



CHILDREN & FAMILY PASTOR

ROLE DESCRIPTION



Hours: 25 hours

Salary scale: 21,000-28,000 pro-rata

(depending on experience) plus pension

To apply contact:

admin@st-francischurch.org.uk

For an informal discussion of the post please email:

vicar@st-francischurch.org.uk

Closing Date: 30th September 2023

Interview Date: 7th October 2023

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We are seeking a dynamic, innovative, Christ-centred person with vision, motivation, excellent leadership and teaching skills to join our staff. The Children & Family Pastor will take on the overall leadership of the Children's Ministry (age 0-10) and, in consultation with the Vicar, be responsible for the development of the Ministry. Our hope is that along with the Children's Team, our new Children & Family Pastor will help children and their families to find and grow a faith that is deep, dynamic, and will sustain them into adulthood. If you have experience connecting with, nurturing, empowering, and discipling children and their families, this may well be the right role for you.





THE SELECTION CRITERIA

WHILST RECOGNISING THAT WE ARE ALL A WORK IN PROGRESS, HERE IS WHAT WE ARE LOOKING FOR IN A CHILDREN & FAMILY WORKER:

- Someone with a heart for parents and young families, who is passionate and experienced in mission and discipleship amongst children and their families.
- An innovative leader who will bring fresh thinking to our family evangelism and discipleship.
- A committed follower of Jesus Christ, showing:
 - a secure Biblical faith.
 - A spiritual maturity, self-awareness, and a commitment to growth in Christ-like character.

- A deep and sustaining prayer life, both engaging for themselves, and the young people they serve in prayer.
- A passion and vision to lead young people, and others, to become committed disciples of Jesus Christ. They must, therefore, be able to:
 - communicate and explain God's word in a manner relevant to the culture of children and their families.
 - be a positive role model.
 - informally mentor and disciple others.
 - set healthy boundaries in relationships.
- Leadership qualities:
 - warm and approachable, with a sense of humour and fun.
 - organised and efficient, able to administer a complex area of responsibility.
 - collaborative leadership style, working with and developing our excellent team of volunteers.
 - a great team leader and player, including in our wider staff team.
 - proactive in developing the role to connect with those not yet sharing our faith.
- Someone who is self-motivated and self-disciplined to improve performance.

ESSENTIAL:

- Experience of ministering to children within a church context
- Willingness to engage personally with our vision: Life with God (Encounter, Equip, Engage)
- This role is a protected category. The successful candidate must be a Christian, willing to participate fully in the life of our churches.

DESIRABLE QUALIFICATIONS/ SKILLS:

- A qualification in Children's Work, Theology, Biblical Studies, or other relevant area.
- IT literate: fluent in word-processing and presentation programs, knowledge of platforms such as Office 365 (which we use)

ROLE AND EXPECTATIONS

St Francis is a vibrant and growing evangelical church with lots of families who have found faith, and lots on the margins yet to make that step. Reaching children with the good news of Jesus and helping them grow in faith are therefore the cornerstones of this role.

Children's Work on a Sunday

It would be up to the new Children & Family Worker in conjunction with the Vicar to work out the future shape of family ministry here. There are currently three children's groups which run alongside the 11am Sunday Morning service:

StF.Kids Babies and Toddlers: 0-4yrs with parents/carers - (Chapter Room)

Instead of a creche during the 11am service, the whole church family worship together at the beginning of the service and then during the sermon we provide an opportunity for little ones and a parent/carer to continue the service in the Chapter Room where a member of the church, that is not a current parent, leads parents and children together in an age appropriate activity, story or prayer activity. Typically, around 7 - 10 families attend.



StF.Kids Younger: Years Reception-2 (Ladybirds room, Church Hall) & StF.Kids Older: Years 3-5 (Guide room, Church Hall)

We start all together in the main church service and then join our groups after 20mins. There are 3 main aims for our groups, we hope all of these will include having fun!

- 1) to look in the Bible
- 2) to pray and chat with God
- 3) To provide a 'take home' activity or way of helping them do 'Life with God'

Multiplex Sunday On the last Sunday of every other month, we have a Multiplex Sunday where we chose how to engage with God's word. We can stay in for a *sermon*, join the Children & Family Worker outside (dress warm!) for family godly play, or join a seminar or connect through art.

