

TRANSFORMING MISSION

a pioneering project to encourage the church in sharing the love of God through its passionate concern for discipleship, education, community and family life.

**BASED AT ALL SAINTS HIGHERTOWN
TRURO DIOCESE**



Truro

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DIOCESE OF TRURO

DISCOVERING GOD'S KINGDOM
GROWING THE CHURCH





Welcome

Thank you for your interest in what we believe is a truly exciting and challenging time for Truro and, whether or not you put in an application, we ask you to join with us in praying for God's hand on this appointment process.

In July 2019, we heard that Truro Diocese's bid for Strategic Development Funding had been successful and the second phase of "Transforming Mission Cornwall" could finally get under way here in Truro, as well as in Liskeard, Camborne and St Austell.

Even to get to this point has been the fruit of a great deal of dreaming, praying, discussion, consultation and sheer hard work on the part of many people, and now the adventure continues as we carry the vision to four new locations in Cornwall.

The Church Commissioners and the Diocese of Truro between us are investing £827k along with much hope, faith and prayer in "Transforming Mission for Truro", a six year project that you will find described in the following pages.

As you will see from the new roles we have been able to create, we are looking to build a team of passionate and talented individuals who can catch, and help to realise, the vision God that has given us for transforming the mission of the Church of England in Cornwall.

This pack contains broad information about the TM project, our vision, and also a profile of the parish of All Saints where the posts will be based, and whose congregation will form a key part of the ongoing ministry and mission. We invite you to read it and to consider whether any of the roles described fire your imagination and inspire you.

If you feel called to apply, please note the closing and interview dates for each of the roles. If you would like to have an informal discussion about the roles or project, do email me at vicar@asht.org.uk to arrange a phone conversation.

In the grace of God and the power of the Spirit, we long to see the Gospel of Jesus renewing His church and changing lives through what is started here. We pray that God is calling you to be a part of it.

Revd Jeremy Putnam
Priest in Charge | All Saints Church
Truro Lifehouse





Vision

The aim and vision of the Diocese of Truro is to continue to resource and encourage church communities in Cornwall and the Isles of Scilly to “Discover God’s Kingdom, Grow the Church”.

Transforming Mission (TM) is a model for the renewal of Anglican Church life across the Diocese of Truro. This programme seeks to develop a version of Resource Church that learns and borrows from current practice in other dioceses but is tailored to fit the Cornish context. The objectives of TM Truro are:

- To develop a thriving missional community in the churches across Truro.
- To develop an effective ministry to the 'missing generations' in Truro Churches.
- To identify, nurture and train future leaders in ministry, lay and ordained, who can be deployed in the Deanery, Diocese and the wider Church;
- To develop a Town Resource Church, that works alongside the other networked churches in Cornwall.
- To develop an interconnected network of resources to be shared across the town to best serve the missional community, including venues, equipment and people, whilst retaining partnership working with Churches Together.





Strategic Operations Manager

We at All Saints want to be a Christ-centred, Spirit led, growing Church that proclaims the love of God, in word and deed, to the people of Truro and beyond.

Purpose of the Role

This role is a very important leadership role in the life of All Saints and its mission. The SOM role will act as a crucial link between two distinct projects, bringing together the TM project and Lifehouse Project under the whole vision of the church. Transforming Mission is now in its implementation phase and will start the exciting task of resourcing the church to reach out to the unchurched and missing generations, as well as work with other churches in Truro to share the gospel of Jesus Christ to those who live and work in Truro and the surrounding area. The Lifehouse Project is the vision for the rebuilding of our church and community facilities to better enable us to fulfil the call that God has placed on the heart of the All Saints community. This vision is for the most vulnerable in our community; for all to know the life that only Jesus can bring (John 10:10). We are thrilled that these two projects are now going ahead. The purpose of the SOM role is to help bring these two projects under the one vision, so that all aspects of our life as a church will be Christ-centred and Spirit-led.

To help us bring these two projects together the SOM role will focus on these four main areas. These objectives underpin the key responsibilities outlined on the following page.

