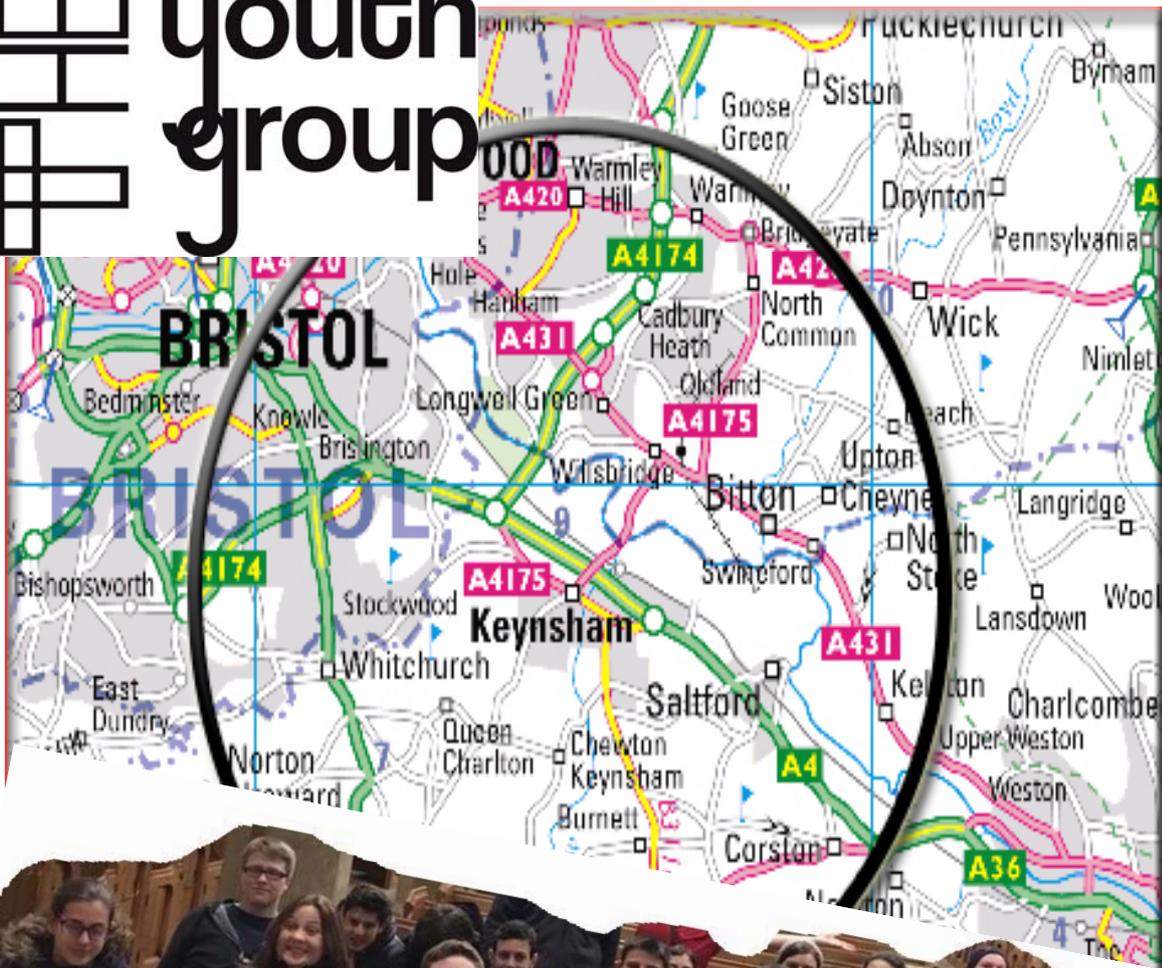
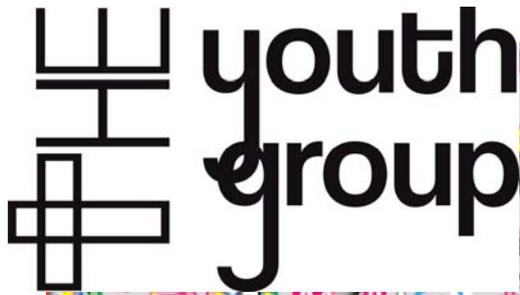


# Keynsham Parish Profile for a Youth Worker and Children's and Family Worker



<https://www.facebook.com/YouthGroupKeynsham#>

**February 2017**

## **Introduction**

Thank you for thinking about applying for the post of Youth Worker or Children's and Family Worker in the parish of Keynsham

If you are the kind of person who has a vibrant Christian faith and the ability to oversee and lead either the Christian Youth Work or Outreach amongst children and their families in the parish— then read on!