Church on the Green During the summer holidays we run services outside for parents with young families to worship together.

Children and Family Work in the Week

Prophecy Sessions A church family group, led by the Children & Family Worker, meets monthly to pray prophetically for families within our church.

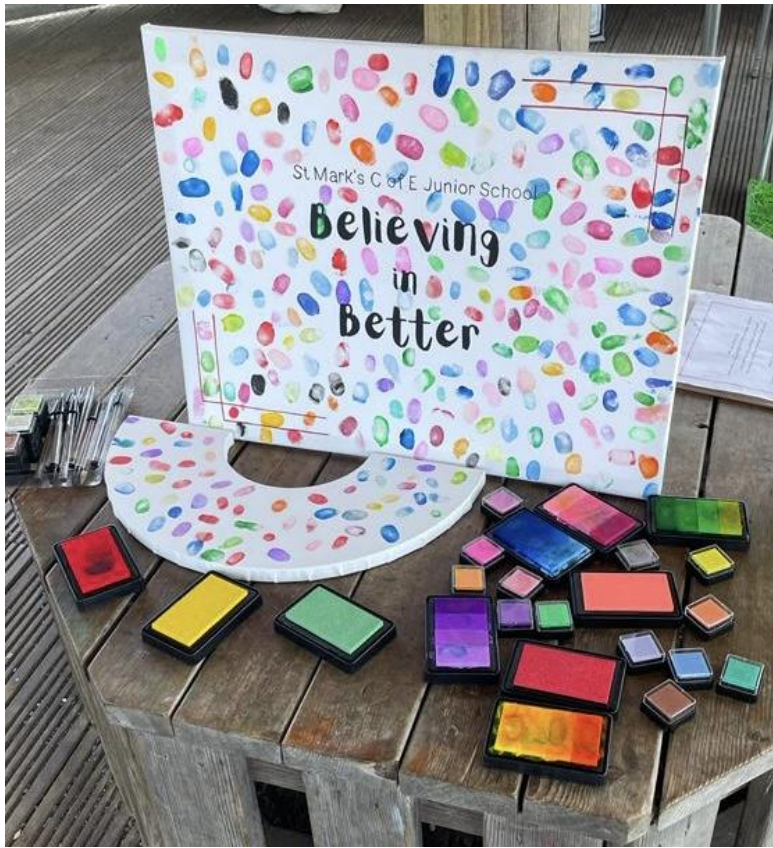
POLO (Parents of Little Ones) 0–5-year-olds and families. Tuesday term time 9.45 -11. A small but growing church family parents and carers' Life Group which gathers to support one another and do gentle Bible study while the children play.

Teddy Bears Toddler Group 0–5-year-olds and families. Thursday term time 10-11:45. A lively and friendly group for 0 to 5-year-olds and their parents/carers who meet in the Church between 10a.m. and 11.40 a.m. every Thursday in term-time. We have lots of space with exciting toys to play with, simple crafts to make and friends to meet. We have a snack time of fruit and juice for the children, and we finish with a singsong. It is very popular with up to 100 attending at any time. Dedicated volunteer teams make cakes, serve refreshments, and make craft with the children. It is a great outreach opportunity and there is a team of Church parents who come alongside the families who attend.

Non-contact time is set aside for prayer, reading, meetings, Sunday and event planning, tidy up and follow up from previous activities, safeguarding and other administration such as catching up with volunteers.



Schools Work: Clergy currently give assemblies in the four primary age schools in our benefice, members of the congregation are teachers and school governors, and the Children and Family Worker currently works closely with schools and The Bridge, including setting up prayer space activities and after school clubs.



Holiday Clubs: Most years the church runs a summer holiday club in the last week of August for Primary aged children. Managed by the Children and Family Worker, this club brings together many people of all ages from the church family who work together to create a fantastic few days for the children.

St Francis goes Camping During the summer the whole church has a weekend away at a local campsite which is a great opportunity for fun and fellowship. We also spend a week at the New Wine United conference.