- To develop our culture of hospitality and welcome by providing a welcoming presence for those visiting and using the church and community facilities. Paying particular attention to those with specific needs.
- To manage day to day operations including marketing, communications, budget controls, payroll and human resources, building maintenance, and care of policies relating to the church buildings and its daily activities.
- To provide strategic oversight for the implementation and effectiveness of the Transforming Mission project and its integration into the whole life and vision of the church.
- To establish and oversee the operational management of the resourcing church and delivery of the local TM vision, ensuring that appropriate systems and resources are in place, and coordinated effectively.



Role Specification



We are thrilled to be offering this role and hope that the details below give you some idea of the scope and opportunities for ministry.

Strategic

- Contribute to the overall leadership and strategic direction of the church through involvement as a member of the Core Ministry Team.
- Take responsibility for the development and delivery of effective communications across a breadth of media (inc website, social and printed media).
- Take responsibility for the management, development and effective use of church buildings and estate.
- To manage human resources (paid and volunteer), ensuring that all employees are supported and working effectively.
- Ensure that the appropriate policies and processes are in place, up to date and adhered to across the organisation.

Operations

- Take responsibility for ensuring that all areas of the church infrastructure (including the IT, PA, lighting and video systems in the church) function well and in a cost-efficient manner
- Be responsible for organisational budgets for both the TM project and Lifehouse Project.
- Manage systems and processes for hire and use of facilities.
- Hold day to day oversight of: health and safety; food hygiene, fire assessment; risk management; payroll operation and infrastructure; equality and diversity.
- Preparation of relevant reports required by the All Saints TM Implementation Group and TM Programme Board.
- To manage all church/local project financial operations, including giving, Gift Aid and VAT returns in conjunction with the financial team at All Saints.
- To liaise with the church finance team and produce the annual church budget.
- Be responsible for the operational management and oversight of the day to day running of All Saints as both a worship space and a community centre and commercial café (once Lifehouse is built - 2021).
- To administer and manage the payroll functions for people employed by the PCC.

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.
- 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.





We are looking for someone who has a deep faith in Jesus Christ, a strong sense of vocation, an enthusiastic leader, who has a heart for transforming lives.

Vocation

The ideal candidate is a strategic, innovative thinker and a natural problem-solver with a can-do attitude who is able to put large-scale and small-scale vision into action.

He or she is good at motivating others whilst delegating tasks and responsibilities to others and managing their progress but is also willing to carry out those tasks at whatever level when necessary to complete them. The ideal candidate is highly organised, administratively strong, can multi-task and manages well under pressure.

The candidate should have an understanding of the distinctive characteristics of this type of work and environment.

We are looking for;

- A self – starter who shows initiative and drive
- A person with the ability to manage multiple and sometimes competing priorities
- A leader with a passion to see people encounter God;
- The ability to grow the ministry of the TM resourcing church and Lifehouse Centre to the local community
- A desire to lead and work in a team to lead and grow church communities.
- A strategic thinker who is willing to make tough operational decisions based on our care for people and the church's vision.
- A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him.
- Commitment to the mission, vision and worship philosophy of TM and, in particular, to growing a worship opportunity that is relevant to the local community.
- Relevant qualifications in Administration and Budgeting will be looked for.

Skills

- Excellent written and verbal communication skills
- Natural, innovative problem-solver who is able to use initiative to improve systems
- Strong management, organisation and negotiation skills so you and your teams deliver to deadlines.
- Ability to maintain confidentiality
- Experience of managing finances
- Ability to manage a varied workload through multi-tasking and project management
- A working knowledge of the varied types of communication available to the church, including social media.
- Ability to inspire and communicate vision.
- Ability to use Microsoft Word, Excel, PowerPoint, and other relevant software packages





Experience

- Operational management.
- People management.
- Developing and implementing policies and processes within an organisation.
- Creating and developing new initiatives and events that engage the local community
- Experience of engaging with people in community settings
- Strong communication & interpersonal skills (written & verbal)
- Financial acumen.
- Experience in leading and working within a team-based structure.
- Experience of how building networks and relationships can help bring about new initiatives and community projects.

