



CHILDREN'S PASTOR

St Stephen's Vision

St Stephen's Twickenham is a well-established and vibrant Anglican church with extraordinary opportunities to invest in the lives of children and families in our congregation and wider parish. We are looking for a passionate, dedicated, 'can do' leader of our children's ministry, who will not only be confident in overseeing our significant, existing ministry to children and families, but also have the capability and energy to lead us strategically into new growth.

Our vision at St Stephen's Twickenham is to be a loving community of God's people, engaging with every age and stage of life, and marked by:

1. A commitment to discipleship in every sphere of our lives
2. An effectiveness in evangelism, particularly with children and young people
3. A generosity in resourcing other churches. In our role as a Resource Church in the London Diocese, we do this through a) proactive church planting to establish new, engaging, worshipping communities; and b) equipping and resourcing other church communities

We seek humbly to work out this vision 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4 v 6)

Role Overview

Currently reporting to the Vicar, the main purpose of the role is to lead, manage and develop the ministry to children at St Stephen's - and in the wider parish - so that the ministry partners with parents as they navigate and nurture their child's growing faith. To provide direction and vision for all aspects of the children's work at St Stephens and ensure consistent and effective discipling and pastoral care for children age 0-11.

The Children's Pastor will be offered the opportunity to recruit an Associate Children's Pastor to assist them in the delivery of this mission.

You will be joining a large, active church with approximately 650 people regularly attending with 90 children attending Sunday Kids Church during term time. You will be part of an incredibly welcoming and supportive staff team of 21 people (including clergy).

Key Responsibilities

- Oversight of the vision for Children's Ministry
- Equip and enable congregation members to engage in Children's Ministry. This includes oversight of training and development for Children's Ministry Team
- Oversight of Kids Church programmes to welcome all children attending St Stephens and support their discipleship and faith development occurring in the everyday. This involves:
 - o Selection of age-appropriate, biblically sound teaching curriculum
 - o Rota management
 - o Weekly session preparation
 - o Database administration for children in Kids Church

- o Oversight of electronic child-check in processes and the team managing this
 - o Resource management
 - o Encouraging a sense of belonging in Kids Church e.g. by marking birthdays with cards
- Oversight of Little Acorns, one of our mid-week parent & toddler groups
 - o Team recruitment and training
 - o Selection of age-appropriate, biblically based sessions and activities
 - o Prepare and lead sessions
 - o Administration (Database management, waiting lists, respond to enquiries)
 - o Pastoral support through 1-2-1 meetings/conversations
- Plan and co-ordinate seasonal events (Christmas, Easter, Summer Sundays)
- Work with Family Life Ministry Leader to encourage a Parenting for Faith culture including organising one-off events or courses
- Oversight of safeguarding policies and procedures for children's ministry alongside safeguarding leads
- Budget and resource management for the Children's Ministry department
- Recruitment of and line management of Associate Children's Pastor and Children's Intern (if applicable)
- Oversight of All-Age Services
- Oversight of schools work

This currently includes overseeing the team who lead weekly assemblies, a yearly RE day, regular school visits to church and membership on St Stephen's school Ethos committee
- Event management for children and families outreach

This currently involves Christmas and Summer community fairs, resourcing families for outreach at Halloween and an annual Easter holiday club for 100+ primary school children

Other

- Promote the children's work at St Stephens internally and externally
- Be committed to the staff team and to its ethos and overall teamwork
- Undertake any duties that further the overall objectives of the post

PERSON SPECIFICATION:

Essential Skills and Characteristics

- Commitment to the vision and aims of St. Stephen's
- Strong and intimate relationship with Jesus, with a life and lifestyle obedient to him.*
- A dynamic leader who is passionate about children and families
- A visionary who will recruit, inspire and build teams
- An excellent communicator with adults and children
- Experience with children's and families work both within church and the community
- Self-motivated and effective personal disciplines
- Diligent at forward planning
- Excellent organisational skills
- Good time management skills with ability to prioritise
- Experience of managing budgets
- Pastoral understanding and sensitivity
- Works well under pressure and meets deadlines
- Confident user of church management databases, Microsoft Word, PowerPoint, Outlook and Excel
- Enhanced DBS check required

*NB. There is a Genuine Occupational Requirement (GoR) for the successful applicant to be a Christian and this GoR applies under the Equality Act 2010.

Working Requirements & Remuneration

- 5 day week including Sundays
- 5 weeks (25 days) annual leave including up to 5 Sundays
- Occasional evenings and weekends as required (time off given in lieu)
- Will be or become an active member of St Stephen's Church
- The role holder must be available to work at a selection of key events at St Stephen's including Christmas services, Easter services, Annual Parochial Church and a joint staff/PCC day
- Available to work at Focus (the church holiday in the summer, one week duration)
- Attend Tuesday morning staff meeting
- £26-29K salary range (depending on experience)
- 8% pension contribution based on gross salary to Church of England Pension Board of which 6.5% is paid by employer and 1.5% by employee
- 0.5% of gross salary life insurance paid by employer to Church of England Pension Board
- There is a 3-month probationary period

**This is a genuine occupational requirement under Paragraphs 1 and 6 of Schedule 9, EqA 2010