaining good relationships with key community figures</p> <p>Knowledge of key community initiatives – working with Council and Health agencies and initiatives to optimise local services and opportunities to enrich our community life for families</p> <p>Excellent administration and organisation skills – with ability to plan and prioritise workload</p> <p>Good IT skills – able to use Microsoft products including Word and PowerPoint</p> <p>Experience in leading and participating in worship</p> <p>Knowledge of Curriculum for Excellence, experience in working in schools</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>
Personal Qualities		
<p>Committed Christian with a personal story of faith and a live Church connection which is a genuine Occupational Requirement in terms of the Equality Act 2010</p> <p>Well developed interpersonal, verbal and written communication skills</p> <p>An awareness of personal and professional boundaries</p> <p>Openness to and able to evidence – different ways of working and trying new initiatives</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
Educational Requirements		
<p>Qualified to degree level or similar accredited training in Youth, Family, Community Work or Education</p> <p>and/or On-going commitment to continuing professional development</p>	<p>✓</p>	<p>✓</p>

Vacancy: Church and Community Development Worker – Children, Families and Community

Terms and Conditions:

The appointment basis will be: a 2-year fixed-term contract with the Church. As an ethical employer, the Programme Team will review the nature of future work and employment needs will be decided 6 months before the end of contract, thereby giving the contracted worker time to consider the future role or seek a contract or employment elsewhere.

- Salary for a qualified professional will be pro rata on the full-time scale £24,630 to £27,843 per annum
- If not qualified, then remuneration will be on the JNC Scale Support Worker Scale – probably around £16,000 to £20,000 (pro rata) or appropriate point
- Fulltime or part-time post holders will receive statutory appropriate contributions (pro rata) to pensions.
- Number of hours of work will be 27.5 hrs per week, remunerated pro rata based on 37.5 hours per full-time week; the nature of the work calls for a degree of flexibility, thus hours of work, will be agreed with the local Connected Life Programme Team, and may vary from day to day. The working hours will normally include Sunday mornings and some split days to allow some evenings.
- The post is based in Cambusbarron. Office space will be available in the Church building and the post-holder will be expected to be in the village and accessible during working hours.
- The applicant will be expected to share regularly in the worship life of the church.
- There are 5 weeks annual paid leave in each full holiday year, which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also 9 statutory holidays.
- Travel expenses cannot be claimed for journeys to and from work but can be claimed for journeys from the Cambusbarron Office to meetings outwith Cambusbarron. Travel may be by public transport or by use of own car at rates as agreed by your Employer and reviewed annually. Car mileage will be paid by the Employer in the first instance and re-claimed from the Employer on an agreed monthly or quarterly basis.
- In view of the nature of the post, the successful candidate will be required to have membership of the Protecting Vulnerable Groups Scheme (PVGA) in relation to working with vulnerable adults and children.

The appointment will be subject to a probationary period of 6 months.

To apply please send your CV along with a letter stating your suitability and naming two referees to Helen Walker, c/o The Bruce Memorial Church Hall, St Ninians Road, Cambusbarron, FK7 9NU or Email: helensburgh2000@gmail.com

Closing Date 24th August 2018

Cambusbarron Parish Church, Bruce Memorial – ‘Connected Life’ Programme

The programme was set up around 2011/12 after a full Strategic Review by the church. It led to the development of the ‘Living the Connected Life’ Strategy and the subsequent ‘Go For It’ Funding Initiative. Youth and Family work was already underway in partnership with the Haldane Trust. In 2012/13, following the arrival of a new minister who was committed to the Strategy and Vision of ‘Connected Life’, a matched funding research grant from the ‘Go For It’ Fund led to the following findings:

- Cambusbarron, around 3,300 population, although on the edge of Stirling City, still has a village ‘feel’ and identity and should be regarded as a village community
- The village is off the main routes and many of those coming to the village have no identity with it and there was need to connect the newcomers to the local community and its history in order to increase their sense of wellbeing that it is ‘a great place to live’.
- The Church sits in the heart of the village. It has a membership of around 300 with a regular Sunday Service congregation of 80 to 100. The age profile of those attending was identified as a concern, with around 70% retired, 30% working age including 4 or 5 families. Action was needed to engage with our community and reduce the age profile – hence the ‘Connected Life’ Strategy
- It has several recent housing developments and is rapidly becoming a favoured commuter-belt area for Edinburgh and Glasgow. This means there are many young families with no wider family support in the area. There was a need for an Out of School Club. Funding for a ‘proof of concept’ was sought from ‘Go For It’ and the grant enabled the establishing of a thriving Cambusbarron Community Partnership Out of School Club with over 60 registered children and this Club rents our Hall for the purpose.
- The theme of ‘living a connected life’ was identified as a phrase that had resonance with the language of the technology age and would be a vehicle for bringing people together using technology and through engaging in activities that were needed to enrich the experience of living in the village.
- As a church we believe that being ‘connected with God’ as well as with each other and the activities in the village, greatly enriches the lives of individuals and families within the village and we seek to commend this as part of Cambusbarron being ‘a great place to live’
- There was a need for children and family work and so the Youth Worker we had from Haldane Trust was re-employed fulltime by the Church to deliver Family and Community Work through the Church matching the Go For It Funding.
- The Church has been delivering the following elements of its Connected Life Strategy through several groups: Worship Group, Families and Children’s Work Team, Pastoral Group, Church and Community Group, Communications Group, Wellbeing Group