Knowledge and Personal Characteristics

- A desire to be part of the renewal and revitalisation of the church in Cornwall.
- A clear thinker with a systematic approach to work.
- Pro-active, self-motivated and able to work on own initiative.
- Friendly and approachable and an ability to build relationships with people.
- Ability to deal with many types of people at all levels in a direct, tactful & diplomatic way.
- Strong sensitivity to others.
- Resilient, with a high level of determination & persistence.
- Ability to build strong & effective relationships within a team.
- Up to date knowledge in relevant areas such as health and safety, data protection and safeguarding.





Social Justice Missioner

At All Saints we believe that every person, Christian and non-Christian alike, is valuable and loved by God. Yet despite this truth the world can still feel like a dark place for far too many people; injustice, oppression and prejudice are still very present in our society. Knowing that Jesus came to bring life, and life abundantly, All Saints seeks to be a church that takes seriously the pain of the world and strives to make a difference. Our mission is Jesus' mission, He came to bring good news to the poor, and proclaim release to the captive, sight to the blind and freedom to the oppressed.

The following words of +Philip North are helpful in setting the backdrop to this new role and sharing what we mean by 'renewal'.

"Every effective renewal movement in the whole history of the Church has begun not with the richest and most influential, but with the poor and the marginalised. 'I have come to proclaim good news to the poor' Jesus said in the synagogue at Nazareth. How often have you seen those last three words 'to the poor' omitted or re-interpreted or spiritualised? But when Jesus said 'poor' he meant 'poor, and he demonstrated that in the way he lived the rest of his life... A church that abandons the poor might well be financially viable. It's just that it would no longer be the Church of Jesus Christ. If we abandon the marginalised, we abandon God. If we fail to proclaim the good news to the poor, we lose the right and the authority to proclaim the good news to anyone, anywhere."

+Philip North

Purpose of the Role

We desire to give as much freedom and flexibility to this role as is possible and want to emphasize that this Role Description is indicative and can be shaped in partnership with the 'Growth and Formation Team' at All Saints. We would expect the person to bring experience of their involvement in justice issues and will be passionate about living out their explicitly Christ shaped discipleship in building the Kingdom of God through generous justice. To help articulate this role further we have provided a role specification to help with your discernment.

Truro Foodbank
based at All Saints Highertown



Rowley Surridge
Pastoral Minister &
Trustee for CRRN

- To resource and support churches to further develop ministries of care that will pay attention to the deepening needs associated with deprivation, social isolation and poverty in our communities.
- To identify, nurture and train disciples of Jesus to help resource neighbouring churches in Truro to develop and sustain ministries of care which have an intentional bias toward the most vulnerable, isolated and struggling members of our communities.
- To develop an interconnected network of resources to be shared across the town to best serve the community, including venues, equipment and people; and to act as a sign post for churches, statutory, and non-statutory agencies that seek to support people (Social Prescribing of distinctively Christian support and provision).
- To actively promote projects and initiatives that will encourage All Saints to further develop itself as a place of Sanctuary, seeking to develop its ability to welcome all, and to reflect the hospitality of God



Jac, Becca, Paul and Beth
Truro Lifehouse Project Team





Faith

- You must have a burning desire to see people come to a living faith in Jesus Christ.
- You must have a commitment to living differently and distinctly, as a disciple committed to the mission of Jesus.
- You must have an active and infectious prayer life.
- You must show a willingness to work with a wide diversity of people both in the Parish and within the City.
- You must have a genuine appreciation for the diversity of the Christian faith in practice and worship, which actively helps forge relationships with ecumenical partners for the Common Good.

Leadership

- A good capacity for reflecting theologically with a good level of self awareness is essential.
- An ability to adapt your language and practice of mission to your local community / context, and to reflect on what you have done is essential.
- A proven ability to speak naturally, confidently and from personal experience about the enrichment that Christian faith brings to everyday life is desirable.
- Previous success in building and leading a community of Christians with shared missional objectives is desirable.
- A capacity for strategic thinking and with it an ability to create an appropriate programme of work in a context of competing priorities is essential.
- A proven ability to adapt creatively, and imagine new approaches in pursuit of effective mission strategies is desirable.
- Good IT skills and outstanding time management skills giving adequate time for ministry and sabbath is essential.





