# Children & Families Pastor / Youth and Families Pastor

We are advertising two half-time jobs. We would welcome applications from one person to combine the two roles into one full-time job.

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| Job title | **Children and Families Pastor** | **Youth and Families Pastor** |
| Reports to | Vicar | Vicar |
| Location | St Mary Magdalene Church, Newark,  St Leonard’s Church, Newark | St Mary Magdalene Church, Newark,  St Leonard’s Church, Newark |
| Hours | 19 hours per week, including Sundays.  At least one weekday evening to be worked most weeks.  *We would be open to this role working more than 19 hours during term-time and fewer in school holidays.* | 19 hours per week, including Sundays.  At least one weekday evening to be worked most weeks  *We would be open to this role working more than 19 hours during term-time and fewer in school holidays.* |
| Salary | £18,750-£25,000 *pro rata*, dependent on qualifications and experience  (Equates to £9,375 - £12,500) | £18,750-£25,000 *pro rata*, dependent on qualifications and experience  (Equates to £9,375 - £12,500) |
| Holiday | 28 days pa, *pro-rata* plus time off in lieu for all public holidays  Holidays to include no more than 6 Sundays per year.  Your holiday year begins on 1st January and ends on 31st December each year.  Holiday may not be taken in Holy Week or the Easter weekend, or the week leading up to and including Christmas. | 28 days pa, *pro-rata* plus  time off in lieu for all public holidays  Holidays to include no more than 6 Sundays per year.  Your holiday year begins on 1st January and ends on 31st December each year.  Holiday may not be taken in Holy Week or the Easter weekend, or the week leading up to and including Christmas. |
| Probation and notice | Probationary period is 6 months.  Notice:  Under 1 month’s service - Nil.  1 month to the successful completion of your probationary period - 1 week.  On successful completion of your probationary period - 3 months. | Probationary period is 6 months.  Notice:  Under 1 month’s service - Nil.  1 month to the successful completion of your probationary period - 1 week.  On successful completion of your probationary period - 3 months. |
| Other require-  ments | There is a genuine occupational requirement for the post holder to be a communicant member of the Church of England or a member of the Churches Together in Britain and Ireland  This role requires a clear enhanced DBS check | There is a genuine occupational requirement for the post holder to be a communicant member of the Church of England or a member of the Churches Together in Britain and Ireland  This role requires a clear enhanced DBS check |
| Further notes: | This is a fixed-term post, funded for two years, with the potential for extension | This is a fixed-term post, funded for two years, with the potential for extension |

**Role context:**

Working according to the diocese vision ‘Growing Disciples Wider, Younger, Deeper,’ we seek to significantly increase the number of people who are part of the worshipping communities in our parish. This will require the creation of a children’s / youth work team or teams in order to make disciples from under 18s.

The purpose of this role is to mobilise a team of lay volunteers to create and deliver fun, engaging, and spiritually deep spaces for children and teenagers to grow as followers of Jesus Christ. Recognising that the family home is the primary site of discipleship for children and teenagers, the role(s) will also involve engaging with families as whole units, as well as children and teenagers as separate groups.

We have two churches in our parish - the role(s) would involve working across both churches. The exact allocation of time spent at each church would be worked out, and might vary as time went on. A key place of involvement is the 11:15 Sunday service at St Mary’s church.

NB. For clarity, we consider children to be those aged up to 12, and teenagers those aged from 13-18. There needs to be some flexibility around the point at which a person transitions from a child to a teenager.

**Overview of Parish**

St Mary’s

St Mary Magdalene is a more than 900 year old parish church that meets in a grade 1 listed building in the centre of Newark. We currently hold five services on a Sunday, ranging from a formal Common Worship service with a robed choir, to an informal and lively service designed to be accessible to primary school aged children (the 11:15). We have recently started a new service for teenagers on a Sunday evening (EAT).

We currently have an average weekly attendance of 138, including 24 under 18s. About half of these under 18’s are in the choir, and half attend either the 11:15 or EAT.

We hope and expect to see significant growth in under 18s attending the 11:15 service or EAT over the next few years, and we hope that whole families will be engaged. While the growth in numbers of children in the choir may be more modest, we are committed to helping them grow in the Christian faith, and we aim to engage their parents in the worship of the church.

