



## Seniors Team Lead (P/T, 15hrs/week) Role Description

### Background

As a multi-generational church, Crofton Parish has a range of work with older people. This includes visiting teams going into nursing homes, supporting bereaved people and administering Home Communion, and a group (Cup of Tea and Company) also supporting the bereaved over the long-term.

However, as a parish with a significant number of seniors, we recognise that we have a responsibility to care for those in this stage of life and to engage in ministry alongside and mission towards this generation. We believe we can do better and we can do more.

To help us, we wish to employ a Seniors Team Lead to work alongside our existing groups and develop this important area of pastoral care, mission and ministry.

### Summary of Role

This is a new ministry area, and therefore one that will need to be developed. You will be responsible for:

- Enabling the care and involvement of seniors in Crofton Parish;
- Supporting our existing groups working with seniors and developing new ones; and
- Working in partnership with groups and initiatives supporting seniors in our community.

As Seniors Team Lead, you will:

1. Oversee ministry and mission among seniors

In Crofton Parish, our purpose is: *'to help individuals and households take steps into a deeper relationship with Jesus Christ, wherever they start from'*.

Your role will be to understand and empathise with the needs and aspirations of those in later life, working to explore with them what meaningful discipleship, community and ministry look like.

2. Oversee pastoral care among seniors

You will have a particular responsibility for the isolated and vulnerable, both working directly with individuals and recruiting and overseeing a seniors pastoral team, to ensure that those who become more frail in later life can still participate meaningfully in, and be supported by, Crofton Parish.

You will develop a good understanding of the particular challenges of those in later life, particularly as mental or physical health starts to fail, in order to help the whole Parish community respond with love and care.

3. Support our current groups working with seniors

This includes our Nursing Homes and Home Communion teams. You will have direct responsibility for our Bereavement Team and Cup of Tea and Company.

4. Prayerfully develop new forms of community and outreach  
Working alongside the Incumbent and staff team, you will develop new events, groups and ministries specifically for seniors, particularly in fulfilment of our '2020 Vision' aim: 'To double the size of our worshipping community in the next 5-7 years'.
5. Be a 'bridge' between Crofton Parish and community groups  
There are many groups working with seniors in our community and we want to be 'a partner, not a competitor' with other community groups. So part of your role will be to liaise well with other relevant community groups. An example would be the current initiative to help Stubbington become a dementia-friendly community.

Ensure best practice and compliance with relevant legislation.

You will be working with some adults who would be classed as 'vulnerable adults'. Therefore, you will be expected to ensure the highest standards of care and professionalism in your work and among your team. You will be responsible for 'Safer Recruitment' of any volunteers (working alongside our Safeguarding Team) and compliance with all appropriate legislation, including Safeguarding and Lone Working.

You will also be encouraged to liaise with other church-based networks and groups (locally and nationally) to help develop your work.

You will be part of our staff team, at our weekly Monday Check-Ins (Mon 9.30am) and Tuesday Tacticals (Tues 9.45-11.30am), as well as termly away days.

We offer you:

- A supportive staff team, Wardens and PCC;
- A monthly supervision meeting with the Incumbent to support you and your work;
- A budget for your work and your expenses paid;
- Opportunities for personal development and training.

## **Employment**

This post is 15 hours a week, 52 weeks a year, subject to an Enhanced DBS check, with a 3 month probationary period.

The salary is £20,000 pro rata and Pension contributions consistent with our staff pension scheme.

You will be entitled to annual leave based on 25 days a year pro rata (+ bank holidays).

To find out more about Crofton Parish, please look at our website [www.croftonparish.org.uk](http://www.croftonparish.org.uk)

For an informal chat, please contact Rev Richard England, Vicar, through the Parish Office on 01329 661154.

To apply for this post, please send your CV and a covering letter explaining your reasons for applying and how you meet the Person Specification and could fulfil the Role Description to: [vicarspa@croftonparish.org.uk](mailto:vicarspa@croftonparish.org.uk)

The deadline for applications is 12noon Friday 12 October 2018.

Interviews will be on the week beginning Monday 29 October 2018.

### **Person Specification**

We are looking for a person with experience of working with older adults. You should be able to demonstrate a combination of excellent individual pastoral skills and the ability to recruit and lead a team of volunteers, as well as develop and run groups and events.

#### **ESSENTIAL**

*There is a Genuine Occupational Requirement that the post holder be a practising Christian in sympathy with the ethos of Crofton Parish and the Church of England*

- The desire to help older people play a full role in the life of Crofton Parish and to discover faith and discipleship for themselves;
- Experience of employed work or significant voluntary leadership with older adults and an understanding of the needs, fears and aspirations of adults in later life;
- Excellent individual pastoral skills (for example, in health or social care);
- Experience of developing and leading teams;
- An up-to-date understanding of relevant legislation, including Safeguarding and Lone Working, when working with Seniors;
- Good written and verbal communication skills, including the ability to speak publicly;
- Good relational skills, including communicating with volunteers and colleagues;
- The ability to manage your own time and work;
- Appropriate IT skills (competent on Microsoft Office or equivalent);
- Someone with enthusiasm and a sense of fun, excited about working with colleagues in a pioneering context; and
- The right to live and work in the UK (evidence of this – eg Passport or Drivers Licence – will be required on the interview day).

#### **Desirable**

- Educated to degree level;
- Experience of voluntary leadership within a church setting;
- Experience of working with partner agencies/groups;
- Experience in developing and delivering vision and strategy in a church, charity or community setting;
- Experience of working with volunteers, especially recruiting and managing volunteers;
- Driving Licence.