If you are the kind of person who has the vision, initiative and skills to work with the mission of the church and the wider community – one of the posts could be for you.

Whatever kind of post you may be looking for, come and discern with us, whether God may be calling you to Keynsham, to be part of the team. As a parish we are praying for you.

If you are looking for a new post in a happy, vibrant parish, which is looking to move on in God's purposes, then please read on:

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In a nutshell, Keynsham parish is seeking to appoint

- a Youth Worker to work 25 hours per week and be responsible for overseeing and leading the Parish's Christian Youth Work among young people aged 11-25 years and
- a Children's and family worker to work 15 hours per week and be responsible for overseeing and leading the Parish's outreach amongst children aged 0-13 along with their families

## **Youth Work**



We are very fortunate, youth work in the parish is in good heart with some wonderful young people. The group is lively at times, but the importance of caring for one another and being inclusive is emphasised and the young people have come to see themselves as a family.

The Youth Worker will be ably supported by some willing and talented volunteers.

The Youth Group meet on Monday evenings from 7.00pm - 9.00pm currently there are 22 members aged between 11 and 17.



Meetings are held in the @One centre which is run by a recently formed charity - One Community Trust Keynsham (One CT).  
[www.onekeynsham.org.uk](http://www.onekeynsham.org.uk).

One CT seeks to provide space for young people in the area. Through leisure activities that conform to a Christian ethos the aim of One CT is to develop young people's confidence and capabilities so that they may grow into full maturity as individuals and members of society. Activities include gardening, outdoor pursuits, guitar school, football & much more.

The @One Centre was formerly the rectory and is located behind St John's Church. The facilities are for hire to those who wish to use the building for events that are in line with our charitable aims. One CT currently provides space and a permanent home to a number of independent groups who rent office space as well as using the recreational area to host events. The groups offer support for families and young people with disabilities and art therapy for individuals suffering from depression.

A counselling service will soon be up and running as part of One CT's goal to give young people the confidence to change their lives. The plan is to hold drop-in sessions at the @One Centre every week, with our trained counsellor. Young people will also be able to get in touch via confidential phone or text.

The link between the youth group and One CT is an important one. Youth group members join in with many activities run from the @One building.



Youth meetings include time for study, games, prayer and a chance to socialise.

Although not all of the young people are church members the group prays together every week.

A number of the group work hard in the @One garden growing many varieties of vegetables and flowers.

The youth group completed an Alpha course at the beginning of 2016. The course included a successful Holy Spirit day with positive feedback from the 9 young people who had attended.

In August a group of 12 young people and 4 leaders spent a wonderful five days camping at the Royal Bath and West Showground in Shepton Mallet participating in a Soul Survivor event.

The smaller but just as important Discover group meets on a Sunday morning the focus of the group reflects the 11.15am Morning Praise service.

Important links have been established with young people in the wider community these include the Christian Union Group at Wellsway Multi Academy Trust, a mentoring service that is offered to students at Broadlands Academy something that is valued by both students and staff.

The Keynsham Parish Youth Worker will work in partnership and liaise with One Community Trust Keynsham, other Church and Town Council youth workers as well as the Diocesan Youth Worker.

We are looking for someone who is a Christian who will use their skills to lead and help develop young people in their Christian faith and spirituality.

## **Children's and Family work**

It is an exciting time for Keynsham parish, the town is experiencing a period of growth with many families moving into homes on new housing developments. It is a positive area of growth for the parish and one we are keen to nurture and grow.

The role of a children's and family worker is a new role, currently the various children's activities are organised by a band of dedicated and hardworking volunteers.

There are various children's groups that meet during the 11.15am services at St John's. They all come under the banner of our Sunday Morning Children's work,

### **'Kidzone'**



*Ripples* is a group for children aged 3-5 with a total of 18 members on its list. There are 3 teachers on the rota and parents usually stay and help

*Waves* is a group for children in Years 2-4 again there are 18 children in total on the register. There are 4 teachers and 3 helpers on rota who work with this group.

*Plus Ones* is for children in Years 5 – 7, there are 7 children on the register and 2 teachers on the rota.