Experience and Knowledge

- A good knowledge and understanding of Social Justice Issues and why they should matter to Christians is essential.
- Likewise, an understanding from experience of the social issues affecting the poor and isolated in the UK is essential.
- Experience of responding to the pastoral and spiritual needs of individuals and communities, whilst nurturing them through the outworking of your own Christian faith is essential.
- An understanding of what is needed to pioneer a Christian group among profoundly unchurched people is essential.

Other

- You should have the ability travel around the local area using your own vehicle.
- You must be willing to be subject to a mandatory Enhanced DBS check.
- You must have a willingness to work flexible hours in order to fulfil the requirements of the role, but not to the detriment of your own wellbeing and discipleship.
- You should have a willingness to travel across the wider Powder Deanery for the better provision of the role and wider responsibilities.





Worship Leader

At All Saints we believe that our purpose in life is to LOVE THE LORD OUR GOD with all our HEART, SOUL, STRENGTH, and MIND; and to love one another just as Jesus loves us. WORSHIP is the wholehearted commitment to this command; in other words, a life of unselfish devotion to God. The greatest praise we can offer God is the full acceptance of Jesus Christ as our Saviour.

Purpose of the Role

This role is primarily in place to help the whole church reach out to the 'missing generations' and help more people know the love of God in Jesus. It is about worship, but as the first paragraph states it is also very much about discipleship too. At All Saints we understand how our relationship with Jesus can be inspired and sustained by our commitment to worship and sacramental life and how both are expressions of our heart for God's word, the Bible. A suitable applicant will be someone who can serve not only as a lead worshipper but also as a shepherd to the people who serve in this ministry. This new role will help the church deepen its sense of encounter with God through worship and praise, whilst taking seriously the diversity of styles and traditions that are embraced at All Saints.

We recognise that when people meet with Jesus through the work of the Spirit in worship it can be life changing, for them and for the whole community. This role will help create more opportunities for people to come to know Jesus by helping to establish new worshipping communities for young and old, but with a particular care for the 'missing generations'. We desire to give as much freedom and flexibility to this role as is possible and want to emphasise that this Role Description is indicative and can be shaped in partnership with the Ministry Team at All Saints.

To help articulate this role further we have provided a vocational specification to help with your discernment. The following four objectives underpin the key responsibilities outlined on the following page.

- To participate fully in the development of a thriving missional community in the churches across Truro, including work across denominations and traditions.
- to develop new and contemporary and contemplative styles of Worship at All Saints, and identifying and equipping those with gifts and desire to grow in this area of ministry.
- To establish a new worship and media team at All Saints out of the existing group, and to lead, coach and mentor this team and any new teams to support the TM vision and the growth of the church.
- To participate and help lead in the work to establish new worshipping communities across different sites and venues whilst attending to the cultural and spiritual needs of the missing generations, and unchurched.



Role Specification



We are thrilled to be offering this role and hope that the details below give you some idea of the scope and opportunities for ministry.

Leadership

- To develop and implement a vision and strategy for the worship ministry at All Saints in line with the church's vision and the aims of TM.
- To deliver and lead spirit filled worship, and organise and lead rehearsals.
- To serve as lead worshipper in contemporary worship services.
- To work closely with the Lifehouse Centre team to grow and develop the Cafe and performance spaces into a vibrant place of worship that is at the heart of Mission and Ministry within TM Truro.
- To build, mentor and grow the necessary teams (Including media/production) to lead and empower the church in worshipping God and entering into His presence.
- Oversee the worship ministry budget, organisation, and volunteers.
- To provide pastoral care for the worship teams.
- To be a visible leadership presence within the church, the Lifehouse and wider community.
- To work alongside the Pioneer Minister and Youth Lead to further develop plans for new worship communities in Truro and Langarth.
- To oversee media preparation and presentation, sound and lighting enhancements, & coordination of all instrumentalists, vocalists, and creative artists.
- To proactively seek out opportunities for people, including children and young people to engage and where possible participate. Assist in the planning of major seasonal and/or outreach events using music and other creative arts to reach out to the community.
- Set annual goals for the worship ministry that are in line with Transforming Mission's vision and then evaluate how those goals were attained or modified during the year.

