



# CHESTER ROAD

## Baptist Church

### Role Description

<b>Job Title:</b>	<b>Seniors' Worker</b>
<b>Location:</b>	Chester Road Baptist Church, Chester Road, Sutton Coldfield, West Midlands, B73 5HU
<b>Accountable to:</b>	Minister
<b>Working Hours:</b>	We're open to between 0.4 FTE (15 hours per week) and 0.5 FTE (18.75 hours per week) by mutual agreement (including occasional evenings & Sundays)
<b>Salary:</b>	<b>Band 5: £27,781 - £30,966 FTE</b> (rate from 01/04/2024) + contributory defined contribution pension
<b>Annual Leave:</b>	25 days + 8 Public Holidays pro rata

**OUR VISION:** To see God's Kingdom come and His will done in Sutton Coldfield, north Birmingham, and beyond, as it is in Heaven.

**OUR MISSION:** Growing Community! Making Disciples! Working with others to enable everyone within 5 miles and beyond of Chester Road Baptist Church to become disciples of Christ.

There are two equally important and inter-linked parts to this:

1. To enable 'non-believers' to become 'believers' in Christ (mission).
2. To enable 'believers' to become disciples of Christ (ministry).

In order that you are able to fulfil the requirements of this post, it is essential that you subscribe fully to our vision, mission, values, and beliefs, and worship regularly at Chester Road Baptist Church.



#### **Job Summary:**

Growing community! Making Disciples! Working with others to enable all older people within 5 miles of Chester Road Baptist Church to become disciples of Christ.

#### **Key Duties:**

*[We recognise fulfilling the following will be dependent on the actual time contracted and that it will be necessary to agree priorities and the phased introduction of responsibilities.]*

#### **1. Programmes:**

*As much as possible, these should focus on enabling older people to be fully involved – active participants and creators, not just recipients. You will:*

- Work with others to create fun, engaging and creative social activities with and, as necessary, for, older people.

- Enable and mobilise older people to use their time, skills, and gifts to serve others.
- Support the development of more small groups that older people can participate in or lead.
- Support and play an active part in the Seniors Lunch (or equivalent (Tuesdays)).
- In time, to work with others towards the provision of transportation to Chester Road Baptist Church for older people.
- Enable and mobilise older people to tell others about their faith.
- Option (subject to gifting & capacity) to occasionally lead a service and/ or preach.

## 2. Pastoral care

*We value older people and want to demonstrate this at tough or isolating moments through encouragement, prayer, and practical support. You will:*

- Lead by example in visiting older people who are sick/ incapacitated in their home, care/nursing community, or hospital, offering encouragement, prayer, communion, and/or practical support.
- Help mobilise volunteer Pastoral Visitors to visit older people who are sick/ incapacitated in their home, care/nursing community, or hospital, offering encouragement, prayer, communion, and/or practical support.
- Provide 1:1 pastoral support for older individuals in need of extra encouragement, support or intervention, whilst working at all times in accordance with our *Safeguarding Children, Young People and Adults at Risk* policy and procedures.
- As appropriate, liaising with and sign-posting to other health and social care professionals/ agencies to ensure the well-being and safeguarding of older people connected to Chester Road Baptist Church.
- In time, look to enable the provision at Chester Road Baptist Church of specialist support for those living with, for example, bereavement or dementia.

## 3. Missional Communities

*Some older people live in retirement communities. With their active participation, these could become missional communities. You will:*

- Build effective relationships with local retirement communities, such as Bishop's Manor, Glovers Trust, Oscott Village, Sutton Rose etc, providing pastoral visits and support.
- In each, look to establish and support a small group and or/ a regular worship service, including leading some sessions yourself.

## 4. Volunteers

*We neither expect nor want you to do this on your own. Our vision is far bigger! You will:*

- Establish and develop a team of volunteers who share your passion for mission and ministry with and, when necessary, to older people.
- Actively recruit suitable volunteer senior's workers from within the church, in accordance with our *Safeguarding Children, Young People and Adults at Risk* policy and procedures.
- Ensure volunteer seniors workers are trained and developed to be even more effective in their work with older people.

## 5. Leadership and strategy

*Good seniors' work and ministry doesn't happen by chance. It requires prayerful strategy, team work, planning, co-ordination and communication. You will:*

- Work with others to develop the seniors work and ministry strategy and plan, working closely with stakeholders (older people, volunteer seniors' workers, Minister and the Leadership Team/ Trustees).
- Lead the core team of volunteer seniors workers, developing their skills and enabling them to become effective leaders/ co-ordinators of teams.
- Pray regularly for older people and volunteer seniors workers, and enable others to do the same.

- Be responsible for and manage the seniors work and ministry budget, income, and expenditure, ensuring ethical stewardship of finances, resources and use of buildings.
- Provide the Leadership Team with quarterly information.

**6. General duties**

*To undertake any other duties that may reasonably be required of this post holder, as directed by the Minister, such as:*

- Attend and participate in staff meetings, including times of prayer.
- Participate in/ receive line management.
- Participate in training and ministry development
- Occasionally attend and participate in Leadership Team (Diaconate) meetings.



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### Person Specification

**Role title:** Seniors' Worker

We know people don't come in boxes, but we thought it would help you to know what kind of person we think would thrive in this role at Chester Road Baptist Church. As you read, it might be that only some of the characteristics fit you. However, we would still love to hear from you if this role excites and inspires you!

	Essential	Desirable
<b>Christian spirituality</b>	A disciple of Christ with a commitment to, and evidence of, personal spiritual growth and ministry, and in agreement with our Christian values and beliefs.	
	Proven track-record of active and consistent involvement in your local church.	Member of a Baptist church
	Willingness to become an active member of Chester Road Baptist Church.	
<b>Leadership</b>	Proven track-record of recruiting and leading a team of volunteers	Proven track-record of leading & co-ordinating multiple teams of volunteers.
<b>Qualifications, training and professional development</b>	Level 5 or above qualification eg DipHE	A DipHE or above in Social Work (or equivalent)
	English and Maths GCSE grade C/5 (or equivalent) or above.	A DipHE or above in Community Work.
		A DipHE or above in Health & Social Care, Health Visiting, Occupational Health, or Nursing.
		CertHE or above in theology (or equivalent)
		On the list of Nationally Accredited Community Workers or Parish Nurses of the Baptist Union of Great Britain
<b>Personal qualities</b>	Well motivated, able to take initiative, to plan and carry out.	
	Well-developed inter-personal skills with the ability to establish rapport with a diverse range of people and ages.	
	Good verbal communication skills.	An engaging and effective public speaker.
	Good IT skills and the ability to organise your work and working environment.	

	Organised and able to handle, with competence, a demanding and varied workload.	
<b>Seniors' Work &amp; Ministry experience</b>	Proven track-record of working effectively with older people in <i>either</i> a Christian/ church <i>or</i> secular context.	Proven track-record of working effectively with older people in <i>both</i> Christian/church <i>and</i> secular contexts.
		Experience of delivering community projects.
	Experience of delivering training.	Experience of training and coaching volunteers.
	Good understanding of up-to-date safe practice & safeguarding with adults at risk, children & young people.	
		Experience of working proactively with those living with Dementia.
<b>Other</b>	A willingness to adopt a flexible working pattern, including occasional evening and weekend work.	Experience of working evenings and weekends.
		Full Drivers Licence, with some use of a car.

There is a Genuine Occupational Requirement in accordance with the Equality Acts 2010 for the post-holder to have a vibrant and active Christian faith. This post is exempt from the Rehabilitation of Offenders Acts 1974 and is subject to a DBS check prior to an offer of employment being made.