On a typical Sunday morning the children start in church with their parent's then move to the parish hall where they have 'All Together' time (songs and prayer). They then move into groups for age appropriate bible stories, games a crafts.

The parish hall hosts two mother and toddler groups that meet on Tuesday and Thursday mornings. The groups are for children from the ages of 0 -4 and their mums. Between 30 and 35 children attend the Tuesday group and 20 – 28 the Thursday group.

Who Let the Dads Out (WLTDO) is a group that meets monthly in the parish hall where dads, father figures and their children can have fun together.

Several new families are now involved with Kidzone, following on from their association with the Toddlers or WLTDO groups.

There are also other one off initiatives in the parish that involve young children such as Holiday Bible Club and the Easter Experience.

We are looking for someone who is a Christian who will use their skills to pioneer new outreach and missional activities connecting children and their families with the life of the church.

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The Role Description and Person Specification are in a separate document.



Our parish weekend October 2013

## The Context – The Town of Keynsham and its Surrounding Villages

The **town of Keynsham** is a distinct community within easy reach of either Bristol or Bath. (NB although it is spelt KEYNSHAM it is pronounced Cain-sham.)

Transport to the nearby cities is provided by regular bus services and a train ride of less than ten minutes in either direction to Bristol or Bath. The Diocesan HQ at Wells is approximately  $\frac{3}{4}$  hour drive away.

The town has four primary and two secondary schools. Wellsway Academy (secondary) in March 2014 received



Keynsham High Street

a good Ofsted inspection report, having been outstanding a few years before the change to the tougher Ofsted regime. Broadlands (secondary) became an Academy in 2013. St John's Primary School has strong links with the town church of the same name, and was given an outstanding by Ofsted when last inspected in 2013. It was historically a Voluntary Controlled Church of England School but became a member of the Wellsway Multi Academy Trust in 2015. The trust is a recently formed partnership of schools which span the Bristol –Keynsham- Bath area.

The town has a variety of housing, much of it from the 1950s and 1960s when the population grew from 8,000 to 15,000. The population recorded in the 2001 census was 15,533.

The town is currently growing again with major new housing developments in progress to the south of the town (300 houses) and on the former Cadbury's site near the Station (700 houses). There are further developments in the planning stages. The Town Council speak of an expected growth in population by well over 20% during the current decade.

Touching on the history of the town: there has been a settlement in Keynsham since at least Roman times: definite records of Christianity date from evidence of a minster church in Keynsham in Anglo-Saxon times. An abbey was founded in the C12th, which was dissolved in 1539 by Henry VIII, the site now being under the bypass. The Church of St. John was built about 1270 for the people of the town, and has seen many adjustments to its fabric in the years since. The Church of St Francis was built in 1956 on an expanding estate in the town. The Keynsham Parish Team formed in 1975 and incorporating some of the surrounding villages, covers an area not dissimilar to the Anglo-Saxon parish.

The former major employer in the town: Cadburys, (formerly Fry's) ceased production of the Crunchie bar, the Double Decker and all other confectionary in 2011. The former workforce of thousands was, by 2010, below 500, so the impact on the town of the closure has been limited. Most people commute to work in the neighbouring cities, with some employed around the town, including several small industrial estates, and also one of the offices of the unitary authority of Bath and North East Somerset.



There are extensive leisure facilities in and around the town. The town has a leisure complex including a swimming pool, tennis courts, and a skateboard park. Nearby there is Avon Valley Steam Railway and there are weekly visits in the summer of mainline steam trains. Not far from the town is the Avon valley with its walks, and the Bristol to Bath cycle path, not to mention the beautiful surrounding countryside. The Keynsham music festival, held in July each year, attracts over 10,000 people to the town.

The social mix of the town is predominantly white, working and middle class, with a slightly higher proportion of elderly than average. Keynsham has two major supermarkets, most of the major banks, several doctors' surgeries, rugby, cricket and football clubs and all that you would expect within a friendly and self-contained community.

The **surrounding villages** of Burnett, Queen Charlton and Chewton Keynsham each have their own unique history and each number around a hundred inhabitants. The churches in Burnet and Queen Charlton were parish churches in their own right before the

formation of the Team in 1975, but Chewton Keynsham, formerly a village school, is used for services and has never been licensed for weddings in its own right.

