

# **Lead - Ministry at the Margins**

**Recruitment Pack**

**November 2021**



# WELCOME

Thank you for taking the time to explore the Lead role within the Ministry at the Margins dimension of Scripture Union Scotland. We are excited to be recruiting for this role as we seek to develop further our work in this area.

The vision of Scripture Union Scotland is to “see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus”.

In Scotland, almost 1 in 4 children are officially recognised as living in poverty with the city of Glasgow having the highest percentage of child poverty (37%).

We have just embarked on a new strategic plan for 2021-2024 and research undertaken ahead of this has reaffirmed our commitment to seeing work with those at the “margins” develop across all of our ministry areas. To achieve this, we want to identify someone who understands ministry with young people at the margins and who is passionate about developing and providing leadership for this area within the ministry of SU Scotland.

In this pack, you can read further about the ministry of SU Scotland, our vision, values and strategy. You can also find out more about the key requirements of the role and how to take the next steps in applying to become SU Scotland’s new Lead for Ministry at the Margins.

Jackie Ringan  
Director of Development & Holidays  
[jackie.ringan@suscotland.org.uk](mailto:jackie.ringan@suscotland.org.uk)

# About SU Scotland



Scripture Union Scotland is part of the worldwide family of Scripture Union movements that began in the nineteenth century and now operates in over 130 countries across the world.

We are a Christian charity working in partnership with local churches and other sympathetic organisations. More than 2,000 volunteers are involved in helping to run our activities, together with around 100 staff and associate workers.

- Our **SU Holidays and weekends** are the place to be for high energy activities, music, creative arts, crafts, friends, fun, camping, Bible exploration and a whole lot more. Our **Magnitude Festival** will add a whole lot more from 2022 onwards.
- Our **residential centres** – Alltnacriche, Gowanbank and Lendrick Muir are places of adventure, escape, discovery and hope. Thousands of school pupils are hosted on residential breaks each year.
- We work in **schools** throughout the academic year. The **National Ministries** team of staff along with hundreds of volunteers contribute to the curriculum in many of Scotland's schools. In addition over 400 schools have **SU Groups** meeting week by week.
- Our **discipleship** programmes help young people grow, learn and explore faith together in small groups and in conference style events. Our **COMMISSION** programme helps prepare senior pupils and students gain leadership skills and get ready to serve on holidays, missions and in their local church.
- We partner with **churches** across Scotland helping them to realise their vision for mission and evangelism with young people in their community.



# Our Strategy: Easy as 1-2-3-4

## 1. Vision

Our vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

## 2. Values

- Dependence on God
- Deepening Relationships

## 3. Priorities

① **Rebuild** – we want to rebuild activities following the impact of Covid-19

② **Focus** – we want to focus and expand in key areas:

- **Digital** – creating content and event to reach and connect with children and young people where they are all year round
- **Disadvantaged** – increasing provision for disadvantaged groups and those with additional support needs (*this is where this new role particularly fits in*)

③ **Invest** – we want to invest in enabling young people to become confident followers of Jesus and future leaders

## 4. Outcomes for children and young people



**Discover**

- Discover God's love for them
- Encounter God's goodness through the service of his people
- Explore God's world



**Explore**

- Explore and understand the Christian faith
- Read the Bible and understand its big story



**Respond**

- Space to reflect and make a response to the gospel
- Children and young people coming to faith



**Flourish**

- Confidence in living for Jesus and sharing faith
- Grow as a disciple and young leader
- Help disciple others

# Ministry at the Margins

## ABOUT



Work amongst the disadvantaged has been part of the ministry of SU Scotland for many years. In the 1980s and '90s, staff were employed to work in Pilton (Edinburgh) and Ferguslie Park estate (Paisley). A new century brought a change of approach and the appointment of an Urban Worker to the staff team whose role was to expand this ministry further.

Our first Urban Coordinator developed ministry and, in particular, a programme of residential events for young people – Motiv8 Holidays. These holidays, now an established part of the SU Holidays programme, allow young people to attend at a heavily subsidised cost. Young people are referred from different projects and their leaders often attend the residential with them. Work with these young people throughout the year benefits from this investment.

The Urban Coordinator had a growing passion to develop ministry in the East End of Glasgow and was enabled by SU Scotland to move on and establish Junction12 as an independent youth project based around one secondary school and associate primary schools. Junction12 is now a vibrant youth project which still has close ties with SU Scotland.

A concern to offer training to those working with young people at the margins was an integral part of this ministry for a few years with an annual conference “Beauty for Ashes” being appreciated by many in churches across Scotland.

