

## **Intergenerational Minister (From Spring 2025)**

### **Our prayer:**

*God of the youngest and the oldest, who rejoices in the laughter of a child and the song of a grandparent, may each generation be blessed by meeting with you in the other, and by representing you to each other, in the all-age kingdom of God. Amen*  
*(Martyn Payne BRF)*

**Burpham Church is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment. A confidential declaration will be required prior to short-listing. All appointments are subject to acceptable pre-appointment checks, including a satisfactory Enhanced DBS Check.**

We are delighted that you are prayerfully considering the role of Intergenerational Minister here at Burpham Church. With my recent arrival as Vicar, and a hunger from the Church family in recent years, we have set out on a journey towards being an intergenerational church community here in Burpham; this is an exciting opportunity for the person that God is calling to join us to help accelerate our journey.

Now, we feel, is the time to reimagine our mission and ministry including that to children, households and schools. We are all excited to see what God longs to do in our community, and get on board with the direction the Spirit is moving us.

**Our recent surveys** of this community have helped build this aspiration for Burpham church:

- To have a deeper connection with God and one another which inspires service: to God and to our community.
- To increase the number of children, young people and families who are part of the church with authentic integration across all ages and backgrounds and ethnicities.
- To be a vibrant Christian church fully part of the local community - looking outwards and meeting people where they are.

In these surveys, there was a real hunger for “becoming an intergenerational church - growth in all age groups, particularly the younger people”, and for us to “properly resource family, children and youth work, welcome and encourage children and young people in their personal journey of growth.”

The importance of community also cannot be understated, as there is a strong desire “to become increasingly involved in our community, giving support where needed, and being at the heart of the community, not just to those coming to church, but helping people and evangelistically reaching into the whole community.”

**Our vision** for this role is to help us make the cultural shift to being an intergenerational church. One where children are seen primarily as equal members of the body of Christ and somewhat less as the church of the future, with as much to contribute as anyone else. They are to be enabled to participate fully in building the Kingdom of God. We hope this will enable the Church to be seen as happening beyond our walls and beyond Sunday morning and where discipleship is understood as learning and growing on an intentional journey that we all, whatever our age, travel together. Our new minister will help us see how relationships no matter ones generation, community and a sense of belonging are vital for everyone’s journey of faith.

**Our recruitment process:**

Please complete the attached application form and include a covering letter to: [vicar@burphamchurch.org.uk](mailto:vicar@burphamchurch.org.uk) detailing how you feel you are the right fit for this role, addressing the person specifications below and why you are drawn to the role now<sup>1</sup>. We are praying to appoint someone with many of the desirable qualities, skills and experiences listed in the Person Specification.

**The closing date for applications will be 12 noon on 31<sup>st</sup> January 2025, with interviews in the week commencing 10<sup>th</sup> February 2025.**

If you sense that God might be calling you to a new ministry here with us in Burpham we encourage you to have an informal conversation with me or one of our team to find out more about our church and community.

We look forward to hearing from you.

**Rev James Hanson, Vicar**

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<sup>1</sup> This, your data, is being collected on behalf of the PCC of Burpham Church, Guildford (as Data Controller) for the purpose of processing your application to become a worker with children or adults experiencing or at risk of abuse or neglect.