### **Churches together in Keynsham and Saltford (CTKS)**

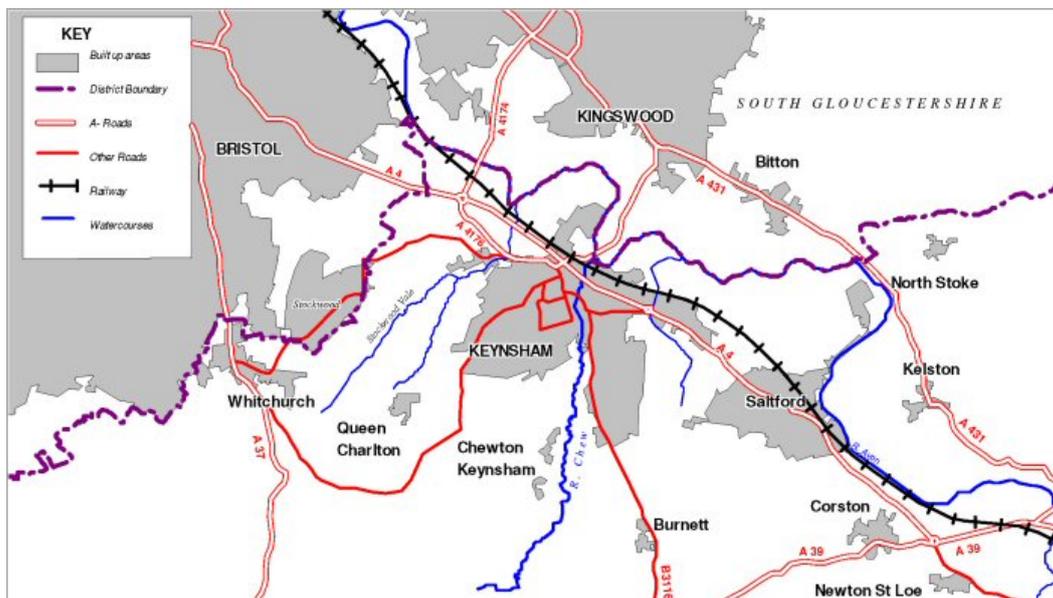
There is a close working relationship with the Baptist, Elim, Methodist, Roman Catholic and Anglican Churches in the town and those in the nearby village of Saltford. The Ministers meet for lunch bimonthly and the Churches Together Council organise joint events, such as an annual ecumenical Lent course. Churches Together teams also offer ministry to school and residential & nursing homes and Saturday 'Healing on the Streets' is also ecumenical.

Churches Together has excellent links with the Town Council, several of the Councillors being regular church attenders. The churches are very much involved in community events such as the Music Festival and Winter Festival.

The above, touches on the outward focus of the parish, which has a heart to serve the community and which is keen to share the gospel beyond the boundaries of the church.

## **The Context – The Parish and Churches**

This lively parish is well connected with its town community, and has a godly heritage in the open evangelical tradition.



The Parish consists of the town of Keynsham and the three villages of Burnett, Chewton Keynsham and Queen Charlton.

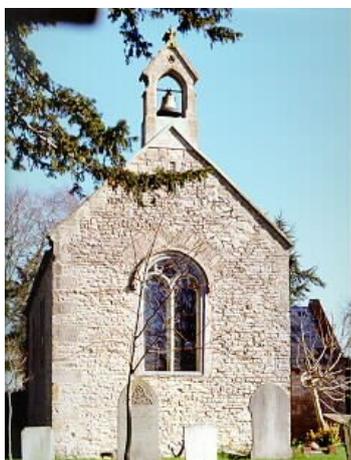
As mentioned already, the team of the five churches was formed into a single parish in 1975. The character and the history of the churches varies, and is most easily described in terms of preferred worship styles. St Michael's, Burnett is predominantly BCP, St Margaret's Queen Charlton definitively traditional, St Francis, having had priests with both charismatic and high church leanings, has a unique mix. Chewton Keynsham is the ecological centre for the parish and town, and St John's holds together the choral Eucharistic tradition at 9.30am with a form of fresh expression worship at 11.15am.

Whilst the clergy team have an open evangelical ethos, and many of the parishioners are as well, within the parish there are those of different churchmanship, including those preferring traditional Anglican styles of worship and those who have come from non-conformist and house-church backgrounds. The resultant mix is remarkably harmonious and enriching.

Each Church has its own District Church Council, in addition to the Parochial Church Council, which has representatives from each of the churches within it.

