



TRANSFORMING MISSION

CHILDRENS AND FAMILIES' LEADER ROLE DESCRIPTION

Date: 03/02/2020

ROLE DESCRIPTION

Children and Families' Leader

Context:

The post will operate across the Transforming Mission (TM) programme in Falmouth, specifically New Street Church, All Saints and King Charles the Martyr. It is part-funded by the Strategic Development Fund of the Church Commissioners.

Location: Various including; New Street Office base, Huddle Café

Reporting to: New Street Church Lead Minister

Standard Working Hours: 35 hours a week (Flexible working and job share will be considered), there will be regular weekend working, particularly Sundays

Holidays: 25 days a year (excluding bank holidays) with a maximum of 6 Sundays off per year, to be agreed in advance with your line manager.

The role holder will need to be flexible and available to work on a selection of key dates during the church year, such as Christmas and Easter services

Background

The aim and the vision of the Diocese of Truro is to continue to resource and encourage church communities to “Discover God’s Kingdom, Grow the Church”.

Transforming Mission is a model for the renewal of Anglican Church life across the Diocese of Truro. This programme seeks to develop a version of resourcing Church that learns and borrows from current practice in other dioceses but is tailored to fit the Cornish context. The initial implementation of the model will be in Falmouth. Its objectives are to:

- 1) Develop a **thriving missional community** in the churches across Falmouth;
- 2) Develop an effective ministry to the **student community in Falmouth**;
- 3) Identify, nurture and train **future leaders in ministry**, lay and ordained, who can be deployed in the Deanery, Diocese and the wider Church;
- 4) Develop a model of **Town Resource Church**, which will be replicated across towns in Cornwall and beyond.
- 5) To develop an interconnected network of resources to be shared across the town to best serve the missional community, including venues, equipment and people.
- 6) Develop a culture of church planting

Purpose of the Role

We desire to give as much freedom and flexibility to this role as is possible and want to emphasize that this Job Description is indicative and can be shaped in partnership with the Pioneer Minister. However in order to provide a basis on which to start we want to present the following:

- Pioneer a thriving children and families ministry within TM Falmouth
- Lead the discipleship growth and development of children and families. This will primarily be focused around the resourcing church and will also contribute towards churches in the wider deanery.
- Lead on missional outreach towards children and families in the community

Key responsibilities

Leadership

- To develop and communicate a vision and strategy for working with children and families within the overall vision of TM Falmouth
- To build a thriving children and families ministry based in New Street Church
- To provide effective outreach to children and families not currently actively engaged with church and the Christian faith
- To plan and coordinate groups and activities for children and families to hear the gospel message and grow in faith
- To represent a voice of children and families within the Church and wider community
- To provide pastoral support focused around children and families
- To identify, nurture and grow new leaders/helpers to join the various teams as the work develops
- To lead the planning of any All Age worship
- To be an integral part of the TM Falmouth Leadership Team

Other

- Occasionally to lead and speak at services and events
- To develop partnerships with other faith based organisations/churches that support children and families in the Deanery and across the county
- To be involved in baptism/thanksgiving preparation, services and follow up for families
- To work ecumenically where appropriate and build networks and partnerships with a range of groups in the wider community.
- Understand, champion and implement best practice in children's work, including Health & Safety and Safeguarding policies and procedures and model good practice to others
- To ensure a policy of inclusion of all abilities, needs and backgrounds
- To undertake other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role.
- To undertake relevant training required to best carry out the role, if required.

Health & Safety

- To adhere to the Diocese of Truro's Health and Safety policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.

Safeguarding

- To adhere to the Diocese of Truro's safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable. This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role. **Please note that this role will require an enhanced DBS check.**

Key relationships

The key relationships for the post holder are with:

- New Street Church Lead Minister
- TM Falmouth Team Leader (who is also All Saints Priest in Charge)
- TM Ministry Team
- Children and families in Falmouth
- Schools and organisations working with children and families
- Deanery church congregations and leaders
- Huddle Team
- Other church leaders and teams in Falmouth
- TM Programme Board and Project Team

Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- Values difference in others and respects the dignity and worth of each individual
- Reflects the diversity of the nation that the Church of England exists to serve
- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Standards of Behaviour and Conduct

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

This job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content

This job description will be reviewed periodically, and may be subject to amendment

PERSON SPECIFICATION

Knowledge and personal characteristics

- A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him.
- Commitment to the mission, vision and worship philosophy of Transforming Mission and, in particular, to growing a worship opportunity that is relevant to children and families.
- A desire to grow disciples, and to lead children and families into a relationship with Jesus and also his Church, and discover the purposes of God in their life
- Pro-active, self-motivated and able to work on own initiative.
- Ability to engage with and build relationships with children and their families
- Creative approach to work with the ability to inspire creativity in others.
- Resilient, with a high level of determination & persistence.

Skills

- Ability to communicate in a relevant and engaging way for children and families
- Ability to lead missional outreach towards children and families in the community
- Ability to lead discipleship growth and development of children and families
- Strong organisational & administration skills.
- Ability to manage a budget
- Strong communication & interpersonal skills (written & verbal).
- Proficient in Microsoft office
- Ability to lead and play an effective role within teams

Experience

- Leading, planning and delivering initiatives and events that effectively engage children and families

Desirable

- A full clean driving license
- A relevant professional qualification
- Ability to use social media creatively and effectively
- Willingness play a full part as a member of the church, being regular in Sunday worship and other areas of Christian activity
- Experience in designing and running family and children worship and Christian teaching events
- Experience in initiating and developing new ministries and mission orientated events
- Ability to communicate biblical truths to a range of audiences effectively, or a willingness to develop this skill.

There is an Occupational Requirement that the post-holder is a Christian. An enhanced DBS disclosure will be required. The Rehabilitation of Offenders Act does not apply in this instance.