More recently, the Ferrywell Youth Project in Edinburgh has grown out of long term SU Scotland ministry in the areas of Pilton and Muirhouse in Edinburgh. Ferrywell was initially supported financially by SU Scotland but now stands as a significant independent youth project within the area, working with local schools and providing groups, residential and mentoring for young people. Ferrywell works closely with SU Scotland and a member of staff is part of their Board of Trustees and Management Group.

A different approach was taken in recent years where no specific member of staff held responsibility for this area of ministry. Our recent strategy development phase has both identified the weakness of this approach and challenged us to do much more. For this reason, we wish to invest and appoint a full-time member of staff to give leadership to this area of ministry and recognise that, in time, we may see another project like Ferrywell or Junction12 develop.

The Lead for Ministry at the Margins will have contact with staff at all levels across the organisation and will play a key role in both influencing and shaping the way forward.

Interested.....then read on!!



**Lead – Ministry at the Margins**  
**Milton Street Office, Glasgow/work from home**  
**Salary £32,320 - £34,766 (dependent on experience)**  
**Plus generous pension scheme**

Scripture Union Scotland's vision is to see the children and young people of Scotland exploring the Bible and responding to the significance of Jesus. We are a national charity, with almost 100 staff and over 2,000 volunteers. Our activities take place in schools, outdoor activity centres, churches and online.

The Lead of Ministry at the Margins is an exciting new role working across the whole organisation: equipping and supporting staff, working with key volunteers and developing and growing ministry.

You will bring experience and provide vision for this area of ministry, have excellent networking and communication skills and demonstrate passion to see those living at the margins have opportunity to hear and respond to good news of the gospel. You will be an enthusiastic and inspirational leader, be ready to take responsibility and be able to demonstrate the initiative necessary to take the lead in this area of ministry.

For this post, it is important that you are committed to SU Scotland's ethos, working principles and vision and are able to demonstrate this through your commitment and motivation. It is also an Occupational Requirement (Equality Act - part 1, schedule 9), that the post-holder is a committed Christian.

More information and an application pack can be downloaded from our website: [www.suscotland.org.uk/jobs](http://www.suscotland.org.uk/jobs)

Alternatively you can email [hr@suscotland.org.uk](mailto:hr@suscotland.org.uk) .

**Closing date:** 20<sup>th</sup> January 2022

**Interview date:** 2<sup>nd</sup> February 2022

## **Lead - Ministry at the Margins Job Description**

<b>JOB TITLE:</b>	Lead – Ministry at the Margins
<b>LOCATION:</b>	Glasgow, Milton Street Office with flexibility to work from home by agreement with Line Manager. The post holder will be required to travel regularly across Scotland.
<b>REPORTS TO:</b>	Director of Development & Holidays
<b>CONTRACT TERM</b>	Fixed Term (three years)
<b>PURPOSE:</b>	To provide leadership and focus to SU Scotland’s strategic priority of increased ministry with young people living at the margins. To enable leaders at all levels of the organisation to grow in understanding and set ambitious goals in this area.

### **WORKING RELATIONSHIPS**

<b>INTERNAL:</b>	Leadership Team; Wider Leadership Team; Motiv8 Holiday Leaders; Prayer & Church Partnerships Coordinator; “Ministry at the Margins” Action Group.
<b>EXTERNAL:</b>	Volunteers; Motiv8 Holiday Referrers; other Christian agencies or denominational workers engaged in similar areas, e.g., Ferrywell Youth Project, Junction 12

### **OVERVIEW**

Scripture Union (SU) Scotland’s vision is:

***To see every child and young person in Scotland  
exploring the Bible and responding to the significance of Jesus***

We are an interdenominational movement committed to reaching children and young people with the good news of Jesus Christ. Much of our work is in schools, residential and missions either working with children and young people or encouraging and enabling volunteers and churches to develop their ministry amongst them.

This ministry is to all the children and young people of Scotland and embraces those living life at the margins of our society. As an integral part of our strategy for the next 3 years (2021-2024), and as an expression of God’s concern for the marginalised, SU Scotland is committed to ensuring that resources are made available so that our ministry reaches those who might otherwise be excluded. Thus, we will actively seek to identify and remove barriers to children and young people accessing their opportunity to explore the Bible and respond to the significance of Jesus.