The parish of Keynsham is within the Deanery of Chew Magna in the Diocese of Bath and Wells. The Diocesan strategy of no one being alone in ministry means that the Deanery has established Local Ministry Groups. We have been linked with the rural Benefice (to the south) of Publow with Pensford, Compton Dando and Chelwood, with whom we share Morning Prayer monthly, and a joint annual Sunday Evensong.

### **The Five Churches**



**St Michael's, Burnett**



**St Margaret's, Queen Charlton**

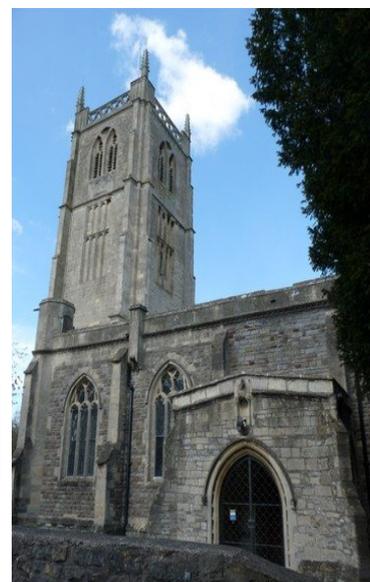


**Chewton Keynsham Mission Church**



**St Francis Church**

**St John the Baptist Church**



As the pictures above suggest, St Michael's Burnett, St Margaret's Queen Charlton and St John's Keynsham are mediaeval buildings, with Chewton Keynsham beginning its life as the village school in the 19<sup>th</sup> century and St Francis established in the 1950s as the town expanded. The pictures also hint that St Margaret's and St John's each have a full peal of bells; the St John's bells are rung at least weekly.

## **Church Services**

(ASA = Average Sunday attendance, ER=electoral Roll)

### **Sunday:**

#### **St John the Baptist, Keynsham (ER 283)**

8.00 a.m. CW Holy Communion (BCP 1st Sunday) ASA 30

9.30 a.m. CW Holy Communion with robed choir ASA 90

11.15 a.m. Morning Worship (Informal worship with band) ASA 80

(This is the service during which Kidzone and the Youth meet and the ASA of 80 include about 18 children and 6 youth)

Variations

On the 3<sup>rd</sup> Sunday 9.30am is CW Morning Prayer and 11.15am is Holy Communion

The First Sunday of the month there is a joint service at 10.30 am with choir, band and creative liturgy. ASA 150

#### **St Francis, Keynsham (ER 44)**

9.30 am Morning Worship (usually Holy Communion with choir but much more informal than it sounds!) The 2<sup>nd</sup> Sunday is an informally lay led service. ASA 25

#### **St Margaret's, Queen Charlton (ER 40)**

11.15 am 1<sup>st</sup> Sunday CW Holy Communion, 3<sup>rd</sup> Sunday CW Holy Communion  
ASA 14

#### **St Michael's, Burnett (ER 15)**

11.15 am 2<sup>nd</sup> Sunday BCP Holy Communion, 3<sup>rd</sup> Sunday Informal Family service, 4<sup>th</sup> Sunday BCP Holy Communion  
ASA 12

#### **Chewton Keynsham (ER 9)**

9.30 am 1<sup>st</sup> Sunday Eco service- café style often with visiting speaker ASA 21

9.30am 3<sup>rd</sup> Sunday Informal service ASA 10

### **Evening Services at 6.00 p.m. following a regular cycle:**

1<sup>st</sup> Sunday Choral Evensong at St John's ASA 35

2<sup>nd</sup> Sunday Quiet Evening Worship at St Francis (Franciscan tradition) ASA 20

4<sup>th</sup> Sunday Village Service (Holy Communion/Celtic Folk Mass/Film night)

5<sup>th</sup> Sunday United Churches Together service in one of the denominational churches in Keynsham or Saltford

The rationale behind the pattern of evening services is that they might be 'Wellsprings' for those sharing similar spiritual paths, the ripples from which extend throughout the Parish.

The majority of worshippers are from the parish of Keynsham with about 10% joining from neighbouring churches.

### **Weekday Services:**

Monday 9.05am CW Morning Prayer, attended by the clergy and a few others.

(This is followed by the very important weekly staff meeting and clergy team meeting for a couple of hours.)

