



Children & Family Pastor – St Francis Church, Salisbury

- 📍 **Location:** St Francis, Salisbury SP1 3PN, Wiltshire
- 🕒 **Hours:** 25 hours per week (negotiable, flexible working considered)
- 💷 **Salary:** £25,000-30,000 pro-rata depending on experience
- 📅 **Start date:** January 2026 (or earlier by mutual agreement)

A bit about us

St Francis is a warm, prayerful, and welcoming church in the north of Salisbury with a heart for mission and hospitality. We believe that every child is uniquely loved by God and created to walk closely with Him. Our vision is to see children grow up knowing Jesus, supported by a church family that encourages faith in the everyday and empowers parents to disciple at home.

The role

We are looking for a passionate, Spirit-filled Children & Family Pastor to join our team and oversee all aspects of our children's ministry, both within the church and into the wider community.

This role is key to helping us nurture faith from the earliest age, support families in discipleship, and build links across our parish—especially with schools and young families in the community.

The role has a Genuine Occupational Requirement for the post holder to be a practicing Christian, as it involves engaging young people in faith issues and modelling Christian discipleship.

You will:

- Lead and shape our Sunday children's groups (0–5s, Reception–Y2, Y3–5)
- Oversee volunteer rotas, plan teaching topics, and resource leaders
- Lead 'Teddy Bears' volunteer team who run our lively weekly term-time toddler group
- Be an active member of the staff team (including weekly meetings)
- Coordinate some parts of all-age worship and special services (including our Christmas Toy Service, Christmas Eve Candle Service, Mothering Sunday and Church on the Green)
- Build strong relationships with local schools (St Mark's and Stratford-sub-Castle)
- Liaise with local uniform groups as they join our services and to support faith badge work
- Oversee occasional midweek outreach including things such as Stay & Play & Holiday Club.

- Recruit, train, support and celebrate volunteers, following safer recruitment processes
 - Champion safeguarding as part of the Benefice Safeguarding Team (including being a DBS verifier and 'Train the Trainers' qualified)
 - Ensure own and relevant volunteer current certifications in safeguarding, first aid, food hygiene and fire safety are maintained
 - Support parents through courses like Parenting for Faith
 - Communicate clearly with families through newsletters, WhatsApp groups, and events
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We're praying for someone who...

- Loves Jesus and has a heart to see children and families encounter Him
 - Is a creative communicator and natural encourager
 - Understands how to disciple both children and parents
 - Can build and lead volunteer teams with wisdom and care
 - Has experience in children's or family ministry in a church or school context
 - Is confident with safeguarding and committed to best practice
 - Can plan, organise and communicate effectively
 - Is a joyful team player
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What you'll find at St Francis

- A joyful, prayerful and supportive church family
 - A collaborative team culture where you'll be valued, including a member of the PCC who will champion you and your work
 - Opportunities for further training and spiritual development
 - Space to grow, try new things in ministry and bring your own God-given gifts & talents
 - Encouragement and support from the wider parish (including our link churches, St Lawrence and Hope Church)
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How to apply

 **Apply** by completing an application form and sending it to: admin@st-francischurch.org.uk. We'd love you to tell us about your faith, your experience with children and families, and why you're interested in this role

 **Closing Date:** 3rd October 2025. Interviews planned for 10th October, but this is negotiable

 Informal enquiries are welcome -

Email Revd Jean de Garis at vicar@st-francischurch.org.uk

St Francis Church is committed to safeguarding all children and vulnerable adults. The successful applicant will be subject to an enhanced DBS check and full safer recruitment processes.
