A picture containing graphical user interface

Description automatically generated

# **Job Title: Children’s Ministry Team Leader**

## **Purpose:**

The church has recently completed a review of its children’s work and is looking for a full time Children’s ministry team leader who will work alongside our Youth Team leader to deliver our vision for the Children’s, Youth and families: **To provide fun spaces where local children, youth and families connect with God, each other and the wider community as they live out their disciple-making.**

This role will lead on the activities within the ministry for the ages 0 – 10 and their families. It will also include engagement with local primary schools.

## **Principles**

Workers with children and/or adults experiencing, or at risk of abuse or neglect must have a commitment to:

* Treat individuals with respect;
* Recognise and respect their abilities and potential for development;
* Promote their rights to make their own decisions and choices, unless it is unsafe;
* Ensure their welfare and safety;
* The promotion of social justice, social responsibility and respect for others; and
* Confidentiality, never passing on personal information, except to the person to whom you are responsible, unless there are safeguarding issues of concern (e.g. allegations of abuse). Safeguarding issues of concern must always be reported to the Police or Social Care services and Diocesan Safeguarding Adviser.

## **Accountability**

This post is accountable to the curate and through them to the vicar and PCC.

## **Key Responsibilities**

* To work as a team with the Youth team leader in leading the Children’s, Youth and Families ministry.
* To develop and implement a clear strategy for working amongst Children and Families that enables the vision.
* To form a strong team of volunteers that deliver the vision for Children’s work through support, encouragement, coaching and development.
* To ensure a consistent approach to ministry across all Children’s groups which provides fun spaces where children grow in their relationship with God, each other and the wider community.
* To support the children’s integration within the wider church, especially across generations.
* To support and enable parents to disciple their children to grow in becoming amazing God-Connected disciple-makers.
* To provide children, youth and families from the local area, including within schools, with positive experience and understanding of God and the Church. This will include maintaining relationships with local primary schools, leading assemblies, classroom-based discussions and services and events for schools in the church building.

## **Person specification**

**Must**

* Have an established and active faith in Jesus Christ.
* Have a discipline of personal prayer and bible study.
* Be someone that enjoys working within a team.
* Be someone that has a passion for and enjoys working with Children and families.
* Be able to join and be an active member of the church community at St James’ by the Park.
* Have experience in leading children’s ministries including leading large groups of children in worship.
* Have experience and evidence of building and leading strong and lasting volunteer groups.
* Have experience in thinking strategically and implementing strategy to achieve its goals and objectives.
* Be someone who understands and values the relationship that children can have with God.
* Have experience in providing activities that enable children of different ages to grow in relationship with, and not just know about, God.

**Should**

* Have experience of leading ministry within a school-based context.
* Have experience in leading through influence and negotiation.
* Have experience supporting and equipping parents and caregivers in discipling their children.

## **Terms of engagement**

* **Hours:** The role is expected to be full time (37 hours a week). It is expected that working arrangements will be flexible but based on Monday to Friday and Sunday mornings. There will be some evening meetings to attend.
* **Salary:** on a pay scale of £23,000 - £27,000 pa. The PCC will reimburse reasonable expenses and pay pension contributions (via the Church Workers pension scheme) at 5%.
* **Holidays:** Employees are allowed to take 6 weeks’ annual leave plus bank holidays.
* **Length of contract**: funding is in place for 3 years. We hope the post will be longer-term but we cannot guarantee that at this point. There is an initial 6-month probationary period.
* Desk space will be available if needed at the church office or the post holder is able to work from home if they prefer and if not required for meetings.
* It is essential the post-holder works within the church’s Safeguarding policy.
* This post is eligible for a DBS / criminal record check which will be renewed at least every five years
* We will do our best to provide a supportive, inclusive and positive environment that ensures you enjoy your work and that you are treated with respect and courtesy and provided with appropriate training.

## **A sample of some recent activities within children’s ministry**

* A toddler group in the church.
* Sunday morning groups - creche, Bubbles (age 3 - yr R), Flames (yr 1-5)
* An Easter Experience for lots of local year 5 to 6 classes in the church building, run with other local churches
* A messy church style event (‘Superstars’) once a month for about 170-200 (inc parents) on a Sunday morning.
* School Assemblies (sometimes shared with other local churches) - monthly or half-termly assemblies in Wordsworth Primary, Shirley Infant and Junior schools, Hollybrook Infant and Junior schools; plus some contact with other schools.
* Harvest and Christingle services in the church for some of the local schools.
* A monthly creative video during the COVID restrictions, loosely modelled on Superstars.