SU Scotland staff are expected to demonstrate continual reliance on God through active participation in and leadership of prayer and Bible teaching; and to consistently demonstrate Christlikeness in attitude towards others and in behaviour at work

## **Main tasks and responsibilities**

**1. “Ministry at the Margins” Champion** - working with leadership at all levels to positively influence, encourage and develop SU Scotland ministry so that we engage meaningfully with children and young people living life at the margins of our society. This will include:

- a. working alongside members of the Wider Leadership Team (especially the Holidays Managers, Centre Directors, Missions Development Manager and Regional Team Leaders) in ongoing evaluation of the extent to which ministry reaches children and young people at the margins; and implementing change to address areas of weakness.
- b. acting as a ‘Champion’ for those living life at the margins within SU Scotland, and the wider Church; including playing a role on appropriate committees and strategic planning groups.
- c. developing good networking relationships with other similar service providers, and their staff; to share information/resources and to keep abreast of fresh developments in this sector.
- d. Taking the lead in growing partnerships with projects across Scotland working with young people at the margins’
- e. establishing a “Ministry at the Margins” Action Group of SU Scotland.
- f. suggesting speakers with experience in ministry among those from a disadvantaged background for Staff Conference, Event Leadership Conference etc.

**2. Motiv8 Coordinator** - working closely with the Holidays Department to provide strategic leadership and support for a programme of specialist holidays for children and young people living life at the margins. This will include:

- a. planning Motiv8 holidays, identifying and appointing Team Leaders with the Holidays Leadership Team and advising on the allocation of spaces to Motiv8 campers
- b. establishing targets for young people attending Motiv8 holidays and for the number of projects referring young people to Motiv8 holidays
- c. further developing a network of those who refer young people to SU Holidays and facilitating close working partnerships with these referrers.
- d. supporting Motiv8 Holiday Team Leaders and developing training for Motiv8 team members and young leaders.
- e. attendance at the annual Event Leadership Conference and involvement in planning appropriate content for Motiv8 Team Leaders

**3. Trainer** - organising and delivering specialised events that train, resource and inspire different stakeholders. This will include:

- a. increasing the capacity and competency of SU Scotland staff and volunteers with regard to working with children and young people living life at the margins of our society by identifying training needs, developing resources and delivering appropriate training – or signposting to relevant training elsewhere.
- b. training for church partners where appropriate.
- c. providing information and resources for SU Scotland staff that enhances ministry to those living life at the margins.

**4. Practitioner** - engaging in ministry with children and young people living life at the margins of our society. This may include:



- a. identifying and developing work amongst those living at the margins in a local community: seeking to bring church, community and school together (at least 1 day a week).
- b. modelling best practice through Team Leadership of Motiv8 holidays and missions. [These activities require periods of 24hr responsibility in a residential setting for up to a week and periods away from home outwith traditional office hours.]
- c. regular involvement with ministry at the margins, e.g., an SU Group, local project.

**6. Spiritual leadership:** as a practising Christian, to be involved in the strategic leadership of SU Scotland and to demonstrate commitment to the SU Scotland ethos, modelling Christian lifestyle, values and work practices to staff and volunteers. Full participation in the life and ministry of SU Scotland will include:

- a. involvement in (including leading) staff prayer gatherings
- b. involvement in the annual staff residential conference and other staff meetings
- c. participation in major events both internally and externally, representing the organisation and promoting opportunities for volunteering

**5. Support Raising** - each member of the SU Scotland staff team is involved in support raising: building partnerships with existing and potential supporters to encourage prayer, giving and volunteering, both for their role and the wider ministry of SU Scotland. Support Development staff will resource you for this task and your line manager will agree an action plan with you that reflects the nature of your role. Time is set aside as part of the working week for these tasks. Action plans may include:

- a. personal approaches to potential donors and prayer supporters to invite them to partner in your ministry.
- b. regularly updating your action plan and keeping track of tasks undertaken.
- c. regular communication with existing prayer and financial supporters to ensure that they are well-informed and their contribution is appreciated.
- d. promoting volunteer opportunities.

## **6. Events & Gatherings**

All staff are expected to attend the annual Staff Conference (usually 3 days) to come together to depend on God and deepen relationships, and receive appropriate training, as well as the Big Celebration (usually in August).

**7. Other Duties** - in common with all SU Scotland staff members:

- a. further the aims and activities of SU Scotland
- b. undertake professional development through active participation in regular work coaching, appraisals, supervision and internal or external training as required or individually identified
- c. take part in other SU activities where appropriate, including national committees and events as agreed with your line manager
- d. demonstrate commitment to the SU Scotland ethos, vision, values and work practices, and the wider ministry of SU in Scotland and beyond

The above list is intended to give an indication of the range of duties for the role. Other tasks/responsibilities, appropriate to the remit, will be expected as required.

**OCCUPATIONAL REQUIREMENT**

An Occupational Requirement applies in terms of the Equality Act (part 1, schedule 9), This post requires the occupant to have a personal faith in Jesus Christ as Saviour and Lord and to believe the Bible to be fully trustworthy in all that it affirms, and the highest authority for faith and life in keeping with SU Scotland's statement of faith. These principles require to be applied alongside the professional skills required in this role.

Appointment will be subject to a satisfactory PVG Scheme Disclosure.

