

Proposal from the Young People and Family Team

The Young People and Family Team recommends to the Kirk Session that **Martin Carr be appointed as a part-time Young People and Family Worker for an initial period of one year, working 16 hours per week from 1 October 2026 until 30 September 2027.**

At the heart of this recommendation is a spiritual conviction. We recognise the need and opportunity before us as a church, believe in the rightness of our vision for ministry among children, young people and families, and are conscious that God may already have placed among us someone with the gifts, character and desire to help us take the next step.

There are already many good things happening within the life of the church for which we are thankful. The purpose of this role would be to **build on these strengths while becoming more creative, dynamic and outward-looking in our engagement with the wider community.** We believe there is a real opportunity to develop new relationships with children, young people and families who presently have little or no contact with the church.

Martin has demonstrated clear gifts in working with people across a wide range of ages. This has been particularly evident through his work with **68 Fitness**, where he has shown an ability to communicate well, build relationships and connect naturally with young people and families. His contribution during Holiday Club gave us a further opportunity to see these gifts in practice, particularly in the way he related to children, families and other helpers.

Martin loves Jesus, is a good communicator and has expressed a genuine sense of calling to this kind of ministry. He is already known within the church and community, would work well with the existing Young People and Family Team, and shares the vision behind the role. Taken together, we believe these qualities make him particularly well suited to this opportunity.

Why a Direct Appointment?

The Team has considered whether the post should be advertised more widely. However, this proposal has developed not simply from a desire to create a post, but from a growing recognition of both the opportunity before us and the gifts and sense of calling we already see in Martin.

A new external recruitment process would also delay the appointment by a number of months at a time when the Team is already planning for the coming term and there is an opportunity to build on existing momentum. Martin is already known to the church and has established relationships within the community, allowing him to begin from a position of trust and connection.

For these reasons, **subject to the appropriate employment and recruitment procedures**, the Team believes that a direct one-year appointment would be the most appropriate way forward.

The Appointment

We propose an initial appointment of **16 hours per week from 1 October 2026 until 30 September 2027**. This would give both Martin and the church an opportunity to explore and discern what God may be calling us towards in the longer term.

The role would be reviewed during the year, with a **formal review in June 2027**. This would allow sufficient time for both Martin and the church to reflect on how the role has developed and to consider the future well before the end of the initial appointment.

There would be the possibility of the role continuing beyond **30 September 2027** if both Martin and the church were in agreement, the ministry continued to develop positively, and the necessary financial and employment arrangements were in place. If the work were to grow significantly and finances allowed, there could also be scope to consider increasing the number of hours.

Priorities

Martin's initial priorities would be:

1. **Listening and building relationships** with children, young people, families, volunteers, schools and community contacts, identifying the greatest opportunities and needs.
2. **Strengthening what is already working**, supporting the existing Team, encouraging volunteers and helping our current activities become better connected and more effective.
3. **Piloting one or two new opportunities for community engagement**, particularly with families who currently have little or no connection with the church.

Outcomes

During the year we would hope to see:

- stronger ministry with children, young people and families;
- deeper relationships with children, young people and parents;
- new and creative connections with the wider community;
- clearer opportunities for people to explore faith and encounter Jesus;
- volunteers encouraged, supported and increasingly involved;
- Martin developing his gifts and gaining greater clarity about his longer-term calling.

The role would not be judged simply by attendance figures, but by relationships formed, new community connections, volunteer development and opportunities for faith engagement.

Scope, Line Management and Support

This is intended to be a realistic **16-hour-per-week developmental role**. Martin would not be expected to carry the whole Young People and Family ministry himself, attend every activity involving children or families, or routinely work beyond his contracted hours. He would work alongside the existing Team, strengthening current ministry and helping to develop a small number of new opportunities.

Line management would be provided by Mark Malcolm, with ongoing support from the **Young People and Family Team**. This would provide Martin with clear accountability, regular opportunities to review priorities and workload, and support in the practical development of the role.

Martin would also receive regular **mentoring from Kenny McKie**, who brings many years of experience in this area of ministry through his work with **Scripture Union**. This would give Martin access to experienced, independent encouragement and guidance as he develops his gifts, reflects on the work and discerns his longer-term calling.

The intention is not simply to employ someone to undertake tasks, but to invest in Martin through a combination of **line management, team support and experienced mentoring** throughout the year.

We see this as a **positive and hopeful step for our whole church family**, as well as for Martin himself. It offers an opportunity to strengthen existing ministry, reach beyond ourselves in new ways and invest in someone whom we believe God has already brought into the life of our church.

For these reasons, the Young People and Family Team recommends that the Kirk Session approve the appointment of **Martin Carr as a part-time Young People and Family Worker, working 16 hours per week from 1 October 2026 until 30 September 2027, with the possibility of continuation beyond that date by mutual agreement**, subject to the appropriate employment, safeguarding, recruitment and financial arrangements being put in place.

Young People and Family Team