



The Camborne Cluster of Churches  
Camborne, Tuckingmill, Penponds, Crowan & Treslothan  
[www.cambornecluster.org.uk](http://www.cambornecluster.org.uk)

## Role Description: Young People's Leader

<b>Location:</b>	St Martin & St Meriadoc's Church, Camborne
<b>Reporting to:</b>	The post is under the leadership of the Transforming Mission Team Leader within Camborne
<b>Responsible for:</b>	Volunteers within the operations of Church
<b>Salary:</b>	£25,000 to £27,000 per annum
<b>Pension:</b>	+ 5% minimum employer pension contribution, rising to 9% depending on employee contribution
<b>Standard Working Hours:</b>	Full Time, 35 hours p/w to include Sundays (requests for flexible or part-time working will be considered subject to 28 hours per week minimum)
<b>Terms of contract:</b>	Fixed term contract until September 2025

### Context

The post is part of the Transforming Mission project set up by the Diocese of Truro. The purpose of Transforming Mission (Camborne) is to grow the church in Camborne and create a resourcing church to help other churches, in the cluster and beyond, to grow as well. There is an emphasis on reaching young families and young people.

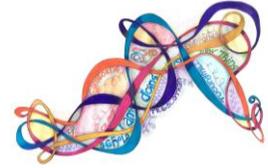
Transforming Mission in Cornwall started in Falmouth in 2017 and has now created a further four resourcing churches in Truro, Camborne, St Austell and Liskeard.

### Transforming Mission (Camborne)

Transforming Mission is a model for renewal and evangelism across Cornwall. 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 five Cornish resource churches will share ideas, information, successes and challenges.

The overall Transforming Mission objectives in Camborne are to:

- Establish a 'high street' presence in the form a drop-in centre or hub from which we will engage with the community, especially the 'missing generations'.



- Identify and train new leaders to start new worshipping, missional communities in the surrounding rural villages.
- Grow a vibrant multi-generational resourcing church in Camborne Church.
- Establish 'rural hubs' in the larger villages where mission activities take place.
- Develop effective connections with all schools within Camborne & the surrounding villages (1 Secondary, 9 Primary, 2 Nursery) and the 2 Family Hubs (formerly known as Children's Centres) and with Cornwall College and Duchy College, Rosewarne.
- Provide teaching and support to enable congregational members to be confident in talking about their Christian faith, resulting in a growth numerically and in depth of discipleship.

By 2026 there will be vibrant, missional, multi-generational worshipping communities in Camborne town centre and in the surrounding rural villages. Camborne Church will be operating as an effective Resourcing Church. In Camborne town centre there will be a flourishing town centre presence incorporating a weekday drop-in centre/café to connect with the 'missing generations' in the area. This will provide a welcoming, safe space and where they will 'see the gospel in action'. It has the potential to be a venue for new ways of being church.

There will be new worshipping, missional communities in Praze and Troon and valuable connections made with local schools and colleges and effective work with youth, children and families.

We will have built on the work begun by The Community Kitchen, All Saints Community Centre, Troon Hall Trust. We will be working ecumenically and include the whole cluster, with each church valued for what they offer.

## Purpose of the Role

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

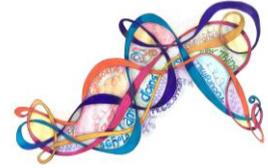
- Pioneer a thriving young people's ministry geared towards 11- 18 year olds, with Camborne Resourcing Church as the starting point.
- Lead the discipleship growth and development of young people in the cluster, being instrumental in connecting the rural communities, the marginalised and isolated.
- Be creative and innovative in presenting the Gospel to young people to draw them into the Christian faith and family of the church.



- To develop chaplaincy work in local schools and colleges

### Key responsibilities

- To build thriving ministries geared to young people which attracts and disciples new believers as well as developing and nurturing existing members.
- To pro-actively initiate and lead on sharing the gospel and mission to young people in Camborne.
- Work closely with the existing projects, such as All Saints Community Centre and Wesley Methodist Church.
- To make the most of our resources, such as using Troon Church Hall which is equipped for drama groups or the town centre drop-in centre/cafe space.
- To be a visible leadership presence within the churches, and wider community and a voice for young people.
- To provide pastoral support for young people and, if appropriate, their families.
- To assist in the planning, monitoring and reporting of activity intended to achieve the objectives of TM Camborne.
- To identify, attract and enable lay volunteers to share the vision, ministry and mission to young people.
- To promote and support the development of vocations in the Church, with a particular focus on vocations for young people.



- To assist in the establishment of new congregations and groups as appropriate, working with other worship leaders and lay ministers.
- Lead worship, teaching and ministry that engages young people.
- To play an active role in the Chaplaincy of Camborne Science & International Academy and build relationships with the colleges within the cluster.
- To plan a programme of events and initiatives across the year which support the mission and ministry to young people, both face-to-face and digital.
- To use a variety of communication means (including social media platforms) to engage with students/young people and promote the work of TM Camborne.
- To support discipleship activities delivered by other members of the TM team.