<b>Role Title:</b>	<b>Intergenerational Minister</b>
<b>Role overview and purpose:</b>	<p>The post holder will work closely with the Vicar (Rev. James Hanson) and ministry team to serve the parish of Burpham by safely growing intergenerational ministries, as we seek to minister cross generationally.</p> <p>To lead and develop the work of Burpham Church with children, families and households. To encourage and train volunteers. To develop and resource our outreach to the local community across children and their households. To reimagine and implement current or recent ministries. To work alongside the existing ministry team, and build up a network of volunteers to support activities.</p> <p>To maintain a strong personal relationship with Jesus through prayer and Bible reading and the gathered life of the church; pursuing growth into Christ-likeness.</p> <p>To work with the ministry team and Parish Safeguarding Officer to ensure safeguarding practices are front and central in all areas and in the recruitment of volunteers.</p>
<b>Location:</b>	The parish of Burpham and the surrounding area – office base at Church Holy Spirit, New Inn Lane, Guildford GU4 7HW and work in St Luke’s church on Burpham Lane.
<b>Responsible to:</b>	The Vicar
<b>Hours of work:</b>	Full time = 37.5 hours / week – but with possible part-time pro-rata available for the right person. These hours will be spread flexibly across 6 days of the week but will always include Sunday mornings and the potential need for late afternoon/ evenings each week. One / two specific weekly “days off” will be agreed to suit the post holder, with an agreement for 6 Sundays off during the year. Training and meetings will be expected to be done within usual work hours (not in own time).
<b>Salary and benefits</b>	JNC pay scale of Points 14 (£30,750)-18 (£33,946) depending on experience. Holidays will be 28 days plus bank holiday allowance with dates by negotiation (to provide some cover around school holiday activities). In addition, there is an employee pension contribution scheme, and funded training.

<b>Core responsibilities:</b>	
<b>To Establish and Lead Intergenerational Ministries for the Church</b>	<ul style="list-style-type: none"> <li>• <i>Establish a clear vision and work with the ministry team to devise a strategy for intergenerational ministry</i></li> <li>• <i>Shape programmes and priorities for intergenerational ministry from those currently in existence to those yet to be imagined.</i></li> <li>• <i>Lead the team building Intergenerational Worship once a month on a Sunday, to develop those services and the team supporting them (considering whether and how to develop them further)</i></li> <li>• <i>Lead and build a team to support Sunday Club on other Sundays.</i></li> <li>• <i>Meet regularly with the ministry team to creatively develop the ongoing ministry, and build and train teams of adult and young leaders to support these ministries.</i></li> <li>• <i>Work in partnership with the wider church family to develop and grow ministry to children and young people, helping them to develop a sticky faith.</i></li> <li>• <i>Maintain Christian biblical values and character</i></li> </ul>
<b>To Communicate</b>	<ul style="list-style-type: none"> <li>• <i>Raise the profile of, and promote, intergenerational ministries work among the church groups and the wider parish</i></li> <li>• <i>Provide regular information and updates to prayer partners within the church about intergenerational activities to facilitate regular and focused prayer support</i></li> </ul>
<b>To Reimagine</b>	<p>Working with the Vicar to reimagine and implement:</p> <ul style="list-style-type: none"> <li>• <i>How our former outreach to toddlers / babies plus adults through the Caterpillar café might look today</i></li> <li>• <i>How our current outreach through Lego church, Sunday clubs, Intergenerational services and pitstop station outside St Luke's Church might best fit the needs of the church and community</i></li> <li>• <i>How our families and household needs might be met through training, integration and input to support them best</i></li> <li>• <i>How to best foster the partnership with our pre-school, and how to engage really well with those families</i></li> <li>• <i>How to support children and families through leading Sunday club on non-intergenerational service Sundays.</i></li> </ul>
<b>To Deepen faith journeys</b>	<p>Working with the Vicar to:</p> <ul style="list-style-type: none"> <li>• <i>Lead on evangelism and discipleship amongst families / households and faith development specifically with children currently in the church.</i></li> <li>• <i>Be enthusiastic about deepening spiritual growth across families.</i></li> <li>• <i>Encourage all generations to be role models towards the younger children</i></li> <li>• <i>Encourage all generations to be ministered to by children and young people.</i></li> <li>• <i>Instil a sense of church identity and commitment amongst the young people and children so they might fully participate in the ongoing life of the church</i></li> </ul>

