



Part of the DISCIPLESHIP ministry of

St Barnabas Church

# **INFORMATION PACK**

## **2014**



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**March 2014**

*Dear friend*

Thank you for your interest in **EQUIP**. We are really looking forward to finding out who God will send to us to be a part of this ongoing exciting venture at St Bs. You could be one of those people, so we are really pleased to be able to send you this information pack.

In the following pages you will find:

- Information sheets about our programme
- Profile sheets for each of our ministry areas which is recruiting students for the September 2014 intake
- A selection of **Frequently Asked Questions** [FAQs]
- Details of the current vacancies for September 2014

You should also have received or downloaded a separate application form for the programme. If you do not have this, please either check our website or contact us by e-mail / phone.

If you sense that God is leading you to apply for one of these positions, then we look forward to receiving your application. If there is any more information you need to help you decide whether to apply, please feel free to get in touch with us.

Every blessing

*David*



**David G Brown**  
Discipleship Pastor  
and EQUIP Director



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## So ... what is EQUIP?

Thank you for taking the time to ask for and to read this information pack: it could change your life, so we want to give you as much information as possible to help you decide whether or not to apply.

Firstly, let's get something out of the way. **EQUIP** is not a "Gap Year" programme or a "Discipleship Year". If that's what you're looking for, there are many excellent programmes out there, but **EQUIP** is not one of them.

Let me explain: "Gap Year" or "Discipleship Year" programmes, on the whole, are for younger people who just want to "give a year to God" or for people who are at the stage in life where they don't really know what God is calling them to do and they want to take a year to find out.

Our **EQUIP** programme is designed for people who **do** know what God is calling them to do and want to be trained to do just that. In the past, ministry training options have tended to be college based with local church placements. **EQUIP** is different: it's based in a large local church where you will get real training and experience in the area of your calling, with the opportunity to have a college placement for the academic study.

So if you are looking for a "Gap Year" or a "Discipleship Year" then please feel free to read the rest of this pack, but in all honesty, **EQUIP** probably isn't what you're looking for. **BUT** if you know that God has called you to a particular area of ministry, and you would like to be trained for that in a large local church, then you definitely need to read on because **EQUIP** could be exactly what you're looking for. We think it's a great model, and many of our former students, who are now serving God in churches around the world, would agree with us.

So if you come on **EQUIP**, then as one of our **trainee worker** students, you would usually be based at St Bs for at least two years. We currently have students in four ministry areas: Youth, Kids, Neighbourhood, and Discipleship / Young Adults, though we may not have vacancies in each of these ministry areas every year.

To qualify for a place as a **trainee worker** student, we will interview you and will expect you to show us that you have a clear sense of calling to your chosen area of ministry, and that you have some experience of working in that area.



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There are four main strands to the **EQUIP** Trainee Worker programme:

**VOCATIONAL:** During the time you are with us, you will be trained and developed in your chosen area of ministry and gain real “hands on” experience not just of working in that area, but also of taking a lead in ministry. We believe that our staff who work as ministry area leaders are some of the best practitioners in the UK in their areas of ministry, and so we can guarantee high quality development for you. You will also have opportunity to work towards a vocational qualification in your chosen area of ministry.

**LEADERSHIP:** As part of the **EQUIP** cohort, you will engage with other students in our leadership development programme. This will include time with and teaching from the wider leadership team of St Bs, input from other speakers, being part of a peer “learning set”, and attending leadership seminars and events.

**THEOLOGICAL:** We encourage all our Trainee Workers to engage in a course of academic study at a level appropriate to their needs. More about that later.

**PERSONAL / SPIRITUAL:** We want all our students to grow personally and spiritually. We therefore encourage all students to play a full part as members of St Bs. We offer appropriate pastoral care and supervision, and will help you to find a mentor.

Being an **EQUIP** Trainee Worker is a partnership between us and you. You gain the benefit of training and experience from us: we get the benefit of having some exceptional students working with us whilst they are training. And because it’s a partnership, you will receive some financial support from St Barnabas towards the cost of your accommodation and your studies. Your part in the partnership is that you will be expected to raise your own living expenses and other costs.

Does this sound like something that you would be interested in? If so, keep reading ... we’ve tried to anticipate some of the questions you might have and answer them for you.

Then, when you’ve read through all this, if you feel that God might be calling you to apply, please complete and return the enclosed “Trainee Worker” application form.

## Children and Families



We believe children are a gift from God and therefore we need to care for them effectively. We are blessed with the opportunity to influence 100s of children through the work of St Barnabas and we want to be seen as good stewards of all that God gives us.

Our desire, for all the children and families we work with, is that through the ministry here they will meet with God. Our vision is to equip children to follow Jesus in thought, word and deed through the power of the Holy Spirit and raise a generation who live in the knowledge of the love of Father God.