Wednesday 11.00 am St John the Baptist BCP Holy Communion (attendance c.10)

Thursday 9.05am CW Morning Prayer attended by the clergy and a few others

## Occasional Offices

Weddings, Funerals and Baptisms offer wonderful opportunities to build bridges with the wider community. The numbers for 2015 are shown below

Numbers during 2015	Electoral Role	Baptisms	Weddings	Funerals	
				In Church	At a Crematoria
Chewton Keynsham Mission Church	11	0	0	0	0
St Michael, Burnett	15	0	0	1	0
St Margaret, Queen Charlton	40	2	3	2	0
St Francis, Keynsham	43	2	0	1	0
St John the Baptist, Keynsham	282	42	20	24	39
<b>Total for 2015</b>	<b>319</b>	<b>46</b>	<b>23</b>	<b>28</b>	<b>39</b>
Total for 2014 for comparison	391	55	23	25	37
Total for 2013 for comparison	384	52	31	31	27

Great importance is attached to each of these services, with specific preparation being offered for marriages and baptisms.

The contact with baptism families at St John's offers a sizeable opportunity for Mission. At present baptismal preparation sessions are held on one evening each month in which the service itself and the Christian faith are explained. The services are held at 12.30pm on the first Sunday of the month and well supported by many family members and friends.

A marriage preparation Sunday is held each year on the 1<sup>st</sup> Sunday of February with all the couples being invited to attend the 10.30am service at St John's and then to enjoy lunch and sessions in the Parish Hall till teatime.

The Pastoral Care team follow up the personal care that each bereaved family receive

## The Context – The Staff Team

### Parish Clergy

The parish currently has three clergy

### The Team Rector – Stephen M'Caw - since 2010

Stephen was instituted as Team Rector in 2010. He has oversight of whole parish and is particularly responsible for St Michael, Burnett. Along with Mike Burke, he is also responsible for St John's. After serving his curacy in Thetford, Norfolk, he was Rector of the rural, three village, Oxfordshire Benefice of Steeple Aston, with North Aston and Tackley for eight years and also Area Dean of Woodstock Deanery from 2006 to 2009. Before ordination he worked as a medical doctor for 11 years.





### **Team Vicar – Andrew Judge – since 2001**

Andrew has been in post since 2001 after coming over to the UK from South Africa. He has a particular responsibility for St Francis' Church in Keynsham and the village church of St Margaret in Queen Charlton. St Francis' is one of the Diocesan pioneers of a missional scheme: Partnership in Missional Church.

### **Missioner and Team Vicar – Mike Burke since 2015**

Mike came to the parish in August 2015 as a part-time Missioner and Team Vicar. Mike is from Birmingham. He was ordained in 1989 having previously worked in Health Service management. He has a great interest in applying the unchanging gospel to a rapidly changing culture and has experience of mission consultation and developing new approaches towards church life. Mike has particular responsibility for the village church of Chewton Keynsham and is jointly responsible for St John's.



Four retired clergy live in the parish and contribute to taking services.

### **Parish Staff - The Parish has five employees:**



Christopher Thomas took up the post of part time music director at St John's church in September 2016. He previously worked as music director at Holy Trinity church, Geneva.

Dan Crouch was the Parish Youth worker until September 2016. Dan left his role as youth worker to begin his studies at Holy Trinity College.

The Youth and young people groups are currently run by a group of talented volunteers.



- The Parish Office (part of the St John's site) is open 10.00 to 12noon each weekday morning and is staffed by Ms Pam Gardner, who as Office Manager, is responsible for the administration of the Parish Office, occasional offices and related matters.
- Pam is assisted by Mrs Vicki MacRae, the Facilities manager who is responsible on a day to day basis for the management and smooth running of the premises of the Church and Parish Hall, including supervising the Caretaker, and premises volunteers.
- The St John's site has recently appointed a new Premises Caretaker – Richard Jolliffe who will be responsible for oversight of the St John's site which includes the Church and the Parish Hall.
- The St Francis site includes a spacious hall and kitchen, as well as the Church itself. To keep it in order, Jenny Minty is cleaner and caretaker.
- St Francis also has a part-time choir director and organist – Alison Cannon.
- There are four Readers in the Parish: Mrs June Lowe, Mrs Rachel Shaw and Dr Rachel Hall who are based at St John's. There is a further Reader, Mr Tom Peryer, who is based at All Saints Weston in Bath but who worships with us from time to time at St Michael's Burnett – being a resident of the village. Mrs Rachel Shaw is also a trained spiritual director.
- Lay leadership is exercised in many, many ways – the churchwardens of each church, the members of the Parochial Church Council and each of the five District Church Councils and the leaders of the homegroups, to mention a few. It is highly valued.

