



# ONE \* CHURCH

*“Working together to ensure that every child and young person who comes to One Church finds a fun and welcoming place of loving care, encouraging support, growing friendships and a nurturing of real faith in a loving God.”*

**Job Title:** Children’s Worker

**Job Purpose:** Working with volunteers to develop, coordinate and deliver high quality children’s work (0-11yrs) to reflect One Church Brighton’s unique values and ethos.

**Reporting to:** Associate Minister

**Working hours:** 16 per week

We are really committed to finding the right person for this very important role for us. The core task of this role is to develop and strengthen our work with children within our faith community, particularly but not exclusively within our Sunday gatherings. That said, there’s scope to broaden out to include the support of families outside of the church, work with local schools and mid-week groups.

**Salary:** £25,500 - £27,825 pro rata, depending on experience, plus a pension contribution of 5% of total earnings.

**Location:** One Church Florence Road and Gloucester Place, as well as out and about in Brighton & Hove

**How To Apply:** Send your CV and a covering letter to Sam explaining why you think you’re the person for this job **by Sunday 19th May** to [sam@onechurchbrighton.org](mailto:sam@onechurchbrighton.org).

## Role Overview

One Church Brighton is quite an unusual church! We are messy, organic and entrepreneurial; we have a variety of projects all trying to tackle social justice issues; and we seek to encourage people to get involved with issues that they are passionate about, rather than directing the agenda from 'the top'. We have a wonderfully eclectic worshipping church community who appreciate the space to ask awkward questions and embrace different views. We are known for expressing an inclusive theology - if you are not open to embracing and welcoming people of different sexualities, different beliefs, different attitudes and behaviours you will find it very hard to work for One Church. If however this is the kind of thinking that thrills you, then you'll find a wonderfully affirming community who are genuinely trying to build God's kingdom here in Brighton.

The outcome of this theological thinking has shaped a set of values that we believe in wholeheartedly and shape all that we do as a church. These values are:

**Intimacy** with God  
**Involvement** in the world  
**Interdependence** with one another  
**Inclusion** of everyone  
and **Integrity** in all we do.

We are hoping to find a very special person to join in the journey of One Church, helping us to develop our children's work so all in our church family are equipped and nurtured to live out the ethos and values of our faith as we follow Christ. Specifically, we want someone who translates all that's good about One Church and communicates and embodies that to the younger generation who call this church their home. Working alongside the Associate Minister, we want someone to share the overall responsibility for the spiritual health and discipleship of our children's work. You will be passionate about children, and also able to encourage other people to engage with and nurture this generation in their expression of faith.

## **Key responsibilities**

To work alongside the Associate Minister and Youth Worker to ensure that strong, proactive pastoral care exists across the children and youth by coordinating and delivering a high-quality children's (0-11) programme on Sundays and beyond.

Whilst supporting a great team of volunteers you will oversee and nurture the children's work across One Church including the development of age appropriate curriculum to be used on Sundays. As a Church that openly questions, we want to encourage this ethos across the whole family and especially our children and young people. Therefore, you must have a real heart for children and their spiritual formation and be comfortable chatting with them, as well as their parents, about their faith and experiences of God, giving them a real sense of belonging within the wider church family.

The linking of our children's work and the teaching themes on Sunday aim to ensure we always reflect our key values so they make sense in the real world. You will lead this work through our Sunday children's groups – Buds (pre school), Saplings (school years r-2) and Forest (school years 3-6) – as well as supporting children's activities in our wider church events such as the church weekend away.

## **Sunday children's work development**

To nurture our children on their faith journey, in a way that reflects the values and ethos of One Church. In practise, this will involve:

- Organising great kids work content that is dynamic, creative and inclusive, and that enables every child to make sense of faith in the real world.
- Pulling together a curriculum of content that helps the kids grow in, question, and express faith. This will involve drawing on external resources where helpful, but also developing resources where there aren't suitable children's group work curricula available.
- Ensuring that our church space is a suitably equipped, bright, attractive place that is child friendly and accessible for everyone including those with additional needs.
- Being creative and thinking 'outside the box' about what kids work in a church should be - we don't want to be bound by the way things have always been done.

## **Discipleship and community outside of Sundays**

We have a wonderful group of children, and our heart is to provide more spaces for them to grow in love, community and discipleship together beyond Sunday mornings. This might look like meeting up to fly kites together, forming some regular Journey Groups or mentoring relationships to do life and faith in meaningful ways, taking trips to Rock Farm (our therapeutic smallholding in West Sussex) to get some dirt under their nails, or alternatively just getting together to watch a movie and paint their nails! Whatever it looks like, we believe that a life of faith is a life best done together, and we want our kids to have that sense of being a part of a family in which they are completely welcome to be themselves, to bring their faith and their questions, and to see the whole of life as a part of their spiritual journey.