## Person Specification Lead – Ministry at the Margins

CRITERIA	ESSENTIAL	DESIRABLE
<b>Experience and Understanding</b>		
Understanding of the world of a child & young person living life at the margins of our society	✓	
Significant experience of hands-on ministry with children & young people living life at the margins	✓	
Experience of developing & delivering training	✓	
Awareness of the Scottish church scene		✓
<b>Leadership</b>		
Exhibiting mature leadership in ministry delivery, and able to provide support for other leaders	✓	
Ability to envision, inspire and support staff and volunteers	✓	
Ability to encourage others in Christian discipleship	✓	
<b>Aptitude</b>		
Ability to represent the organisation in a professional manner	✓	
Ability to display sensitivity, diplomacy and self-awareness in communication	✓	
Ability to 'champion' the needs of children and young people living life at the margins, both within SU and the wider church	✓	
Capacity to multi-task across simultaneous projects	✓	
Demonstrates commitment and drive	✓	
Able to articulate Biblical truth in creative and relevant ways	✓	
Self-motivated and able to work remotely	✓	
<b>Work Skills</b>		
Ability to develop long-term strategic work plans	✓	
Good time-management skills and an ability to prioritise	✓	
Sound research/analysis ability to ensure up to date, consistent advice /guidance across areas relevant to the role	✓	
Excellent written communication and presentation skills; and ability to deliver in a variety of settings (multi-agency partnership, churches, young people)	✓	
Computer literate, experience of Word, Excel, PowerPoint, Outlook	✓	
<b>Education</b>		
Degree-level qualification or equivalent – background in education, social work or community development	✓	
<b>Social</b>		
A practising Christian whose lifestyle is in keeping with Scripture Union Scotland's ethos and statement of faith. Must enjoy the confidence of his/her church fellowship.	✓	
Ability to establish positive relationships with children, young people and adults	✓	
Able to undertake evening and weekend duties away from home.	✓	
<b>Other</b>		
Own transport and a full current driving licence	✓	
Able to demonstrate knowledge and understanding of Scripture Union Scotland		✓

# Lead – Ministry at the Margins

## TERMS AND CONDITIONS OF SERVICE



### 1. HOURS

The post is full-time, working 37.5 hours per week, subject to variation in accordance with the fulfilment of your responsibilities and by agreement with your line manager

### 2. DURATION

3 years fixed term.

### 3. PROBATIONARY PERIOD

The first six months of your employment will be probationary. Your performance will be reviewed throughout this period. If your performance is satisfactory at the end of this period your appointment will be confirmed. The employer reserves the right to extend your probationary period.

### 4. TERMINATION OF EMPLOYMENT

During the probationary period the notice required to be given either by you or Scripture Union Scotland to terminate your employment is one week.

Except during the probationary period the length of notice which you are obliged to give the organisation to terminate your employment is three months.

Except during the probationary period the length of notice, which you are entitled to receive from the employer to terminate your employment, is one month

Your employment may be terminated summarily in the event of a breach of contract by you that warrants summary dismissal.

### 5. SALARY PACKAGE

Salary will be in the range of £32,320 - £34,766 depending on experience and qualifications. Salary will be paid in arrears on a monthly basis, on or before the 28<sup>th</sup> of each month.

### 6. PENSION ARRANGEMENTS

Scripture Union Scotland operates a Group Personal Pension Scheme administered by Aegon for employees over 18 and under 75 years of age. An employer's contribution of between 3% and 9% of gross pensionable salary will be paid (the actual amount depending on your level of employee's contribution).

### 7. LIFE INSURANCE COVER

Life insurance cover of three times your annual salary is provided, with the premium being paid for by Scripture Union Scotland.

### 8. HOLIDAYS

The holiday year runs from 1 April to 31 March. Annual entitlement for a full time post begins at 33 days paid holiday (this amount is inclusive of entitlement to local and national holidays).

# HOW TO APPLY

**1**

Contact Jackie Ringan to arrange a time for an informal, confidential discussion about the role. [jackie.ringan@suscotland.org.uk](mailto:jackie.ringan@suscotland.org.uk)

**2**

Download the application pack from [www.suscotland.org.uk/jobs](http://www.suscotland.org.uk/jobs), complete and return to: [hr@suscotland.org.uk](mailto:hr@suscotland.org.uk) by 5pm 20<sup>th</sup> January, 2022

**3**

We will shortlist and get in touch with applicants by 26<sup>th</sup> January 2022

**4**

Shortlisted candidates will be invited to interview on 2<sup>nd</sup> February 2022 December either in person or via Zoom

**Thanks for your interest**

[www.suscotland.org.uk](http://www.suscotland.org.uk)

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