

## ROLE DESCRIPTION AND BACKGROUND INFORMATION

### Pioneer Families' and Children's Leader - full time

With primary responsibility for growing and developing our families' and children's provision.

**Salary: £26,000 + 5% matched pension contribution**

**Reporting to: Operations Manager**

**Closing date for applications: Friday 10 November 2023**

**Interviews: Monday 20 November 2023**

### Transforming Mission and the background to this role

The post is part of the Transforming Mission (TM) project set up by the Diocese of Truro and part funded by the diocese and the Church Commissioners. The purpose of Transforming Mission (Liskeard) is to grow the church in Liskeard and create a resourcing church to help other churches across South East Cornwall to grow as well.



ABC (Adults, Babies, Children) Group

Transforming Mission in Cornwall started in Falmouth in 2017 and in 2019 spread to a further four resourcing churches in Truro, Camborne, St Austell and Liskeard.

This role will be key to building on the growth already achieved in St Martin's Church, Liskeard and continuing that growth.

We are also starting to work with a few other churches in South East Cornwall as a resourcing church.

Our Transforming Mission grant income reduces each year and is

likely to come to an end by the end of 2026. Continued growth is needed to enable us to reach full financial sustainability by that date, if not before then.

### St Martin's Church, Liskeard

This post will be based at St Martin's Church, Liskeard, an Evangelical church which seeks to reach out to its community in the power of the Holy Spirit. Liskeard is a market town, 20 miles west of Plymouth and is a main stop on the Penzance to London railway. St Martin's Church is the second largest church building in the diocese with a capacity of about 400. It superbly combines modern facilities with the beauty of a medieval church.



The current worshipping community is about 290. We have just over 40 babies, children and youth under the age of 18 who come to Church, although not every week. Our aim is to grow the church to a worshipping community of 500 or more, with 20% being under 18 years old.

Our children's Sunday work takes place at the 11:00 service, which attracts the largest congregation. We also run a weekly "Blaze" after school club on Thursdays in the church. Each summer, those aged 8 and over go to SPREE, a popular Christian camping and activity weekend.

### *Vision*

The vision statement of St Martin's Church states, "Through the power of the Spirit, to bring the love of Jesus to our community, to make disciples and to worship God together."

Our mission priorities are:

- families & young people;
- discipleship & good teaching;
- mission, evangelism & growth; and
- community & looking after the poor.

Our full vision document may be accessed here: <https://smartchurchliskeard.co.uk/wp-content/uploads/2021/11/Vision-doc-amended-1.pdf>.

### *Community links*

We have excellent links into the local community and the town council and are well respected in the town. Apart from our work with the schools we do quite a bit of other work in the community:

- We act as a frontline agent to distribute emergency grant finance to those most in need.
- We receive referrals from Social Services and other agencies to help those in need through our ACTS 435 advocacy.

- We run a Christians Against Poverty (CAP) debt centre that covers all of South East Cornwall.
- We have a weekly prayer tent in town each Friday, which initiates some great conversations.
- Each Summer, we have stalls at the Liskeard Show and the Liskeard Ploughman's Festival, where we run free children's activities.
- During school holidays we also have a presence in Castle Park, organising games and activities for children.
- We organise an annual outdoor carol service to which about 200 people come;
- This year we signed a seven-year lease with Cornwall Council on a recreational field that lies between St Martin's Primary School and two new housing estates. We will be creating a community garden and orchard there, a wildflower area and nature walk, and installing goal posts and a basketball stand. We have held some church activities & picnics on the field and invited the locals.



## Pioneer Leaders

The Church of England website describes pioneer roles as follows:

*“Pioneering is about firsts. Being the first to lead ministry into new places for and with others. Pioneers must be able to see a new future, and have the skills and gifts needed to make it a reality now.*

*Pioneers connect with people outside of Church, creating new ways of doing Church together in their community.*

*Pioneers are leaders of innovation, with a gift for seeing what God is doing and responding creatively to it.”*

This will be a parish pioneer role, focusing on developing new ways of doing things, expanding on the current growth and reach of St Martin's and ultimately helping other churches in the South East of Cornwall.