We believe that God not only wants children to know him, but also to experience him in their lives. We encourage children to explore who God is as well as to discover who they are. This is done through teaching, worship, prayer ministry and providing space for the kids to have fun and be themselves. We seek to include all children, of all abilities, recognising that the body of Christ has many parts. If we reach children at a young age and allow them to explore the goodness of God we believe, in the wisdom of Proverbs which tells us, when they are older they will not depart from that which they have learnt.



The role of all **Kid's and Families ministry students** is to assist our Children's and Families Pastor, **Elliott Ireton**, in the delivery and development of all our programmes for the kids aged 0-11 and their families within St Barnabas and beyond.

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This includes weekly involvement in the children's outreach and discipleship groups, and input into program planning and team training and development. Students will also be expected to lead existing groups as well as develop skills and gain experience during other one off events and activities supported by the kids and families team at St Barnabas.

Our weekly groups for children consist of:

- Tots church                      For babies to 5 years                      }      All on Sunday morning
- Kids Church                      For those aged 5 to 11 years old                      }      over two services
- 'The Attic' kids clubs for primary aged school children on Fridays between 5.30 and 7.00 including a café
- 'Our Place' a ministry for children and youth on a Sunday morning at 11.30 service.
- Opportunities to go into local schools to help with their reading programme

As well as the groups we run on a weekly basis we also run seasonal events for families; help to organise family services and other special events at Christmas and Easter, as well as working with some of our local schools. We are looking for leaders who are passionate about the vision we have here at St Barnabas, who can contribute their gifts and skills to the existing work here as well as helping develop it further.

If you would like to talk to someone about what it would be like to work in our Kids and Families ministry, then please contact **Elliott Ireton** [elliottireton@stbarnabas.co.uk](mailto:elliottireton@stbarnabas.co.uk) or **Becki Chafe**, our assistant children's pastor [beckichafe@stbarnabas.co.uk](mailto:beckichafe@stbarnabas.co.uk)

## Youth



We believe that young people are essential in fulfilling our vision of Transforming Lives: Changing the World. In the Youth ministry area we aim to meet young people where they are at and introduce them to Jesus. We have several groups running on a weekly, monthly and termly basis. Some groups have a purely social focus, to build relationship with those who have no other connection to the church. Through these groups, leaders aim to share the gospel by building relationships, looking for opportunities to pray, asking for prophetic words to share with them in their everyday conversations and generally serving those who attend.

Other groups have a more discipleship focus where we aim to take young people deeper into discovering God's word: opening up the bible in a relevant and engaging way whilst leading them to discover their spiritual gifts through worship and Holy Spirit ministry.

In all of our youth work we have an ethos of developing young leaders. We believe young people are leaders now – not just when they are older, and we want to empower them to make an impact on their schools, colleges, friendship groups and families. We do this through developing leaders within the groups and looking at the challenges of how that impacts their everyday life. Young people lead, preach, pray and plan sessions: their voice and experiences can impact other young people greater than we can. Our job is to equip them to do this and we are excited about seeing the world become transformed through young people who have a passion for God.



The role of all **youth ministry students** is to assist the Youth Worker, **James Brown**, in the pastoral care and development of the young people in and outside of St B's aged between 11 and 18. You will gain experience in planning, developing vision, experiencing being on teams in different settings of youth work, leading teams, learning how to develop young leaders, training volunteer leaders, teaching and leading Holy spirit ministry.



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Our weekly groups for young people consist of:

- BASE; Friday Evening, Activity Youth group for 11-14's
- The Sunday Session; Sunday morning youth group for 11-14s
- Café 66 for 11-14's
- The 5; Sunday youth congregation for 14-18s
- Impact; young leaders training mid week, once a month. (11-18s)

There are also events that run throughout the year: E.g. Girls ministry/Guys ministry, New Wine, Soul Survivor, Weekends Away, Besom and Schools work.



We are looking for leaders who are both passionate about the vision we have for young people, and passionate about developing young leaders. We are looking for leaders who are able to contribute their gifts and skills to the existing work and to future developments.

If you would like to talk to someone about what it would be like to work in our Youth ministry, then please contact **James Brown** [jamesbrown@stbarnabas.co.uk](mailto:jamesbrown@stbarnabas.co.uk).



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## Neighbourhood / Hope North London

St Bs has a passion for reaching out to our local community and beyond, and the lead in this is given by the Neighbourhood ministry area, working closely with **Hope North London** [previously known as **Hope House**], a partner charity of St Bs, set up in 1998.



**Hope North London** provides facilities and services for disadvantaged children and young people and their families in the community. Hope House runs after school clubs, youth group, toddler group, young adults group and one-off events on Strawberry Vale.