### Safeguarding

- To adhere to the Diocese of Truro's safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable. This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role. **Please note that this role requires an enhanced DBS check.**
- To undertake other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role.
- To undertake relevant training required to best carry out the role, if required.

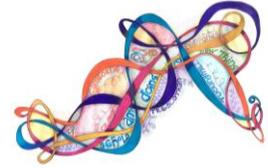
### Health & Safety

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

### Key relationships

The key relationships for the post holder are with:

- Young people in the Camborne and surrounding area



- Lead Minister for Camborne Resourcing Church
- TM Team Lead for Camborne Cluster of Churches
- Local Schools and Colleges
- The congregations
- TM Ministry Team
- Youth Leaders in other TM resourcing churches.
- TM Programme Team

### We can offer you

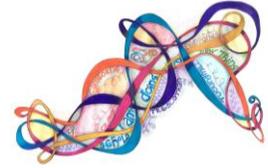
- A beautiful part of Cornwall to work in that has a rich history and culture.
- The opportunity to work with a well-resourced team dedicated to regenerating the church in this area who will support you and encourage creativity.
- A growing network of peer support where you can share good practice.
-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

### Diversity

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

- Values difference in others and respects the dignity and worth of each individual
- Reflects the diversity of the nation that the Church of England exists to serve
- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our



employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

## Standards of Behaviour and Conduct

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

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

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

## Person Specification

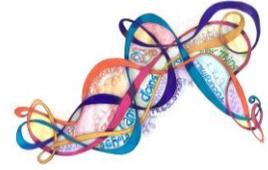
### Young People's Leader

We are looking for:

- A leader with a passion to see young people encounter God; and capable of nurturing their faith.;
- A self-starter who shows initiative and drive;
- The ability to grow ministry to young people within churches and communities, drawing in dispersed young people from a range of backgrounds;
- A desire to work in a team to grow church communities;
- A leader with their own personal pattern of prayer, committed to a biblical way of life.

### Essential

- A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him.
- Committed to the welfare of young people as whole persons, made in the image of God.
- Commitment to the mission, vision and worship philosophy of TM and, in particular, to growing ministry that is relevant to Young People.



## Experience

- Leading and planning teaching and worship that effectively engages young people.
- Creating and developing new initiatives and events that engage young people.
- Experience of engaging with people in community settings.
- Experience in working within a team-based structure.

## Desirable

- A qualification in youth work or equivalent.
- A qualification or some training in Theology and Biblical Studies.
- A full clean driving license.

## Knowledge and personal characteristics

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

## Skills

- Ability to communicate biblical truths in a relevant and engaging way for Young People.
- Ability to utilise social media and digital communications creatively and effectively.
- Ability to inspire and communicate vision.
- Ability to build strong & effective relationships within a team.
- Strong organisational & administration skills.
- Proficient in Microsoft office or equivalent, email, internet and social media.



- Strong communication & interpersonal skills (written & verbal).
- A willingness to work evenings and weekends as necessary.

There is an Occupational Requirement that the post-holder is a Christian. An enhanced DBS disclosure will be required. The Rehabilitation of Offenders Act does not apply in this instance.

## Appendix

### The Camborne Cluster of Churches

This post will be based at **St Martin & St Meriadoc's Church, Camborne**, a town centre church that has a long history and an evangelical heart. Camborne is an historic mining town, 15 miles west of Truro and is a main stop on the London to Penzance railway line. It is an area with significant challenges, being one of the poorest towns in the country. Camborne and the surrounding villages now rely more on the agricultural and tourism industries and there is a good secondary school, Camborne Science and International Academy. It is a place of tremendous opportunity –God is at work here, bringing people to serve him here and together doing new things to grow the church.

St Martin & St Meriadoc Church is the widest church building in the diocese with a capacity of about 500. As part of Transforming Mission we are seeking to upgrade the audio-visual facilities and other aspects of the interior space, whilst being sensitive to the beauty of a medieval church. The current average weekly attendance is about 125 with a small number of young people on the fringe.

Also in the cluster is **All Saint's, Tuckingmill**, which has more sacramental tradition and supports a successful community centre on the edge of the town centre, which is an independently run charity. **Holy Trinity, Penponds** has a high church tradition, and serves a small village with many young families, just outside Camborne. **St John the Evangelist, Treslothan** and **St Crewenna, Crowan** are village churches of central Church of England tradition. Neither of the latter two are situated in the villages of Troon and Praze respectively so new ways of the church reaching the communities must be found, making use of facilities like the local schools or village hall. Troon has a Church Hall with good facilities and there is some rural youth provision to connect with in Praze. Many young people are isolated by geography as well as disadvantaged economically so creative ministry in this area