## Purpose of the Role

*As a pioneer leader you will be responsible for growing and developing our families' and children's provision at St Martin's and to advise and support other churches seeking our help to do the same. You will focus on outreach and vision and will oversee families and children's work. You will grow and manage the volunteer team to support that work.*

*You will continue to develop in your gifts of the Holy Spirit, and in leading and empowering children and young families in our church to worship God and encounter His presence.*

This position is also a pastoral one that therefore requires you to serve not solely as a pioneer leader but also as a shepherd to the people who serve alongside you in this ministry. You and your team of volunteers will be working closely with existing and new families and children in our church community to ensure that we meet their spiritual and other needs and provide a strong support group for them. You will work closely with our Worship Leader (who also works with our youth) and with our Youth Worker and Music Intern to ensure a joined-up approach to our mission.

This role will encourage people at St Martin's Church, Liskeard and across South East Cornwall to develop and expand the provision of services, worship and activities that will appeal to families with babies, toddlers and primary school children. It will involve identifying and equipping those with gifts and a desire to grow in this area, as well as seeking to help address the most pressing needs affecting the children and young families in the local community.

This post will involve working with the leaders in the other Cornish resourcing churches and the West Wivelshire deanery to share ideas and support one another.

We have set out below the objectives for Transforming Mission that relate to families' and children's work. These were included in the original bid to the Church Commissioners, and we report to them regularly. The Church Commissioners and the diocese acknowledge that plans can change, and indeed, the pandemic has meant a review of what we do and how we do it, but the original core objectives remain largely the same. We are open to suggestions on alternative approaches to how we might achieve the same outcomes, and of course, we are always open to the leading of the Holy Spirit.

### **Transforming Mission (Liskeard)**

Transforming Mission is a model for renewal and evangelism across Cornwall. The programme seeks to develop a version of resourcing church that learns and borrows from current practice in other dioceses but is tailored to fit the Cornish context. The five Cornish resourcing churches and all the other deaneries share their new mission initiatives, ideas, information, successes, and challenges through diocesan events called "Shared Learning Experiences".

The Transforming Mission objectives in Liskeard that relate to young families and children are to:

1. Work with both large primary schools in Liskeard by providing governors where required and running parenting and other relevant courses to help them to reduce the significant social challenges.
  - a. *We have very close relationships with St Martin's Church of England Primary School in Liskeard (with about 220 children).*
  - b. *We have had a good relationship with Hillfort Primary School (with about 390 children) in the past, but COVID resulted in our links becoming much weaker. We wish to reestablish past links.*
  - c. *Open the Book runs weekly in St Martin's School and Dobwalls Primary School and was also run at Hillfort before the pandemic.*