## **The Context – Other Parish activities**

- **Music** is an important part of Parish Life, with the 40+ strong St John's choir and the smaller St Francis choir leading Sunday worship weekly. The 11.15am service at St Johns benefits from an excellent worship band. There are also several music groups that play a variety of music styles such as an enthusiastic Folk Band and Chameleonz, a jazz band, as well as a youth orchestra. There are regular concerts in St John's Church by outside choirs and organisations such as the Keynsham Orchestra, and, in the summertime, St John's hosts fortnightly Friday lunchtime concerts showcasing local talent.
- **Pastoral Care** is offered in formal and informal ways. The formal ways include a team of visitors at St John's co-ordinated by two laypeople. There are pastoral lunches from time to time, both at St Francis and St John's, with a three day 'Holiday at Home' in the Parish Hall in August for the elderly.
- **Parish Weekend** The next parish weekend is a return visit to Sidmouth on the south Devon coast. It is booked from 29<sup>th</sup> September until 1<sup>st</sup> October 2017
- **Housegroups** are an integral part of the Parish's life with a total of fourteen groups meeting on different days and studying material of their own choice. Some groups have had the same members for more than 20 years! Others have just formed after the most recent Alpha course!
- **Other Groups** include occasional women's breakfasts, a Mothers' Union, Wives group, and various social events at each of the churches. The Parish Hall on the St John's site and St Francis Hall are widely used by groups outside the church for such things as karate, Brownies, blood donation and Keep Fit.

- **Alpha:** Every January we run an Alpha Course, many of the candidates from the course being confirmed in May or June.
- **Volunteers:** The churches flourish on the work of so many volunteers it is impossible to name all the tasks they do, both within the church and in the wider community. Mentioning those who volunteer to help run the food-bank illustrates the latter, and remarking on those who offer prayer ministry at church services, edit the monthly parish Contact magazine or polish the brass, illustrates the former.

## Our Vision as a Parish

Our overarching vision for the parish is of 'Sharing Jesus Christ,' as displayed in the parish logo to the right. In turn each church also has a vision statement. St John's is set out below.



Keynsham Parish  
Sharing Jesus Christ

- **St John's Church's** vision is:
  - Building Community
  - Growing in Worship
  - Reaching out with the Love of Jesus Christ.

**St Francis Church** aims to engage with local people and offer an example of Christian community.

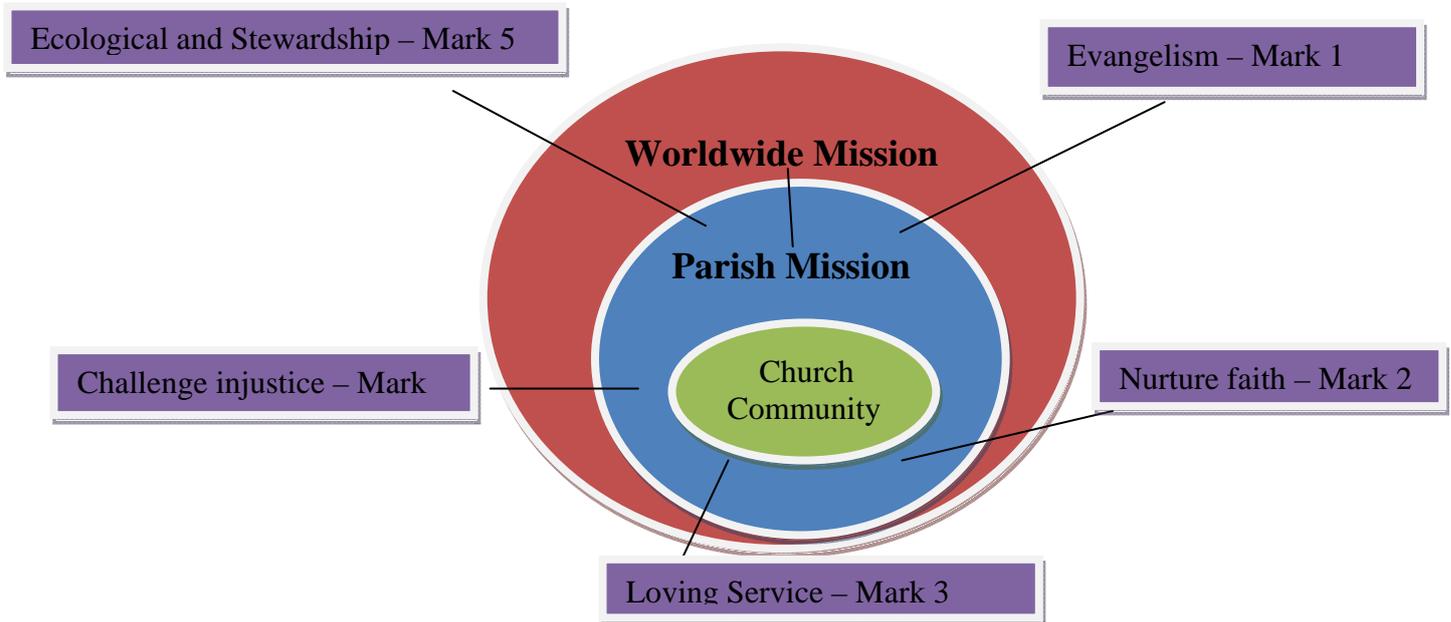
**St Michael's, Burnett** is at the heart of the village geographically, emotionally and spiritually.

