

Dear Applicant

May I start off by saying we are delighted you are considering applying for the post. Accompanying this pack, you'll find the job description and personal specification on the website that outlines what we are looking for in this important position in the development of our organisation. We hope this provides enough information to give you an idea of what we are looking for, and we encourage you to match your skills as well as you can to our expectations.

We also recognise, though, that moving jobs is a big deal and so we have tried to capture as much as we can about our story, our values and our current context to give you a clear a picture as we can of what we are about as an organisation and whether you might be the fit that we are looking for.

This role is going to be spending a lot of time in face to face interaction with our guests, hopefully as much as 50% of your working week, and so it is important for us to get the right fit both in skills but in character as well.

About us.

One Church Brighton was founded in 2011 as two Baptist Churches joined together as one led by Minister Dave Steell and supported by a strong trusteeship. Over the past six years, we have grown both as a church and as a charity as has our influence and impact on key issues affecting the city of Brighton and Hove, particularly homelessness, unemployment, poverty and social isolation. Our wide ranging projects have been funded by a diversity of organisations including the Lottery, our congregation, businesses and various local funders. We are members of the Baptist Union and our local Baptist Association.

The key beneficiaries of our activities are:

- Young people – particularly those who are not in education employment or training and pre-school children.
- Those at risk of social isolation – with a particular focus on those who are vulnerably housed, the elderly and vulnerable families
- Those who are vulnerable to food and financial poverty – particularly focussing on families with school age children



- Local organisations who share our values – particularly those who need building or skills resource
- Our Church Community –those who actively participate in our projects, programmes and church services

Our Values.

As an organisation, we are underpinned by five values which provide us with identity, direction and strength.

Briefly, these are to encourage people to become more **intimate** with God, more **involved** in helping others in need, more **interdependent** with others around us, more **inclusive** of everyone whoever they are and to act with **integrity** in all we do.

Our values have helped us to shape a unique identity and clear characteristics:

We are entrepreneurial: We are open to a space of possibility which is often driven by people's passions and needs as well as those generated by the city. We have the skills, expertise and structure to support passionate ideas, turning them into creative projects which have impact and are often scalable.

We are collaborative: We want to work with others and know that there is real strength and impact in partnership. We work with many different political, charitable, business and religious organisations locally, nationally and globally both strategically and practically.

We are resourceful: We want to use our resources in service to the need we see in our city and the world. We use our buildings, finance, staff and volunteers to do this. Our funding and giving goes directly into our projects many of which engage those who are most in need and we aim to be as lean as possible.

We are frontline community builders: In 2016 we have engaged with thousands of vulnerable individuals in a wide variety of ways. Our core focus is action. In all our different projects and in the life of the church, our main focus is on creating sustainable community.

Our Context.

In 2016, One Church ran 11 projects, facilitated a wide range of events at our church venues and collaborated with diverse partners across the city to widen and strengthen our impact. We are really proud that much of our work is driven and supported by volunteers some of whom are partners at our Church and many who just connect to some or all of our values.

We would like to highlight the following areas:

Pro Baristas is an employment readiness scheme that links unemployed people, and particularly those who may be vulnerable, with the booming demand for speciality coffee baristas via high-level coffee training, mentorship and personal development. In 2016, the project engaged more than 150 young people and saw more than 50 percent of those who completed certified training find employment. Of those who

complete training, more than 90 percent report increased confidence and better readiness for the workplace.

Meanwhile, the need for more creative engagement with those harder-to-reach young people not in employment, education or training has led to a new open drop-in that begins with a free cup of coffee and expands to a wide range of personal advice, CV help, formal training, life coaching, employment and durable community. The project has rapidly developed links with industry, and is expanding into pop-up events that publicise the effort while employing trainees. In 2017, Pro Baristas is aiming to develop significant funded training programmes with the goal of financial self-sufficiency setting up growth into other industries.

Chomp is our school holiday lunch club, which started in 2014 and is targeted at low-income families who may experience food poverty. It provides them with the opportunity to eat a nutritious hot meal as a family and enjoy a led activity.

In 2016, we ran 60 sessions at 5 different venues, representing a 36% increase in sessions. Most significantly, 2016 saw the start of our formal partnership with the Brighton and Hove School Meals team, trialling a Chomp club in a primary school for the first time. We also undertook some formal feedback from parents to ascertain the way forward for Chomp in 2017. Chomp is primarily delivered by a team of dedicated volunteers. Next year we intend to further develop strategic partnerships in order to increase the number of clubs which run over various geographic locations.

Big Lottery Funding - 2016 saw the final year of a five year youth work project funded by the Big Lottery. The results of this investment have far outweighed initial expectations and have proven to be a strong catalyst for further engagement within the city.

Safehouse, which has engaged with 330 young people over 5 years, is an afterschool drop in for young people aged 11-16 who are in need of extra support. 132 young people engaged in our Safehouse project in 2016, and of those, 127 reported an increase in self-confidence.

Our In2Work programme has been very influential across the city providing a strong platform for collaborative work and has provided excellent signposting for vulnerable young people. It has also dovetailed into our Pro Barista scheme. This fruitful partnership saw 119 young people taking up training or employment opportunities in 2016 bringing.

This piece of funding has been fundamental in developing strong relationships and partnerships with a wide array of different organisations across the city. We have met and exceeded all our outcomes and more importantly, have also ensured that some of our work is now sustainable with the ability to develop according to the needs of young people.

What about you?

So what now? Well if this has whetted your appetite for the post, and you feel you bring the skills and experience we are looking for, then we'd love for you to apply. To do so, we'd ask you to send in an up to date CV along with a few paragraphs on why you think you're the person for the job, and what excites you about working for One

Church Brighton. We'll then inform people after that if they have been successful in moving in to the next stage of recruitment.

Finally, if you have any further questions or would appreciate a chat before you apply, we'd be really happy to connect with you.

Many thanks

Andy Malcolm
Head of Youth and Children's Work