For the last 18 months we have been running a parent and pre-schooler’s group, which has been well-attended and through which many positive relationships have been built. We also have very positive relationships with a number of schools: 2 primary schools and one of the secondary schools in the area. There may well be opportunities to open up links with the other schools and the local college nearby as well.

St Leonard’s

St Leonard’s Church is in a fairly modern building, which is shared with the Bridge community centre. It has a committed and faithful congregation of 15-20. Recent events to involve parents of younger children have been well-attended, although that has not yet led to a significant increase in Sunday worship attendance.

Saint Leonard’s are very keen to grow and would be open to new ideas to help them do this.

## Key Responsibilities:

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| **Children and Families Pastor** | **Youth and Families Pastor** |
| 1.To oversee children’s discipleship at the 9:30 and 11:15 services, leading and co-ordinating a team of volunteers to deliver this; creating or helping to create content; recruiting and training volunteers. | 1. To oversee teenagers’ discipleship at a weekly worship service (currently EAT on a Sunday evening) leading and co-ordinating a team of volunteers to deliver this; creating or helping to create content; recruiting and training new volunteers. |
| 2. To initiate and sustain regular inputs to help families with children to grow in discipleship together. There is flexibility about how this could look, but might include:  - providing literature and encouragement for families to pray together  - running an activity for fathers and children together with some light discipleship content  - running a parenting support group | 2. To initiate and sustain regular inputs to help families with teenagers to grow in discipleship together. There is flexibility about how this could look, but might include:  - providing literature and encouragement for parents and teenagers to talk together about Christianity  - running an activity for parents and teenagers together with some light discipleship content  - running a parenting support group |
| 3. To engage regularly (eg. weekly during term time) in an outreach activity with children in a local school or community group - for example, giving a school assembly, or running an activity in the church building for a local Brownie/Scout/ Guide group | 3. To engage regularly (eg. weekly during term time) in an outreach activity with teenagers in a local school or community group - for example, giving a school assembly, or leading a discussion group in the local college |
| 4. To work with other pastoral staff on inputs for children and their families at the major Christian festivals of Christmas and Easter, helping these groups to engage in a way that is meaningful to them. There is flexibility about what this could look like. | 4. To work with other pastoral staff on inputs for teenagers and their families at the major Christian festivals of Christmas and Easter, helping these groups to engage in a way that is meaningful to them. There is flexibility about what this could look like. |
| 5. To initiate discipleship and outreach with children and their families during two school holiday weeks during the year. For example: a children’s holiday club | 5. To initiate discipleship and outreach with teenagers and their families during two school holiday weeks during the year. For example: a youth social action project |
| 6. To attend choir rehearsals once a month as a choir chaperone, using this as an opportunity to develop pastoral relationships with the children in the choir | |
| 7. In addition, to have the freedom to bring forward any other ideas for initiatives that would help to increase discipleship amongst children in numbers or depth. | 7. In addition, to have the freedom to bring forward any other ideas for initiatives that would help to increase discipleship amongst teenagers in numbers or depth. |
| 8. To assist with Children’s work at St Leonard’s - details tbc. | 8. To assist with Youth work at St Leonards - details tbc |

## Person specification

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| **Essential**  - Vibrant and contagious Christian faith  - Proven record of inspiring leadership, growing teams to deliver meaningful projects.  - Bachelor’s degree or equivalent  - Experience in helping children to grow in faith  - Experience initiating new projects from scratch  - Clear enthusiasm for helping children and their families to grow as disciples of Jesus  - Mature Christian faith; deep knowledge of basic Christian principles.  - Positivity about the objectives of our parish  - Knowledge of safeguarding best practice  - Good IT proficiency  - The post will be subject to a clear Enhanced DBS check | **Essential**  - Vibrant and contagious Christian faith  - Proven record of inspiring leadership, growing teams to deliver meaningful projects.  - Bachelor’s degree or equivalent: with some higher-level study of theology.  - Experience at helping teenagers to grow in faith  - Experience initiating new projects from scratch  - Clear enthusiasm for helping teenagers and their families to grow as disciples of Jesus  - Positivity about the objectives of our parish  - Knowledge of safeguarding best practice  - Good IT proficiency  - The post will be subject to a clear Enhanced DBS check |
| **Desirable**  - Experience working with children with special needs  - Experience leading volunteers in a church context | **Desirable**  - Experience working with teenagers with special needs  - Experience leading volunteers in a church context |