

Keynsham Parish Youth Worker and Children & Families Worker

Report of the Youth Worker task group to the PCC on 10th January 2017

The Vision

The remit of the task group was to think through the best way to build on the work of the parish youth worker, Dan Crouch, who left in September 2016. Dan was employed for 29 ½ hours a week at a total cost (salary, NI and pension) to the parish of £22,080 a year.

The task group took the view that with the professionalization of Church Youth work and the decline in the availability of volunteers, a paid youth worker was essential. He or she was essential because:

- Trevor Stubbs who is running the Youth Group at the moment estimates he spent 63 hours on the work in October, and he certainly can't continue
- Not having someone dedicated to the work would be a backwards step in such a key area of church life and would not align with Parish or Diocesan Mission strategy.

In addition the bringing alongside a new professional to be an outreach worker with children and families was apposite within a growing town and key for building relationships between the Christian faith and the younger demographic of families with children

In summary the vision is for two separate part-time posts (as they are two different types of work):

1. A Youth Worker (Y/W) with skills to work with young people - a church focused, pastoral role of 25 or 30 hours a week.
2. A Children and Families Worker (CFW) to work with younger children and their families - a missional and community focused role to encourage growth, with a smaller element overseeing church children's work within the churches of 15 hours a week.

If both roles are not possible, for priority to be given to a Y/W - building on the youth work that has already been done and not losing what has been built up.

Both roles would be parish roles. Whilst it is recognised the village churches would not directly benefit most of the time from the two roles – it is recommended the roles are parish roles paid for from the parish budget for three reasons

- The roles reflect the vibrancy of the parish as a whole, and allow for occasional involvement across the whole parish e.g. village Christingle. It also means the whole parish is behind the Mission in which the parish as a whole is engaged
- Whilst the Y/W would be mostly based at St John's, he/she would not be exclusively so. Further the CFW would be based at both St Francis and St John's. The best way within the parish structure to accommodate this is to have the Y/W and CFW as employed directly by the PCC
- The central cost in 2017 will be divided with St John's paying 80% of the costs. Therefore the financial cost is greatest to the church that benefits the most.

Costings

Three scenarios are presented below:

- 1) The first aims to employ both Y/W and CFW at about the same rate as the Parish has been paying for a Y/W up till now - £22,000 a year. The figures below are only estimates, being mid-salary ranges – because those employed will be paid according to their experience.

The total figure is only a £1,000 more than we are used to paying for a youth worker

	% of whole	Amount per year Y/W (25 hours)	Amount per year CFW (15 hours)	Total per year
St John	80.11	£12,017	£6,409	£18,426
St Francis	6.45	£968	£516	£1,484
St Margaret	5.41	£811	£433	£1,244
Chewton Keynsham	4.40	£660	£352	£1,012
St Michael	3.63	£544	£290	£834
Total	100	£15,000	£8,000	£23,000

This is not new spending

This scenario has the limitation of reducing the hours of youth work below what the parish has previously had, and further the job will not attract as good quality applicants as those who are looking for a more substantial post.

- 2) The second scenario envisages the same Y/W hours as we have had previously and paid at the same rate and with the additional CFW post.

See below for funding

	% of whole	Amount per year Y/W (30 hours)	Amount per year CFW (15 hours)	Total per year
St John	80.11	£17,624	£6,409	£24,033
St Francis	6.45	£1,419	£516	£1,935
St Margaret	5.41	£1,190	£433	£1,623
Chewton Keynsham	4.40	£968	£352	£1,320
St Michael	3.63	£799	£290	£1,089
Total	100	£22,000	£8,000	£30,000

This is not new spending

This scenario would call for more financial resources. See below.....

- 3) The third scenario envisages the One Community Trust (OCT) being able to contribute about 5 hours a week or approximately £5,000 a year towards an outreach element in the Y/W post. If combined with either of the two scenarios above – it would enhance the post, but the current finances of the OCT would not be sufficient to do this.