**St Margaret's Queen Charlton:** includes Friendship, Tradition, Warmth, Connectivity, Availability in times of Need, Hospitality, Partnership and being Yeast in the Community. In summary a place where people of more mature years will feel comfortable.

**Chewton Keynsham:** is a small church with a big vision at the heart of the village. They are a welcoming and down to earth Christian community. Their particular gift to the parish is creating space to encounter God through the wonder of his creation. The Christ followed is the still point of our turning world, holding all things in balance.

## The Parish Mission Policy

In June 2013 the Keynsham Parochial Church Council adopted an explicit mission policy. The diagram below is a central part of the adopted policy:



In this diagram the outer circle (red) represents mission outside the Parish (e.g. supporting Ruth Radley our Mission Partner in Southern Sudan). This has been a traditional parish focus and supported by tithed giving.

The inner (blue) circle represents mission inside the parish (e.g. the clergy officiating at funerals – Mark 3, Youth Work – Mark 2 in the inner, blue circle). This, in our post-Christendom culture, is now a key priority. Whereas in the past this blue circle may have been labelled parish *ministry*, we are clear it is now labelled parish *mission*.

The most central green circle represents the core of Church life which is not mission (e.g. regular Sunday worship).

The mission policy adopted by the PCC committed the parish to both adopt this description of Mission as Keynsham Parish policy, and to develop a mission mind-set for its everyday activities.

### Contact details

If this sounds like a possible job for you, there are further details on the parish website:  
[www.keynshamparish.org.uk](http://www.keynshamparish.org.uk)

Informal contact with the Team Rector: Revd Dr Stephen M'Caw is welcome:  
Tel: 0117 9864437 email: samcaw@talk21.com.

## **Application**

Applications should consist of a completed application form and a covering letter.  
Closing date for applications: 10am Monday 17<sup>th</sup> July 2017

Interview: Sunday 23<sup>rd</sup> July 2017

The appointment to commence from 1<sup>st</sup> September 2017

## **Conclusion**

The story goes that St. Keyna, was a Christian Welsh princess of post-Roman times, who came to Keynsham when fleeing her suitors. On arrival she turned the serpents that were terrorising the place into stone, the locals in their gratitude making her very welcome. Nowadays we assume the abundant and impressive ammonite fossils are of a more ancient origin!

Should you come and join us in Keynsham, you will be stepping into the shoes of many godly predecessors (not all as mythological as St Keyna), and further you will find the excitement of serving God in Christian ministry, but without the venomous snakes! Keynsham in so many ways is a great place to live and minister, and if you do come to join us, you can be assured of the same warm and friendly welcome afforded to St Keyna.



St Keyna sculpture  
in the Memorial  
Park

### **A Prayer written by the Youth Group**

Heavenly Father,  
We come together to praise and worship you.  
We thank you for your constant love so freely given.  
You know our needs before we do and we ask you to hear our prayer which we bring in faith.  
Soon Lord we will need a new Youth Worker, please show the person you have chosen, the  
way to Keynsham Parish.  
We ask you to hear our prayer in Jesus name.  
Amen.