Other

- To help to resource other churches across the Deanery by developing and enabling new worship ministries and occasionally leading times of worship.
- To actively work in partnership with other churches as appropriate in order to further the mission and ministry to the 'missing generations' in Truro.
- To provide support for new worship teams and worship leaders as part of a network across the Diocese.





We are looking for someone who has a deep faith in Jesus Christ, a strong sense of vocation, an enthusiastic leader, who has a heart for transforming lives.

Faith and Vocation

- You must have a desire to see people come to a living faith in Jesus Christ, and feel called to leadership within the body of Christ. In other words, you should be committed to sharing the gospel and lead people, young and old, into a relationship with Jesus and also His Church.
- You must have a passion to see people encounter God through worship.
 - A proven ability to grow and develop the worshipping life of the church is essential.
 - Experience of being the lead worshipper in services of a variety of styles and sizes is essential.

Qualities and Experience

- Experience of leading a team and managing others, including their development is essential.
- A wholehearted commitment to the mission, vision and worship philosophy of Transforming Mission and, in particular, to growing the worshipping life of a growing church is essential.
- Being able to work within teams, and lead teams yourself is essential. Previous examples of how you have successfully led teams and encouraged others in their gifts and talents will set you apart from other candidates.
- A proven track record of your ability to plan and lead worship within a broad Anglican tradition that creates a culture of openness to the work of the Spirit, is essential.
- Creativity, and the ability to develop fresh and engaging resources to help enable the church to gather in prayer and praise is essential.
- A well developed ability to provide strategic and visionary oversight of projects, initiatives or area of ministry within the church, and the perseverance to complete and review is essential.
- Be able to demonstrate excellence as a worship leader, in a variety of styles and traditions is essential.





- Willingness to work evenings and weekends is essential.
- It is essential that you are someone who is willing to learn and develop their own Christian faith, skills and gifting.
- It is essential that you are approachable and openhearted, showing good relational skills and being an enthusiastic presence for leading a church in worship.
- You must be intentional about self development, of musical and leadership knowledge and skills.

Abilities

- A well developed talent in broad vocal and instrumental direction is essential.
- Proven skills in the use of technology in worship and in the use of sound, lighting, computers and video projection is desirable.
- Experience and good knowledge of how to make good use of music technology, including lighting, audio mixing and video presentation is desirable.
- Proven success through the use of your own initiative, ability to self start, for building a team around you and pioneering new work is desirable.
- Good personal administration: motivation, time-management, and the ability to prioritise is essential.





Youth Leader

At All Saints we believe that discipleship is about dedicating one's life to the way of Jesus, and to live the way God had intended. We believe that if we learn about life from the author of life we will all see the fullness of life (John 10:10). Therefore the main purpose of this role is to introduce people to Jesus, through the life of our churches, through the life of our schools, and through the life of our households.

Purpose of the Role

This role is primarily in place to help the whole church reach out to the 'missing generations' and help more young people know the love of God in Jesus. Therefore, a suitable applicant will be someone who can pioneer a new thriving young people's ministry within TM Truro, and lead the discipleship growth and development of young people. This will be primarily focused around support for existing church communities, whilst supporting the work to establish a new worshipping community at All Saints, in Truro City, and also within the new housing development at Langarth.

We recognise a 'Growing Faith' in the young people of our church and local schools, colleges and universities, and it is through this growing faith we seek to develop further ministries of leadership and support. This role will require someone who is capable, with the support of the ministry team, of helping every member of our congregation to recognise the part they play in how young people understand life as Christians, and how to become more confident in sharing their own faith.

We desire to give as much freedom and flexibility to this role as is possible and want to emphasise that this Role Description is indicative and can be shaped in partnership with the Ministry Team at All Saints.

To help articulate this role further we have provided a vocational specification to help with your discernment. The following four objectives underpin the key responsibilities outlined on the following page.