Occasional one-off events Sometimes we run events such as bonfire parties, craft days, talent shows, fund raisers for mission, all age tea parties to celebrate jubilees or family board games afternoons. Last year we ran a warm space after school club at Stratford School.

Uniformed Groups We have close relationships with local uniformed groups who use our hall and also come into church for some services.

The Children's Work Team:

We have wonderful and dedicated children's work teams across all the groups. They are used to tailoring materials provided for the group they are leading. The successful candidate will have an appreciation of the need to inspire and train those working with the children, aware that not all will be familiar with how to disciple children. They will be able to encourage, to challenge, to direct, and to enable the people within their team to flourish and grow in their gifting. They will run regular children's work team meetings, and training sessions.

As part of the Staff Team:

We are a tight knit team at St Francis, dedicated to seeing people come to, and grow in faith; supportive of one another and desiring to operate as a team. Whilst as individuals we each have our areas of responsibility, the Children and Family Pastor will need to work particularly closely with the Vicar to discern direction, and the Youth Worker. Particularly pertaining to the latter, the transition from your groups to hers is an important time to reflect together on the faith of each child/young person and to think about how they might grow in love of God and grow in finding their place in His family. As a staff team we often work collaboratively, and the right person for this post will be expected to work closely with them. We are currently exploring ways to ensure that children with disabilities, mental health challenges, or who are on the autistic spectrum are well-catered for. By reflecting on St Francis Church's current provision and by exploring the provision of other churches we hope to make sure that we are accessible to young people with a range of needs.

Main Responsibilities

The post would involve a duty:

- To help lead, pioneer and administrate the development of St Francis Kids (St Francis' Sunday children's ministry).
- To recruit, encourage, train and communicate regularly with the St Francis Kids volunteer team.
- To encourage children regularly to speak to and hear from God, learning to move in the power of the Holy Spirit.
- To communicate regularly with parents and the congregation in order to update them on the work.
- To oversee/monitor the safety of all children's equipment and oversee any site requirements.
- To be aware of the church policies and procedures, and to ensure risk assessments are completed for all activities and stored in a secure place.
- To lead key children's church events.
- To support work in local Primary Schools (assemblies, clubs, school visits to Church etc.).
- To support and facilitate POLO.
- To support and facilitate Teddy Bears.
- To oversee Christmas Crib and Candle Services.
- To support all-age services
- To welcome new families to activities and to church, communicating with new people, especially new mums.
- To organise simple regular activities to bring together families - walks, bring and share lunches etc.
- To play an active role in the wider staff team, contributing to discerning and sharing vision and taking part in church-wide events.
- To assist individual uniformed group members (Beavers, Cubs etc.) in achieving their 'Faith Badge'
- To attend training sessions
- To present a verbal/written Report to the PCC annually
- To implement and monitor the St Francis Church and Salisbury Diocese Safeguarding policies for all work with young people.
- To ensure all team members are DBS cleared, trained and aware of their responsibilities. Support for this is available from our Safeguarding representative and the Diocesan Safeguarding team. The Children and Family Pastor takes a lead within our Benefice Safeguarding Team.
- To recognise and implement GDPR requirements.
- To maintain confidentiality when necessary

There is a budget for ongoing professional development as well as regular training for things like First Aid, Fire Safety etc.

VISION

Our hope is to see children and families live life with God, encounter Jesus, enjoy engaging with their church and be equipped for life.

In conjunction with the Vicar, the successful candidate will want to discern the future direction of family work at St Francis, investigating and evaluating current provision and making appropriate changes. We are excited about what God holds in store for us and look forward to seeing our children develop in their love of God and join the adventure of seeing his kingdom come. Our prayer is that they would discover a love of Jesus which will last and flourish well beyond their time in St Francis Kids.



St Francis Church takes its responsibilities surrounding the safeguarding of children, young people, and adults who may be at risk **very seriously**, and works in partnership with the Diocese of Salisbury to ensure that we work in accordance with best practice at all times.

For more information visit the safeguarding page on our website:

[Safety and Wellbeing \(st-francischurch.org.uk\)](http://st-francischurch.org.uk)