St B's also runs a small but growing community congregation on the Strawberry Vale estate called **church@five**, which caters for people of all ages and all stages of life.



For September 2014 we are looking to recruit one "Trainee Estates Families & Children's Worker" and one "Trainee Estates Youth Worker".

These people will assist our Neighbourhood Pastor, **Helen Shannon** and join the existing team, some of whom have moved onto the Strawberry Vale estate. The team are seeking to help long term regeneration of the community through changing the life trajectories of children, young people, young adults and families, by giving them new hope and aspirations, and by raising their expectations.

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They aim to achieve this by being part of the community and by building trusted friendships. By living open lives the team demonstrate that residents have choices in how they live their lives; the team are willing to help people to effect change as requested. They also help the residents to engage with opportunities in the wider community in Barnet, thereby helping to combat isolation and disillusionment.

The trainee estates workers, in addition to being part of the EQUIP cohort:

- will be part of and supported by the live-in and scaffolding teams at Strawberry Vale
- will be part of and supported by the wider Neighbourhood ministry team

If you would like to talk to someone about what it would be like to work in our Neighbourhood ministry, then please contact **Helen Shannon** [helenshannon@stbarnabas.co.uk](mailto:helenshannon@stbarnabas.co.uk)

### How much time will I be expected to give as a student?

This is a full time programme; but what does that mean? On the **EQUIP** programme, we think in terms of “**work units**” rather than “hours”. A “work unit” is 3.5 hours, so in any week there are a maximum of 21 “work units”. To work 21 units would mean working every morning every afternoon and every evening, but don’t worry ... we certainly do not expect you to do that!

Most of our **trainee worker** students are full time, and we would expect you to give **ten work units** as a student, and a further **two or three units** as a volunteer member of St Bs. So an average working week might look something like this:

| Activity:                                   | Units: | Total |
|---|--------|-------|
| Day Off                                     | 3      | 3     |
| Vocational Ministry / Training              | 6      | 9     |
| Academic / Theological study                | 3      | 12    |
| Leadership / Personal Development           | 1      | 13    |
| St Bs volunteer / member activity           | 2      | 15    |
| Unallocated, so available for paid work etc | 6      | 21    |

We are happy to explore the possibility of part-time positions. [See page 13]

### With all the work, what holidays do I get?

We know that our student programmes are intensive, but we also know you need breaks. Most students start at the beginning of September each year, but this year we are also accepting students for a January start. We would expect students to take a short mid-week half term break each term, and then to take two weeks holiday over Christmas, two weeks over Easter, and four weeks in the Summer. The exact dates of these holiday periods will always be by negotiation with your ministry area leader and will depend on whether you need to be involved in seasonal ministry activities [such as Christmas and Easter] or whether you are needed to attend some of the annual Summer Conferences [e.g. New Wine, Momentum, Soul Survivor].

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**You mention “financial support” or a “financial allowance” ... how much is this and how much will I need to provide?**

As one of our **trainee worker** students, we would provide you with:

- Accommodation in one of the properties which St Bs or Hope North London make available for our students. If we are unable to provide this, or if we agree that you do not need to live in this accommodation [e.g. because you are married], then we will discuss alternative arrangements with you on an individual basis.
- A grant of up to 70% [max £1120 per year] of the cost of your academic studies, and you would also be able to claim the cost of reasonable travel to where you are studying.

You would be expected to:

- Raise your own living costs. [Only you know how much you need to live on!]
- Contribute £25 per month towards the cost of utilities if you are living in the accommodation which St Bs provides.
- Pay a £75 key and damages deposit if you are living in accommodation which St Bs provides, and a £25 key deposit for keys to the church building.
- Pay the balance of the cost of any course of theological study.

We encourage all our students to approach their family, friends and home churches to help them raise the funds to cover these expenses. We have negotiated with Stewardship [ <http://www.stewardship.org.uk/>] for our Trainee Worker programme to be recognised by them. This means that any individual who is a UK Tax payer who chooses to give you a financial gift to help support you, will be able to do so through Stewardship and you will get the benefit of them reclaiming the tax for you and adding it to the gift.

**Where could I study ... what qualifications could I get?**

Your **vocational training** and qualification will vary according to your chosen ministry area, and will be discussed with you by your Ministry Leader. You may attend a series of short courses on specific vocational subjects to meet gaps in your learning, and this may or may not lead to a formal qualification.

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Our partner provider for **academic theological** education is St Paul's Theological Centre [ <http://sptc.htb.org.uk/> ] a part of St Mellitus College [ <http://www.stmellitus.org/> ]. Many of our **trainee workers** therefore have attended the Monday Theology course at SPTC and worked towards a Certificate in Higher Education in Contextual Theology. [You could later build on this and work towards a Diploma or Degree.] However, if you

already have a degree in Theology, then we would look to explore suitable alternative theological education for you.

