

The Church of Scotland Job Description

Title of Post: Youth and Community Outreach Worker

Responsible to: Rev Gordon Kirkwood, Minister of Kelvinbridge Parish Church

August 2021

Main Purpose of Post:

- To work collaboratively with the Minister, Kirk Session and Congregation
 - To help support the development of a mission and outreach strategy
 - To build upon and develop ministry to and with children, young people and families
 - Build relationships with the wider community
 - To help develop a vibrant worship experience at Kelvinbridge.
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Introduction: Kelvinbridge Parish Church

Kelvinbridge Parish Church was formed through the Union of Kelvin Stevenson Memorial Church and Lansdowne Parish Church in December 2013. The building presently used is that which formerly housed the congregation of Kelvin Stevenson Memorial. The former Lansdowne building is now Webster's Theatre and Bistro. The congregation is small – under sixty in number – and mostly elderly in composition. We have a very small but active Sunday club and are the host congregation of the 1st Glasgow Company, The Boys' Brigade – the company of the movement's founder – comprising Anchor, Junior, Company and Senior sections. We also host Guides, Brownies and Rainbows. Other organisations meeting in our church are community groups such as Cocaine Anonymous, the Community Council and the Coach House Trust. In addition, there are also adult exercise classes comprising Tai Chi, Highland Hustle and Yoga. We maintain an active chaplaincy within some local schools including Abercorn Secondary for children with additional support needs, The Glasgow Academy (a local independent school) and Dunard Primary. We also conduct monthly services in a local Care Home for older people.

The worship at Kelvinbridge leans on the traditional with a mix of established and contemporary hymns and songs. We use 'liturgical' items in worship regularly – such as responses in prayer and at Communion. We have experimented with use of multimedia – especially recently. The congregation is friendly and largely of a liberal bent theologically – although we do not generally like labels!

The Parish of Kelvinbridge is comparatively large and diverse – yet relatively compact. Housing comprises a mix of upmarket tenement dwellings and

traditional villas, modern modest owner-occupier properties and social housing largely provided by Queen Cross Housing Association. There is also a thriving private rented sector. The demographics of the parish are diverse – including economics, ethnicity and age. There is a large but transient student population and also many traditional ‘West End’ folks. The parish is home to a variety of nationalities and faith groups.

Demographic breakdown for the Parish of Kelvinbridge can be found at <https://cos.churchofscotland.org.uk/resources/documents/statistics/parish-profiles/160955.pdf>

Kelvinbridge Parish Church comprises a positive group of people moving forward – yet who are aware of their vulnerabilities. The congregation is concerned to grow closer to God and help people become disciples. We aspire to become better equipped to meet the needs of our parish and have identified three principal areas we wish to address: Youth Work, Outreach and Worship:

Main Duties and Responsibilities of The Youth and Community Outreach Worker:

A. Youth and Family Work:

- To build upon existing points of contact with children, young people and their families with a view to integrating them more fully into the life of the Church
- To develop Fresh Expressions of worship such as Messy Church or Holiday Clubs
- To support existing chaplaincy work within schools
- To build positive relationships amongst the groups who are part of the KPC family such as The Boys’ Brigade, Guiding Groups and the Sunday Club
- To develop the team of volunteers working with children and young people ensuring that recruitment, safeguarding, and support/mentoring is of the highest standard.

B. Outreach in the Community:

- To undertake a leadership and initiative development role in Kelvinbridge Parish Church reaching all areas and ages of the community under the overall leadership of the Parish Minister
- To provide a bridge to the wider community together with the minister and congregation
- To identify community partners with whom we might liaise and/or work
- To support the development of Kelvinbridge Parish Church's digital engagement with the wider community.

C. Worship:

- To share in worship with the church family at Kelvinbridge and occasionally lead some aspects of worship particularly involving children and young people
- In consultation with the Minister, to institute and develop regular worship in the 'city-end' of the parish.