- To participate fully in the development of a thriving missional community in the churches across Truro, including work across denominations and traditions.
- To establish a thriving young people's ministry at All Saints, working with the existing ministry team, whilst taking a lead to develop and resource new opportunities.
- To lead the discipleship, growth and development of young people at All Saints, using a variety of different resources such as worship events, teaching and Alpha.
- To participate and help lead in the work to establish new worshipping communities / pattern of services that attend to the cultural and spiritual interests of young people and students, whilst working in partnership with Churches Together in Truro.



Role Specification



We are thrilled to be offering this role and hope that the details below give you some idea of the scope and opportunities for ministry.

Leadership

- To develop and communicate a vision and strategy for working with young people and their families within the overall vision of TM Truro.
- To build a thriving ministry for young people which attracts and disciples new believers/church goers as well as developing and nurturing existing members.
- Plan and coordinate groups and activities providing support for young people to hear the gospel message and grow in faith.
- To provide effective outreach to young people and their families not currently actively engaged with Church and the Christian faith.
- Work closely with the Lifehouse Centre team to grow and develop the Cafe and performance spaces into a vibrant Youth Hub that is at the heart of Mission and Ministry at All Saints.
- To be a visible leadership presence within the church, the Lifehouse and wider community.
- To work in partnership with Churches Together in Truro and the College Chaplaincy to support the development of a Youth Hub in Truro.
- To provide pastoral care for the young people in the church, observing safeguarding best practice at all times.
- To identify, encourage and grow new leaders/helpers to join the various teams as the work develops.
- Lead worship, teaching and ministry that engages young people.
- To play an active role in the creation of new worshipping communities within Transforming Mission as well as the growth and development of All Saints Church.
- To be an integral part of the All Saints Discipleship Team and Ministry Team

Other

- To actively work in partnership with other churches as appropriate in order to further the mission and ministry to students and young people in TM Truro.
- To develop a strategy of communication (including social media platforms) to engage with young people with the Christian faith and to promote the work of TM Truro.
- To assist in the formulation of worship as part of the TM team and to be involved in all forms of worship.
- To deliver worship in a variety of settings, this includes regular worship at the student hub and in other community and university settings.



Person Specification



We are looking for someone who has a deep faith in Jesus Christ, a strong sense of vocation, an enthusiastic leader, who has a heart for transforming lives.

Faith and Vocation

- You must have a desire to see people come to a living faith in Jesus Christ, and **feel called to leadership** within the body of Christ. In other words, you should be committed to sharing the gospel and lead people, young and old, into a relationship with Jesus and also His Church.
 - You must have a passion to see young people and their families encounter God.
 - A proven ability to grow and develop a ministry to young people within churches and community is essential.
 - Experience of leading and nurturing young people in worship, fellowship and teaching is essential.

Qualities and Experience

- It is essential that you have a desire and proven ability to plan, organise and lead teaching and worship for young people that is engaging, enjoyable and inspired by the Gospel.
- Being able to work within teams, and lead teams yourself is essential. Previous examples of how you have successfully led teams and encouraged others in their gifts and talents will set you apart from other candidates.
- A wholehearted commitment to the mission, vision and worship philosophy of Transforming Mission and, in particular, to growing a worship opportunity that is relevant to young people and families is essential.
- Experience of working with other leaders within a Churches Together context, in which a partnership and a sense of unity with other denominations comes before our differences is desirable.
- Creativity, and the ability to develop fresh and engaging resources to help enable the church to better minister to young people is essential.
- A developed ability for self reflection and an openness to personal development is essential.
- Well developed communication & interpersonal skills (written and verbal) is essential.
- Experience of pastoral care and oversight of young people within the context of the church, and an ability to appropriately build relationships with young people and their families is essential.

Other

- Willingness to work evenings and weekends is essential.
- A proficiency in social media and productivity resources such as MS Office is desirable.
- A talent for leading worship and the ability to lead others in song and music is desirable.
- To have a developed understanding of the challenges facing modern families, and the experience to know that many of our young people struggle to sustain the basics for life such as food, home and social inclusion is essential.