Or if you wanted to study somewhere other than SPTC, then we would be happy to explore this option with you. Equally, if for any reason you felt that study at this level was not appropriate for you, we would want to discuss other options with you. This may include our own in-house **EQUIP School of Theology** [Check it out on our website [www.stbarnabas.co.uk](http://www.stbarnabas.co.uk) ]



We expect people to come to us at different stages in their development, so we don't have a "one size fits all" approach. Rather our aim is that every **trainee worker** will have a programme of both vocational training and theological study suitable for their needs.

And because we take the study element seriously, and we will expect you to do the same, then each term you will be allocated two study weeks. This is usually the first week of each half term, though this may vary at times. If you are studying at SPTC your first "study week" will be a week of attending SPTC "full-time" during September. Your line manager will work with you to ensure that in a study week, you are able to give all your ten work units to study.

### Will I be regarded as a "member of staff"?

As a Trainee Worker you will have a "volunteering agreement" with St Bs and not a contract of employment. However, we recognise the valuable contribution made by our students and seek to integrate them as far as possible into our staff events. So you will attend our weekly "Staff Prayers" every Tuesday and be around for "Staff Lunch" later the same day. You will be invited to our termly "Staff Days" and of course invited to the annual Staff Christmas Party and summer BBQ ... you get the picture? To all intents and purposes, people around the church will regard you as staff and relate to you as staff.

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### Will I be the only student or are there others?

The EQUIP cohort has ranged in size from six to twelve students. We also regularly have one or two students from other colleges or training programmes, who are on placement with us and they also join the EQUIP cohort.



In addition to the “staff” events to which you will be invited, there will be some events just for students.

Your year will begin with an “induction” event just for new students. Once a month the student cohort will meet on Tuesday mornings for leadership development, including learning sets, and occasionally this may be extended to a whole day. Also, twice a term there will be an extra evening meal together as students, known as “Learning from Leaders” where you will meet and learn from our leaders here at St Barnabas.

### You mention “learning sets” ... what are they?

Learning sets [sometimes called “Action Learning” groups] are used by a large number of groups and organisations as a way of helping people to grow and develop. With 10 students, you will probably be grouped into three learning sets of three students. Each time the set meets you will look together at real issues which you are dealing with in ministry and help one another to work through how to deal with those issues. Part of the induction programme will be to explain and explore the purpose and role of the learning sets.

### Can I extend my time as a student?

If you come to us as a **trainee worker**, the usual period you would expect to stay is two years. This is because we have found from experience that this is about right to allow enough time for your skills development, to obtain a vocational qualification and to complete a Certificate Level course in Theology. However, we are open to the possibility that someone may want to stay on for a third year. This would be by application, and would be because you argued a good case that there was some significant benefit to be gained both by yourself and St Barnabas, for you to stay on. Significant benefit could include the setting up of a new area of ministry, or the undertaking of some specific research into an area of ministry. It would also be possible then for a third year student to be given some management responsibility.





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### **Could I do this part-time ... or just for one year?**

Our experience is that students who are full time get the most out of our **trainee worker** programme. However, we want to be open and flexible, and in the past we have taken a few students on a part-time basis. For these students the primary focus is on the vocational training, and there would usually not be the opportunity for them to undertake the formal academic study with SPTC. The financial support given to part-time students is worked out on a pro-rata basis according to the number of works units they give. So, if this is something that you want to explore, then the best thing is to get in touch with us and have an informal chat before completing the application form.

### **Why St Barnabas ... why shouldn't I go somewhere else?**

We believe that what we can offer is very rare ... the opportunity to get real experience in ministry, being trained by some excellent practitioners, in a large and lively evangelical charismatic church, with opportunity to gain genuine vocational and theological qualifications, and be developed as a person and a leader ... and all in a package where we work in partnership with you, expressing that partnership with financial provision. We know that what we have to offer isn't right for everyone ... but we do believe it is right for many, and it may be just right for you.





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## Current Student Vacancies

### Two Year “Trainee Worker” Students

We are recruiting for the follow positions for September 2014.

| Ministry Area           | Vacancies for September 2014 |
|-------------------------|------------------------------|
| Children’s and Families | 1                            |
| Youth                   | 1                            |
| Neighbourhood / Hope NL | 2                            |

### IMPORTANT DATES:

For all positions:

Closing date for applications is:

Sunday 6 July

Interviews will be held on:

Saturday 12, Sunday 13 & Sunday 14 July

And if you have any questions not covered in this information pack, please contact

**David Brown**, our Discipleship Pastor, by phoning him on 020 8343 5779 **or:**

E-mail [equip@stbarnabas.co.uk](mailto:equip@stbarnabas.co.uk)