D. Other:

- To share with the Kirk Session, families and congregation information about progress, worship and events for children, young people and families through attendance at meetings, via the church Facebook Page/website and other social media, in the church magazine and within Orders of Service.
- To undertake relevant and necessary training e.g. Food Hygiene if necessary
- To attend some Kirk Session meetings and share the oversight of the role with Elders or give a written report
- To undertake such additional duties as may reasonably be requested by the Line Manager from time to time.
- To contribute to the further development of Kelvinbridge's strategy for youth and community outreach.

Person Specification: Youth & Community Outreach Worker

	Essential	Desirable
Skills, abilities and knowledge		
Ability to relate to and communicate effectively with people of all ages using highly developed interpersonal skills	X	
Experience of working with children, young people and their extended families with the ability to identify, plan and implement relevant activities	X	
Ability to relate to people with no church connection	X	
Knowledge and understanding of the dynamics of family life and the particular issues facing families today	X	
Demonstrate ability to recruit, encourage, enable, mentor and motivate volunteers	X	
Ability to generate ideas to grow the work with children, young people and families	X	
Experience of participating in worship in different congregational settings including formal, informal and interactive and including		X**

leading worship for younger people		
Thorough knowledge of Safeguarding regulations	X	
Experience of working in a school environment and in planning and delivering suitable material		X
Understanding of the issues facing Christian workers in the school environment and the ability to work in that environment on the church's behalf		X
Excellent planning skills with the ability to manage time, prioritise tasks and ensure workload is practicable	X	
Experience and expertise in the use of IT applications and experience in the use of social media including communication with younger people	X	
Presentation skills	X	

** Training in the leading of worship can be organised through the Presbytery of Glasgow.

	Essential	Desirable
Personal qualities		
Committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010	X	
A positive and enthusiastic attitude and the ability to enthuse others	X	
Ability to communicate effectively with others using highly developed interpersonal skills	X	
Proven ability to work collaboratively with colleagues and contribute to effective team working	X	
Ability to work flexibly unsupervised, is adaptive and enjoys using own initiative	X	
Educational requirements		
Qualified to degree level or similar, or accredited training in Family Work, or significant recent and relevant work experience in these areas	X	
Ongoing commitment to continuing professional development including willingness to work towards qualifications and accredited training	X	

Terms and Conditions: Youth and Community Outreach Worker:

(A Church of Scotland contract will be issued)

- **Hours of work:** Normal hours of work will be 37 hours per week as agreed locally. The nature of the work calls for a degree of flexibility, thus hours of work, which are agreed with the line manager, may vary from day to day.
- **Ideally, this would be a full-time post** – but a job-share scenario might be considered. Applicants should have a Degree or similar accredited qualification in Youth and Community work.
- **Salary:** Salary is based on the MDS scale £25,624 - £28,968 per annum pro rata. The successful candidate will start at point 1 of a 5 point scale and move up the scale in annual increments.
- **Base:** the post is based at Kelvinbridge Parish Church
- **Holiday:** There are 6 weeks pro rata annual leave paid in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full months' worked. There are also eight pro rata public holidays
- **Travel expenses:** Travel expenses 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 Employee in the first instance and reclaimed from the congregation on a quarterly basis.
- **Member of Disclosure Scotland PVG Scheme:** In view of the nature of this post, the postholder will be required to be a member of the Disclosure Scotland PVG Scheme.
- **Asylum and Immigration Act 1996:** In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- **Line management and pastoral team will be available to the Youth and Community Outreach Worker.**

Informal enquiries can be made to Rev. Gordon Kirkwood by telephone 07915 534785 or email GKirkwood@churchofscotland.org.uk

Closing date is to be the 16th September 2021

Interview Date – From the week of 4th October

To proceed with your application, you should send your completed Application Form, CV and a covering letter indicating your career path and experience to the Rev. Gordon Kirkwood on or before the closing date.