Children and Families Leader

At All Saints we believe that discipleship is about dedicating one's life to the way of Jesus, and to live the way God had intended. We believe that if we learn about life from the author of life we will all see the fullness of life (John 10:10). Therefore the main purpose of this role is to introduce people to Jesus, through the life of our churches, through the life of our schools, and through the life of our households.

Purpose of the Role

We recognise a 'Growing Faith' in the children and families of our church and local schools, and it is through this growing faith we seek to develop further ministries of leadership and support. To help grow this ministry in churches, schools and households, requires the support and ministry of the whole people of God. Therefore, this role will require someone who is capable, with the support of the ministry team of helping every member of our congregation (including lay and ordained leaders, parents, grandparents, godparents and other laity) to recognise the part they play in how children and young people understand life as a Christian, and to become confident in sharing their own faith.

We desire to give as much freedom and flexibility to this role as is possible and want to emphasise that this Role Description is indicative and can be shaped in partnership with the 'Growth and Formation Team' at All Saints. We would expect the person to bring experience of leading and planning teaching and worship that effectively engages children and families, and experience of creating and developing new ministries and events that engage children and families.

To help articulate this role further we have provided a vocational specification to help with your discernment. The following four objectives underpin the key responsibilities outlined on the following page.

- To participate fully in the development of a thriving missional community in the churches across Truro, including work across denominations and traditions.
- To establish a thriving children's and families' ministry at All Saints, working with the existing ministry team, whilst taking a lead to develop and resource new opportunities.
- To lead the discipleship, growth and development of children and families at All Saints, using a variety of different resources such as parenting courses, Messy Church, and Alpha.
- To lead the development of the 'Growing Faith' initiative at All Saints which envisions children, young people and households coming to faith, growing in discipleship and contributing confidently to the Kingdom of God through the community of faith.



Alice Bevan (SWYM Worker)



Role Specification



We are thrilled to be offering this role and hope that the details below give you some idea of the scope and opportunities for ministry.

Leadership

- To build a thriving children and families ministry which attracts and disciples new believers/church goers as well as developing and nurturing existing members.
- Plan and coordinate groups and activities providing support for families and children to hear the gospel message and grow in faith.
- To provide effective outreach to families and children not currently actively engaged with Church and the Christian faith.
- To develop and communicate a vision and strategy for working with children and families within the overall vision of TM Truro.
- To represent the voice of children and families within the Church and wider community.
- To work in partnership with schools and other relevant organisations (including the uniformed groups).
- To provide pastoral care of children and the children's ministry team.
- To identify, encourage and grow new leaders/helpers to join the various teams as the work develops.
- To be an integral part of the All Saints Discipleship Team and Ministry Team

Other

- Occasionally to lead and speak at services and events.
- To be involved in baptism/thanksgiving preparation, services and follow up for families.
- To work ecumenically where appropriate and build networks and partnerships with a range of groups in the wider community.
- Understand, champion and implement best practice in children's work, including Health & Safety and Safeguarding policies and procedures and model good practice to others.
- To ensure a policy of inclusion of all abilities, needs and backgrounds.



Person Specification



We are looking for someone who has a deep faith in Jesus Christ, a strong sense of vocation, an enthusiastic leader, who has a heart for transforming lives.

Faith and Vocation

- You must have a desire to see people come to a living faith in Jesus Christ, and **feel called to leadership** within the body of Christ. In other words, you should be committed to sharing the gospel and lead people, young and old, into a relationship with Jesus and also His Church.
- You must have a passion to see children and families encounter God.
 - A proven ability to grow children's ministry to families within churches and community is **essential**.
 - Experience of leading and nurturing children and their families in worship, fellowship and teaching is **essential**.

Qualities and Experience

- It is **essential** that you have a desire and proven ability to plan, organise and lead teaching and worship for children and families that is engaging, enjoyable and inspired by the Gospel.
- Being able to work within teams, and lead teams yourself is essential. Previous examples of how you have successfully led teams and encouraged others in their gifts and talents will set you apart from other candidates.
- A wholehearted commitment to the mission, vision and worship philosophy of Transforming Mission and, in particular, to growing a worship opportunity that is relevant to children and families is essential.
- Experience of working with other leaders within a Churches Together context, in which a partnership and a sense of unity with other denominations comes before our differences is desirable.
- Creativity, and the ability to develop fresh and engaging resources to help enable the church to better minister to children and their families is essential.
- A developed ability for self reflection and an openness to personal development is essential.
- Well developed communication & interpersonal skills (written and verbal) is essential.
- Experience of pastoral care and oversight of children within the context of the church, and an ability to appropriately build relationships with children and their families is essential.

