

## Role Description: Youth Worker

<b>Location:</b>	Camborne and surrounding area
<b>Reporting to:</b>	Priest-in-charge
<b>Salary:</b>	£24,000 to £25,500 per annum (depending on experience) pro rata.
<b>Standard Working Hours:</b>	25 - 35 hours p/w to include Sundays (negotiable)
<b>Terms of contract:</b>	Fixed term contract for 2 years. <b>Employed by the Diocese of Truro.</b>

### Context

The Camborne Cluster of Churches is a group of five churches covering urban and rural areas in the post-industrial area of West Cornwall. For the past 5 years the Cluster has benefited from being one of the Transforming Mission (TM) projects set up by the Diocese of Truro. The purpose of TM Camborne is to grow the church in the Camborne area, with an emphasis on reaching the missing generations, namely families and young people.

Transforming Mission in Cornwall started in Falmouth in 2017 and has now created a further four resourcing churches in Truro, Camborne, St Austell and Liskeard.

### Transforming Mission (Camborne)

The TM model in Camborne was tailored to fit this unique Cornish context. The resources, in particular the people, have been used to serve all five churches in equal but differing ways. TM has sought to partner with each church to encourage social and missional outreach.

So far TM Camborne has:

- Established regular drop-ins; for families and young people, i.e. Tea Time in Camborne which attracts 70+ young people every week; for the lonely and elderly in Praze; for the bereaved and isolated in Camborne, i.e. Footprints Café; and Bump to 5 for parents and pre-schoolers in Troon.
- Developed new worshipping communities and fresh expressions in the rural areas, such as Sunday Toast and Wild Church.
- Introduced a pop-up church, a gazebo that can bring 'church' to any location.
- Grown effective connections with nearly all the schools within Camborne & the surrounding villages (1 Secondary, 9 Primary, 2 Nursery), including Chaplaincy in the secondary school.
- Built on the work begun by All Saints Community Centre and Troon Church Trust.
- Developed our ecumenical links to provide vibrant town centre outreach events.



## Purpose of the Role

This job description is indicative and can be shaped in partnership with the ministry team leading TM Camborne. However, in order to provide a basis on which to start we want to present the following:

- Pioneer a thriving young people's ministry geared towards 14 - 18-year-olds, with the young people who attend the after-school drop-in as the starting point.
- Lead the discipleship growth and development of young people already connected to a church locally.
- Being instrumental in connecting with the rural communities, the marginalised and isolated by starting a youth club in Praze-an-Beeble.
- Be creative and innovative in presenting the Gospel to young people to draw them into the Christian faith and family of the church.
- To collaborate with the work being done in schools by the FLOURISH network. For more information on this go to: <https://trurodiocese.org.uk/2024/07/truro-chosen-as-flourish-pilot-diocese/>

## Key responsibilities

- To build thriving ministries geared to young people which attracts and disciples new believers as well as developing and nurturing those already known to us.
- To pro-actively initiate and lead on sharing the gospel and mission to young people in Camborne.
- To make the most of our resources, such as using Troon Village Hall which is being renovated, or Praze Institute or our many green spaces in the churchyards.

- To be a visible presence within the churches, and wider community and a voice for young people to elderly congregations.
- To provide pastoral support for young people and, if appropriate, signposting them to professional help.
- To assist in the administrative tasks of planning, monitoring and reporting of activity intended to achieve the objectives of TM Camborne.
- To identify, attract and enable lay volunteers to share the vision, ministry and mission to young people, and join in.
- To promote and support the development of vocations in the Church, with a particular focus on vocations for young people.
- Collaborate in leading worship, teaching and ministry that engages young people.
- To play an active role in the Chaplaincy of Camborne Science & International Academy and enable the Church to build connections with the FLOURISH project.
- To plan a programme of events and initiatives across the year which support the mission and ministry to young people, both face-to-face and digital.
- To use a variety of communication means (including social media platforms) to engage with students/young people that promotes positive relationships with each other and God.
- To support outreach activities delivered by other members of the TM team.

## Safeguarding

- To adhere to the Diocese of Truro's safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable. This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role. **Please note that this role requires an enhanced DBS check.** The Rehabilitation of Offenders Act does not apply in this instance.
- To undertake other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role.
- To undertake relevant training required to best carry out the role, if required.

## Health & Safety

- To adhere to the Diocese of Truro's Health and Safety policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.

## Key relationships

The key relationships for the post holder are with:

- Young people in the Camborne and surrounding area
- Priest-in-charge (TM Lead) for Camborne Cluster of Churches
- Local Schools and Colleges
- The congregations
- TM Ministry Team
- Youth Workers in other TM resourcing churches.
- Other local Youth Workers ecumenically.

## We can offer you

- A beautiful part of Cornwall to work in that has a rich history and culture.
- The opportunity to work with a well-resourced team dedicated to regenerating the church in this area who will support you and encourage creativity.
- A growing network of peer support where you can share good practice.
- A vision that seeks to engage in mission and ministry to the missing generations in our communities and grow the faith in schools.

## Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- Values difference in others and respects the dignity and worth of each individual
- Reflects the diversity of the nation that the Church of England exists to serve

- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

There is an Occupational Requirement that the post-holder is a Christian.

## Standards of Behaviour and Conduct

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

**This job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content**

**This job description will be reviewed periodically, and may be subject to amendment.**

## Person Specification

### Youth Worker

We are looking for someone with:

- Passion and energy to help young people encounter God, introducing them to Jesus and capable of nurturing their faith.
- Initiative and drive, who is brave and willing to try new things.
- Boldness and resilience, able to make mistakes and learn from them.
- The ability to grow ministry to young people within churches and communities, drawing in dispersed young people from a range of backgrounds, regardless of ability.
- A desire to work in a team to grow church communities;
- Their own personal pattern of prayer and bible reading, committed to Christ.

### Essential

- A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him.

- Committed to the welfare of young people as whole persons, made in the image of God.
- Commitment to the mission, vision and worship philosophy of TM and, in particular, to growing ministry that is relevant to Young People.
- An enthusiastic self-starter who can bring hope and love to a deprived area.
- Energetic, active and able to bring joy into young people's lives
- Organised, can produce rotas, plan events and communicate in a timely manner.

## Experience

- Planning and leading groups and activities that effectively engages young people.
- Creating and developing new initiatives and events that engage young people.
- Experience of engaging with people in community settings, ideally through sport or other active pursuits and outdoor games.
- Experience of working with a team structure.
- Able to safely recruit volunteers and produce rotas.

## Desirable

- A qualification in youth work or equivalent.
- A qualification or some training in Theology and Biblical Studies.
- A full clean driving license.
- Proven awareness of the importance of self-care and time management.

## Knowledge and personal characteristics

- A desire to grow disciples and see young people discover Jesus and walk into the purposes of God in their life.
- A desire to be part of the renewal and revitalisation of the Church in Camborne and surrounding rural areas
- Approachable and be able to build positive relationships with young people and their families
- Ability to build strong and effective relationships within a team.
- An understanding of the nature of issues that affect the young people in Cornwall.

## Skills

- Ability to communicate biblical truths in a relevant and engaging way for Young People.
- Ability to utilise social media and digital communications creatively and effectively.
- Ability to inspire and communicate vision.
- Strong organisational & administration skills.
- Proficient in Microsoft office or equivalent, email, internet and social media.
- Strong communication & interpersonal skills (written & verbal).
- A willingness to work evenings and weekends as necessary.