We are particularly keen to invest in our Key Stage 2 group as they transition to become part of our youth work. We also encourage collaboration with our Youth Group and joint sessions to explore and develop mentorship opportunities across the age groups. You, alongside the Youth Worker will be responsible for how this comes together to develop a strong pathway between the groups.

## **Supporting families**

Parenting is rarely a walk in the park, and helping kids find their feet in faith can be tricky at the best of times. To add to this, though, many of the parents and carers in our church are asking questions around what it looks like to support our kids in faith when their own understanding of God and the Bible is often uncertain and full of more questions than answers! How do we pass on the great bits of our faith without some of the more problematic baggage that often comes along with it? This isn't an easy question and it's not one that you'll come sailing in with an answer to, but it is one that you'll need to be able to engage with with as you spend time carefully listening to, and encouraging our children and their parents.

## **Volunteer Recruitment**

Recruiting, training and developing volunteers is absolutely essential to this role! Without a team of inspired and enthusiastic volunteers your job will be impossible. Working out strategies, communicating with passion and vision and following people up in informal and fun ways are key to getting people to volunteer and you'll need to invest well in this task for the success of the children's work for One Church. You'll hold regular meetings with your team of volunteers to provide support and motivation, with help from our Volunteer Coordinator, Head of Operations and Associate Minister.

## **Communication**

We need to tell others about all that is happening in the life of our children's work! Part of this role will be communicating with parents and the wider church family about how One Church is equipping and nurturing their children through their spiritual journey and Christian faith. Alongside one to one chats, this will also involve the ability to inspire through 'up-front' verbal communication in a variety of settings including children's talks/activities on Sundays, as well as web-based and printed communications.

## **Administration**

Self-organisation, good time-keeping and an attention to detail will be key. The coordination and support of a rota and clear plan for our children's work is crucial. The better our children's work is organised, the easier it'll be for parents and volunteers to be engaged and to feel supported.

## **Safeguarding**

This role will, with support from the Associate Minister and the Safeguarding team, be responsible for ensuring good practices around child-protection and safeguarding as well as the health and safety of our kids and team.

## **Team Work**

We have a diverse and broad staff team, your role will sit within the Sundays and Church Community Team (Minister, Associate Minister, Development and Wellbeing facilitator and Youth Worker). You will need to be good at, and committed to, working with others. This might be quite intensive times of working one-on-one with a colleague or it might be simply being aware of the work of another team, but either way your role will help foster a strong sense of togetherness and a supportive culture where nobody's work is more important than anyone else's. You'll also be a part of our weekly wider staff meeting.

## **Kids work in the community**

We've always dreamed of increasing our kids work to benefit more people in our local area and across the city, whether that's by exploring options to support struggling children in local schools, meeting and building relationship with families that use our café, supporting the work of Chomp, or any initiative that helps families at their point of need. This might be tricky to fit into 16 hours a week, but funding dependent, we'd be really open to expanding the role to include this area of work.

## **Official bits**

### **Benefits**

- 5% pension on qualifying earnings
- Development of the post holder towards their full potential
- An annual retreat will be encouraged and paid for by One Church
- 25 days holiday, plus bank holidays (on a pro rata basis)
- The chance to be part of a fun and energetic team.

One Church reserves the right to vary or amend the duties and responsibilities of the post holder at any time according to the needs of the church.

## Personal Qualities and Experience

|                             | Essential  | Desirable   |
|-----------------------------|--|---|
| <b>Experience</b>           | Sound knowledge of child safeguarding issues   | Experience of working in church environment           |
|                             | Relevant experience of recruiting and overseeing volunteers and working with others                | Proven pastoral care skills in relevant field of work |
|                             | Understanding of children with additional needs and learning styles and working with their parents | Teaching qualification                                |
|                             | Understanding of age appropriate children-based curriculum and writing of new material             |   |
|                             | Proven organisational abilities and project oversight experience                                   |   |
|                             | Proven ability to solve problems   |   |
| <b>Skills and Abilities</b> | Strong listening skills  | Good IT skills  |
|                             | A team player who is able to reflect on the opinions and input of others                           |   |
|                             | An ability to 'self start' and stay motivated despite inevitable challenges                        |   |
|                             | Strong verbal and written skills   |   |
|                             | A strongly relational individual   |   |
|                             | A positive and energetic attitude, and strong desire to meet goals and commitment                  |   |
|                             | Ability to be flexible and adapt to change.  |   |
|                             | Ability to prioritise and organise competing demands on time                                       |   |
|                             | A well organised coordinator who can give strong direction when needed                             |   |

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|---------------------------|--|--|
| <b>Personal Qualities</b> | A living, active and passionate Christian faith  |  |
|                           | A clear understanding of One Church's values and a commitment to work within them  |  |
|                           | An ability to work flexibly, to work outside of the 9-5 pattern whilst ensuring good time off and rest are never neglected |  |
|                           | Self-confident and resilient   |  |
|                           | Self-motivated and an ability to work under pressure   |  |
|                           | A practical commitment to be involved in the One Church team and engage in the wider community                             |  |