- d. *At St Martin's School we run Kids Matter parenting classes; provide Transforming Lives for Good mentoring for struggling children; have volunteers reading with children; and provide school governors.*
    - e. *A priority for this post will be to grow and manage the volunteers to build on these activities, and to seek to reestablish strong links with Hillfort. Our aim is to grow and evangelise the fringe of the church community.*
  2. The ABC (Adults, Babies, Children) groups help provide emotional support for young families and are already a strong feed into our Alpha groups and into church life. With two groups operating already, we expect to add more groups in Liskeard and help other parishes set them up too.
    - a. *ABC has been run at St Martin's for many years, but obviously had to stop during the pandemic. Its primary focus is on the well-being of the parents and is intentionally evangelistic.*
  3. Partner with rural parishes in South East Cornwall to help them fill any gaps in their capacity and resources, to enable them to grow as well. This rural strategy will include facilitating at least another one church plant within existing parish churches that are willing to see change but lack the resources to achieve it on their own.
    - a. *Most of the parishes in South East Cornwall are rural parishes. Once the central resources in Liskeard have been developed sufficiently this post will identify and support parishes in South East Cornwall looking to develop their families' and children's ministries.*
    - b. *We are currently working with Looe to establish a new worshipping community and we launched a new Sunday evening service at St Martin's Church, Liskeard this September.*
  4. Identify, nurture and train future leaders in ministry, who can be deployed in the wider Church.
    - a. *This post will be responsible for developing church members to be leaders in the church, to help with the growing opportunities to work with young families and children at St Martin's Church, and elsewhere, and to explore their own vocation.*
    - b. *We currently have a team of 20+ volunteers for children's work on Sundays and others who help with ABC and the work in schools.*
  5. Grow St Martin's Church, Liskeard from 176 average weekly attendance across four services to 500 or more by 2026 (church capacity: 400). This will include the percentage of under-18s growing from about 8% (per the original bid to the Church Commissioners) to 20%.
    - a. *This will happen through increased feeds into the traditional, modern and mid-week services from our Christians Against Poverty debt centre (CAP) clients, ABC families, schools and other young people's work and the current and future social / seeker activities undertaken. This post will be a key part of helping the church reach this objective, through its work with the schools and*

*with children and young families in the community. The current percentage of under-18s has already grown to about 15%.*

## Key responsibilities

### Leadership

- To be open to the prompting of the Holy Spirit, and confident in exercising your gifts of the Spirit.
- To develop thriving ministries geared to young families and children which attracts and disciples new believers as well as developing and nurturing existing members.
- To expand on existing links and to build new links into the community, including the primary schools, which will form the basis for future outreach work.
- To be proactive in initiating and leading on sharing the gospel and mission to young families and children in Liskeard and establishing a culture where others are encouraged and enabled to do the same.
- To help us to build a culture of caring for young families and children within our church community, creating a cohesive community of believers, who will feel confident to invite their non-Christian friends and neighbours.
- To be a visible leadership presence within the church and wider community, including worshipping at St Martin's Church on Sundays.
- To provide pastoral support and discipleship.
- To play an active role in leadership and support of the creation of new worshipping communities within Transforming Mission as well as the growth and development of Liskeard as a TM Resourcing church.
- To assist in the planning, monitoring and reporting of activity intended to achieve the objectives of Transforming Mission.
- To identify, attract and enable lay leaders to share the vision, ministry and mission to young families and children.
- To promote and support the development of vocations in the Church, with a focus on vocations for young families and children.
- To work closely with the youth team to ensure the needs of the church's families are met.
- To resource, equip and encourage our volunteers.
- To train your team to lead worship, teaching and ministry that engages young families and children throughout the year, including during school holidays.

### Preaching and worship

- To be a confident speaker.
- To lead worship for families and children on special occasions.
- To assist in the formulation of worship as part of the TM team.

## Other

- To be involved in baptism/thanksgiving preparation, services and follow up for young families.
- To work actively in partnership with other churches as appropriate in order to further the mission and ministry to young families and children in Liskeard and South East Cornwall.
- To use a variety of methods of communication (including social media platforms) to engage with the young families and children and promote the work of TM Liskeard.
- To understand, champion and implement best practice in children's work.
- To ensure a policy of inclusion of all abilities, needs and backgrounds.

## Discipleship

- To encourage parents of young families to join life groups (home groups) to allow them to explore their faith.
- To support discipleship activities delivered by other members of the TM team.

## Other aspects of the Pioneer Leader role

### Health & Safety

- To adhere to St Martin'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.

### Safeguarding

- To adhere to the national House of Bishop'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.**

### Equality and diversity

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

Our full equal opportunities and diversity policy can be found here:

<https://smartchurchliskeard.co.uk/wp-content/uploads/2023/07/PCC-equal-opportunities-and-diversity-policy-approved.pdf>

## 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.

## Other

- To undertake such other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role, and mission of the church.
- To undertake relevant training required to best carry out the role.

**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.**