The Task group recommends the PCC adopt scenario 2. This is to employ a Youth Worker for 30 hours a week and a Children and Families Worker for 15 hours a week. The latter post would be for three years.

Timing of appointment

The task group recommends that the recruitment process for the Y/W is begun now and that the parish looks to recruit a Y/W in the Spring to start in post from April/May onwards.

The task group recommends that the recruitment process for the CFW is begun later in the year with a view to the new appointment beginning with the new academic year in September/October.

Funding the posts

The Y/W could be funded by the parish in the same way as it has just managed to fund the Y/W over the last few years. It is possible that either under the auspices of either the OCT or the PCC a Youth worker could obtain extra grant funding supporting extra hours for specific project work. This might enlarge the job a little and make it more attractive.

The CFW role is new and would need new funding in scenario two above. The funding would come from three streams:

- 1) The Youth worker salary has been accumulating in the PCC central fund since Dan Crouch left on 14th September. This means by the time a new Youth worker is appointed to start on say 1st May: 7 ½ months' salary will have accumulated (£22,000 times 7 ½ /12 = £13,750). If a year's CFW salary (£8,000) is taken from this amount - this will leave £5,750 to be returned to the churches, which will help ease the financial pressure for them.
- 2) The second year of the CFW salary could be supported by a grant from the Diocesan fund for Church Growth. This is exactly the kind of church growth post the Diocese is seeking to support. We might apply for £10,000, but perhaps only receive £5,000
- 3) Alongside the above two streams, a direct appeal will be made for £11,000 from Church members to help fund the post for the remainder of its three years (£3,700 a year). It is believed there may be church members who will want to enhance the life of the church in this way and will be willing to help fund the role, and who could pledge to support the post.

In total = £8,000 for each of three years.

It is possible there may be other funding available from such sources as the Cinnamon Network, the Medlock Trust, the Allchurches Trust, St Matthias Trust, etc.

Whether the CFW post is able to expand in hours and beyond the first three years, will become apparent over time.

Prayer for the Parish to use during the appointment process

The Task Group asked (via Trevor Stubbs) for the young people to come up with a prayer to accompany the process of appointing a new youth worker. The Sunday group Discover produced the following:

Dear God, the Creator of our amazing world, who knows the troubles and passions of young people, and whose wisdom and love is immeasurable:

Bless us with a youth worker that will help us to develop our faith and grow in Christ. May they be witty, patient and trustworthy, and be accepted into our youth group family.

Grant us the guidance of your word.

We ask you to do all this through the almighty power of your kingdom. Amen.

Papers accompanying this report

- Youth Worker Job Description and Person Specification
- Children and Families Worker Job Description and Person Specification
- Parish Profile available to applicants
- Advertisements
- The interview processes

The task group

Membership

3 PCC representative Sue Lloyd (lay chair and St J) and Martin Burton (St F) and Janet Lane (villages)

1 DCC representative from St John's - John Wilkinson

1 parent of a child either in youth group or due to join in the next five years - Simon Bright

1 parent of a child in the younger age group (Toddler and above) - Claire Lowe

1 Previous Kidzone co-ordinator Rachel Shaw

1 Interim Youth leader Trevor Stubbs

1 rep from OCT Paul Jenkins
2 young people Daniel Parfitt and Iona Tredget
2 Clergy Stephen M'Caw (chair) and Mike Burke
1 Secretary Deborah Hall
Total = 14

Meetings

The task group met on 4 evenings: 21st Sept, 19th Oct, 30th Nov and 7th Dec.

At the PCC meeting on 10th January 2017 the PCC unanimously resolved:

- 1) To proceed with appointing a Parish Youth Worker for 25 hours a week, and a Children and Families Worker for 15 hours a week as outlined in scenario one of the Youth Worker Task Group report to the PCC**
- 2) To send the report to the 5 DCCs and the wider church to inform the parish**
- 3) To apply to the Diocesan Fund for Church Growth for funding for the Children and Families Worker.**