



## St Mary's Kingswinford Church of the Ascension Wall Heath

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## PARISH OF KINGSWINFORD ST MARY

### St Mary's Church, Kingswinford and Church of the Ascension, Wall Heath

#### JOB DESCRIPTION

**Title:** Children, Young People and Families Minister

**Responsible to:** PCC

**Line manager:** Incumbent or delegated to the Mission Priest

**Hours of work:** 37.5 hours (we would consider reduced hours for the right candidate) including Sunday. This is a permanent post.

**Leave:** 25 days per annum + statutory days

**Location:** Predominantly with the Parish of Kingswinford St Mary and home working.

**Salary:** £30,580 + employer 3% pension contribution (minimum of 5% employee contribution) (pro rata for reduced hours)

#### BACKGROUND

This role is supported by the Church of England's Strategic Mission and Ministry Investment Board (SMIBB) in partnership with our parish and the Diocese of Worcester. Together we are growing our network of employed children, young people and family ministers seeking to empower, envision and equip churches to disciple children and young people. Our aim is to significantly increase the number of under-18s actively involved in local churches, so that children and young people grow and flourish as disciples.

#### The executive summary of the bid to SMIBB was:

This proposal aims to advance key strategic priorities contained within the Diocesan Transformation Strategy and is in support of the diocese's overall vision to Grow as Kingdom People.

Within this Strategy, the priority of Renewals seeks to ensure that each major centre of population within the diocese has at least one thriving larger church, that will be a healthy and sustainable centre of energy, mission, and service to some of the neediest in our communities.

This focus on targeted renewals seeks to extend mission, to generate growth across the diocese, to increase health and sustainability, and to build a younger and more vibrant church, by significantly impacting the attendance of children and young people. The aim of growing younger directly connects with another of the diocese's main transformation priorities, as we seek to prioritise children and young people ministry, with a doubling of the number of children and young people in churches across the diocese by 2030.

You would be joining a group of employed children, young people and family ministers throughout the Diocese and would therefore benefit from:

- regular network meetings offering prayerful support, the sharing of resources and ideas, and training to inspire your ministry
- an annual, 24-hour retreat
- access to the Diocesan Programme Lead for Children, Young People and Families
- subscription to Youth and Children's work magazine online for resources and ideas

## JOB SUMMARY

The aim of the role is to:

1. Lead and develop existing worshipping communities which primarily target children, young people and families (such as Mainly Music and Soul Food)
2. Develop and lead new worshipping communities for children, young people and families.
3. To maintain excellent working relationships with our church schools and lead the development of Worship Leaders in Schools.
4. Champion the discipleship of children, young people and families
5. Provide oversight, within the Ministry Team, for children's, young people and families ministry within the Parish.
6. Nurture and develop the gifts of others in working with children, young people and families
7. To be the Parish Safeguarding Officer

## WORKING HOURS

Working hours will need to be flexible but certain specific times are essential and will be considered core to the job.

- Sunday – 3- 4 hours including preparation and leading children, young people and families activities and ensuring that these are delivered
- Supervision with the Incumbent - 1 hour monthly
- Time given for ongoing Diocesan and other training
- PCC, which meets approximately five times a year on a Wednesday evening
- Times when worshipping communities meet where the post holder is responsible for leading

### Main duties and responsibilities

- Continually develop, and be responsible for, a Parish strategy for children, young people and families ministry which:
  - creates strategic cohesion to the existing ministry and mission with children, young people and families which enables children and young people to follow God in ways appropriate to their age and development
  - integrates children's, young people and families ministry into the wider ministry of the parish, including working as part of the leadership team to shape and lead acts of worship accessible for all
  - encourages and equips children and young people to develop their own styles of worship
- Develop the worshipping communities which already disciple young people and children in our parish as well as supporting volunteers who enable this ministry and continue to ensure that there is Christian teaching, fun and creativity in these communities
- Develop new worshipping communities for children and young people in our parish as well as supporting volunteers who enable this ministry and ensure that there is Christian teaching, fun and creativity in these communities
- Develop, train and support volunteers who are willing to lead some parts of children and young people ministry and worship
- Lead and deliver baptism preparation
- To be the Parish Safeguarding Officer (PSO), ensuring that there is an understanding of best safeguarding practice in the parish, that safeguarding policies and procedures are up to date and implemented and that the safeguarding dashboard is kept up to date
- Review the success of children, young people and families ministry, documenting the evidence via regular and timely reports to the DCCs/PCC and the vicar
- Prepare and lead children and youth-based activities to reflect the church year both in church and in schools
- Undertake relevant training and development pertaining to your role. You will also be encouraged and supported to engage in your own spiritual development

## PERSON SPECIFICATION

The successful candidate will:

- ideally hold a nationally recognised qualification in youth work/ children and family ministry/ general ministry/ theology at degree or equivalent level
- have a lively Christian faith rooted in a pattern of personal prayer, Bible reading and gathered worship, seeking to grow in Christlikeness \*
- have a passion to see children, young people and families develop a personal relationship with God and to grow in their discipleship
- be able to communicate the message of the Gospel, teaching the bible in an engaging and accessible way
- have first-hand experience (paid or non-paid) in leading and co-ordinating ministry for children, young people and families
- have a clear understanding of the principles of Christian children and young people ministry
- have demonstrated confident leading and teaching in corporately gathered settings; for example within a church, school or holiday club context;
- have experience of leading safeguarding in a local context
- be able to engage with, and relate to, a wide range of families and individuals, and to work collaboratively with both lay and ordained people
- be proactive in identifying and developing opportunities for ongoing discipleship to children, young people and families and of facilitating their implementation
- be organised and flexible in approach, able to manage a diverse workload and wide-ranging responsibilities through effective time management
- be computer literate and have experience of online communication
- be able to travel across the parish and diocese. A current driving licence and access to a vehicle is required unless other suitable arrangements can be made
- be willing to become a worshipping member within the Parish

\* *The post holder will, at times, be the public face of the church, it is considered that there is a occupational requirement (OR) for the postholder to be a communicant member of the Church of England, or of a Church in communion therewith or of a member Church of the Council of Churches for Britain and Ireland or of Churches Together in England.*

## SAFEGUARDING STATEMENT

The Church of England is committed to the safeguarding, care and nurture of everyone within our church community. In the Diocese of Worcester we follow and are committed to the Church of England's House of Bishops' Safeguarding Policies and the relevant statutory legislation and guidance "Working together" to ensure the welfare of children and young people is paramount. Recruitment for this role involving direct contact with children and vulnerable adults will be subject to the guidelines outlined in the **Church of England's Safer Recruitment & People Management** practice guidance including an Enhanced DBS check with barring.

## DIVERSITY STATEMENT

The Church of England is for everyone, and it is a priority for us to reflect the diversity of the community the Church serves across the whole diocese. We welcome all applications from interested and suitably qualified people, and particularly welcome applications from those of UK minority ethnic / global majority heritage, people with disabilities and LGBTQI+ people.