Other

- Willingness to work evenings and weekends is essential.
- A proficiency in social media and productivity resources such as MS Office is desirable.
- A talent for leading worship and the ability to lead others in song and music is desirable.
- To have a developed understanding of the challenges facing modern families, and the experience to know that many children and families struggle to sustain the basics for life such as food, home and social inclusion is essential.





All Saints Ministry Team

The TM project for Truro sits alongside and within the existing vision for Churches Together in Truro and more specifically, All Saints Highertown. The ministry team at All Saints is shaped by our present vision which provides four areas of opportunity for evangelism and growth.

Each of the five initial TM roles outlined in this pack are part of a larger ministry team and structure, and is further supported by the Truro Lifehouse Project team.

For more information about the vision for All Saints Highertown, the work underway through Churches Together in Truro and scope and ambition for the Lifehouse please follow the links below:

All Saints Highertown Vision - <https://www.asht.org.uk/our-vision.html>

Churches Together in Truro - <https://churchestogethertruro.co.uk/>

Truro Lifehouse Project - <https://www.trurolifehouse.uk/>

<https://www.asht.org.uk/the-10-10-project.html>





Conditions and Benefits

Context

All posts will operate from within the current ministry team of All Saints Highertown, which sits within the Deanery of Powder. All posts are under the leadership of Jeremy Putnam (Priest in Charge of All Saints and Resource Minister for TM Truro). TM Truro is part funded by the Strategic Development Fund of the Church Commissioners and therefore comes with funding for 6 years.

All posts are based at All Saints Highertown, but involvement in ministry at other nearby churches is expected, as well as local schools, and sites within the wider community.

We will welcome applications for flexible working for each of the five roles.

Line Manager

All roles report to the TM Resource Minister at All Saints.

Key benefits

- All employees are automatically enrolled, unless you choose otherwise, into the Church of England Church Workers Pension Scheme. We contribute a minimum of 5%, up to 9% depending on your own contribution.
- We offer 25 days' annual leave (pro-rated for part-time staff).

Requirements

There is an Occupational Requirement for all these roles that the post-holder be a Christian. An enhanced DBS disclosure will be required as well as the completion of a confidential declaration form. The Rehabilitation of Offenders Act does not apply in this instance.

Role specific

Strategic Operations Manager

Hours: 35hrs a week

Salary range: £25,000 to £27,500 per annum

Social Justice Missioner

Hours: 35hrs a week

Salary range: £25,000 to £27,500 per annum

Worship Leader

Hours: 35hrs a week

Salary range: £25,000 to £27,500 per annum

Youth Leader

Hours: 21hrs a week

Salary: £14,742 per annum (FTE: £24,570)

Children and Families Leader

Hours: 21hrs a week

Salary: £14,742 per annum (FTE: £24,570)





How to apply

Please prayerfully consider your application. If you feel called to apply, please note the closing and interview dates for each of the roles as advertised. If you would like to have an informal discussion about the roles or project, do email me at vicar@asht.org.uk to arrange a phone conversation.

The application form can be downloaded from:
<https://www.asht.org.uk/transforming-mission.html>

On applying for the role please download and complete an application form, returning it by email to vicar@asht.org.uk or by post to All Saints Church, Tresawls Road, Highertown, Truro TR1 3LD.

If your application is successfully shortlisted you will be invited to attend an interview in person.

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 culture 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.

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.



The Parochial Church Council of the ecclesiastical parish of Highertown and Baldhu is a registered charity and has the registered charity number 1179768.

The policies that are relevant to your application can be found on our website www.asht.org.uk. These policies include our Data Protection Policy, Equal Opportunities Policy and Safeguarding Policy.