	<ul style="list-style-type: none"> <li>• <i>Further develop our links to local schools and pre-schools, supporting them in assemblies, visits to church and special services.</i></li> <li>• <i>Plan and build up opportunities for holiday clubs, termly special events</i></li> </ul>
<b>To Administrate</b>	<ul style="list-style-type: none"> <li>• <i>Plan and budget for all approved activities</i></li> <li>• <i>Promotion of events and activities to the Church and Parish</i></li> <li>• <i>Complete Risk Assessments and abide by Safeguarding Policies</i></li> <li>• <i>Complete personal training and leading others in training</i></li> </ul>
<b>To Comply with Governance</b>	<i>Working alongside the PCC and the Action teams that oversee mission and evangelism to the wider community, and people to develop a vision and strategy for our outreach to children and families. Attend PCC meetings to report on progress as required</i>
<b>Other</b>	<ul style="list-style-type: none"> <li>• <i>Commitment to regular Rest Days (1-2 per week) – and at least 1 day per 3 months to be spent in retreat.</i></li> <li>• <i>Commitment to ongoing training both theological and role-specific.</i></li> <li>• <i>Promote all aspects of safeguarding, welfare, health &amp; safety and ensure the highest standards of care and Safeguarding for children and families are maintained in all ministry areas, prioritized through record-keeping, training and close work with the PSO.</i></li> <li>• <i>Working within the church ministry team serving and supporting all aspects of church life and ministry to include any other task reasonably requested of the post-holder by the Vicar.</i></li> </ul>

## Person Specification:

Category	Expected qualities	Desirable or willing to work towards
Faithful: A wise, committed personal Christian faith, committed to personal spiritual growth, faithful proclamation of the word of God and personal prayer.	A mature faith, borne out by their own personal growth and prayer life, both personal and corporate.	A formal qualification in Theology or a willingness/ability to undertake a course as part of your training and development
Missional: A strong desire to see Christ at work in members of the church and in the local community	Comfortable and confident with outreach to different groups outside in the community and in church.	Experience of leading teams to outreach in the community.
Service leading: Experience of leading across a broad spectrum of age range, and community.	Able to organise parts of Sunday / other day services that involve activities and interaction with a broad range of people in one setting.	Training others in organising and leading such services.
Schools and Pre-Schools: a minister who values work with education settings to build faith.	Experience of partnership with educational settings; both with adults and children	Experience of working in educational settings; both with adults and children.
Communicator: A rich and varied communicator with skills both oral and digital.	Experience of training adults in church or similar settings. Communicates effectively with diplomacy, understanding and grace.	Experience of facilitating and planning training sessions for parents and families.
Team leader: a minister is first of all a ministry team member, willing to support not only their own team but the ministry of others.	Able to manage volunteers in a church / similar setting.	Working as part of a ministry team, and of leading people to achieve a clear goal; a can-do attitude.
Relational: A bridge-builder between different demographics and distinct groupings both in the community and church.	Has strong interpersonal skills, networking skills with the confidence to reach out to new networks and grow existing links with the local community and build on relationships within the church	Experience working alongside community or local groups, knowing how to bring external voices to the table and building trust with new organisations.

Creativity: ready to help us reimagine with ministry across generations could look like.	Of a creative mindset to bring forward and develop ideas to engage people to come together in worship. Eagerness to build a vision that encompasses all generations ministering to each other.	To be a catalyst bringing ideas, energy, enthusiasm to this area of ministry. Innovative and resourceful.
Encourager and advocate for intergenerational ministry	Able to help children and families to play a part in the life of Burpham Church, and encouraging church members to enable this to happen. Enabling children to minister to adults and adults to recognize children as the church of today.	Resourcing, training, and developing other leaders and supporters in intergenerational ministry as a volunteer team  Networking with other similar roles and churches (locally).
Organisation	Able to manage own time well, planning and arranging events, and communicating well with others who are involved.	An enthusiastic and engaging event organiser.
<b>OTHER</b>		
A commitment to equality, inclusiveness and non-discrimination. Under the Equality Act (2010), there is a Genuine Occupational Requirement for the postholder to be a practicing Christian, and the role falls under the Positions of Trust legislation.		
A qualified first aider and holder of a food hygiene certificate or willingness to obtain the qualifications within 6 months of appointment.		
Flexible approach to work in order to fulfil the role as the job demands – one week is unlikely to be the same as the next.		
Right to live and work in the UK.		
As this role involves extensive unsupervised engagement and work with children & young people, a satisfactory enhanced DBS check is required. Anyone appointed to this role will be expected to work within the relevant safeguarding policies and procedures and to complete all required safeguarding training and full Guildford Diocesan / Church of England safeguarding training must be kept up-to-date.		