



## Children's & Youth Ministry Pioneer



***Full time (35 hours per week). Weekend working will be necessary (including Sunday) but hours can be worked out flexibly.***

***Starting salary £23-25k per annum depending on skills and experience  
(Pension, NI contributions and expenses will be provided.)***

***Closing Date: Friday 19<sup>th</sup> July      Desirable start date: Monday 2nd Sept***

### Our Context

Holy Rood, Edwalton is at a significant point on its journey with many interesting opportunities emerging as part of its life and ministry:

- There has been a big increase in the number of people living in the Parish. With some 1500 new homes, our population has doubled to over 6000.
- After three years in the role, and making a significant impact in the community, our current Children & Families Pioneer is leaving to take up a post in south-west England. Hence we want to appoint a new full-time Children's & Youth Ministry Pioneer, to build upon these missional foundations.
- Organisational capabilities have recently been strengthened with extended hours for office staff. And all trustee roles are now filled.

- Significant funds are available to deploy staff and redevelop the church's Hall, which will enable missional opportunities to be realised.
- The local Anglican Diocese is supportive of the way we are heading, with a clear vision of how Holy Rood can play its part in growing disciples who are motivated by compassion, whose lives and faith are rooted in Jesus, and who act with courage in sharing Jesus with others wholeheartedly.

These factors mean that we feel the time is right to step out and appoint a new full-time Children's & Youth Ministry Pioneer.

## Our Mission Statement

"A worshipping Church, welcoming young and old into the Lord's family, proclaiming the gospel and serving the community."



## Our Vision

By 2030, and with God's grace, we seek to:

1. **Grow the Church's ministry to children and young people**, building on and extending what has already been achieved through our Babies & Toddlers group, our Boys Brigade and Girls Association, the clubs we lead in one of the local primary schools, and our recently-started Breakfast Service.
2. **Nurture spirituality and well-being in/for parishioners**, particularly through study and prayer groups, and use of the church garden as a place of renewal and refreshment.
3. **Develop bereavement ministry**, as the church is regularly used for funerals, and its churchyard is used for burials.
4. **Encourage a new sense of confidence and courage in discipleship** through preaching and teaching; enabling people to live out their Christian identity and encourage others to share their faith.
5. **Re-invigorate our worship**, building on the several worship styles (traditional, contemporary, reflective) which reflect the wide range of spirituality among those in our congregations. We want to increase the expectancy and wonder that comes from our encounters with God.
6. **Make best use of our Legacy funds to redevelop our Church Hall** as a modern facility for church and community, supporting and enhancing our engagement with the local community and our activities outlined above.
7. **Enhance the generosity of our congregation and supporters**, such that we have a sustainable financial future.

## Main Areas of Engagement for the Post

We are looking for someone who will – prayerfully – grow disciples through:

- Pioneering new initiatives
- Encouraging children and young people to explore faith



- Developing discipleship pathways
- Resourcing and inspiring parents to nurture faith in their own children
- Developing leaders

We want someone who will create imaginative opportunities to engage in conversation, build relationships with children and young people out in the community and establish places of hospitality, including through holiday clubs etc.



## Job Description

Main Duties and Responsibilities are:

1. **Make connections and network with local people and groups** in Holy Rood's parish, to develop partnerships and (working collaboratively) enable the church's vision of 'serving the community' to be more fully realised, with a particular emphasis on the wellbeing and flourishing of children and young people.
2. **Pioneer initiatives across the parish** that provide opportunities for engaging with people and building links to establish a strong Christian presence in our community.
3. **Develop good relationships with the three local schools** (two primary; one secondary) - visiting regularly, volunteering, taking assemblies, leading clubs, etc.
4. **Build on the relationships established through the church's BBGA and Baby & Toddler groups, and support their leaders** as they make these groups a welcoming environment for children and young people within the local community, whilst also signposting them to other church activities.
5. **Explore opportunities for outreach to children and young people through existing community group connections** e.g. Rainbows, Brownies and Guides.
6. **Develop and implement a clear discipleship pathways plan** (in collaboration with the church's Ministry Team) which will:
  - a. Assist in creating a culture of intentionality around making disciples
  - b. Define how events/activities/courses fit together as potential stepping stones for children and young people into faith and their growth as disciples
  - c. Incorporate measurable aspirations, which can be reviewed as indicators of 'success' and sharpen/reshape future missional focus
  - d. Sharpen the church's missional focus and intentionality about growing disciples by implementing appropriate new groups with evangelistic opportunities (e.g youth café, after-school clubs)
7. **Encourage exploration of the Christian faith** by promoting, developing and leading relevant courses/groups (e.g. Sunday morning discipleship groups for children & youth, Youth Alpha, Parenting for Faith, Godly Play).
8. **Make effective use of social media and online platforms** to engage with the local community and promote church activities and Christian faith.



9. **Develop a mixed economy of worship styles** (in collaboration with the church's Ministry Team), particularly giving attention to the Traditional (10:15am) and Breakfast (9am) Sunday services, making them increasingly accessible and relevant to children and young people. This will include participating in Sunday services, promoting children's/youth-friendly content and an inclusive style, modelling innovative, engaging, Bible based teaching of the Christian faith.
10. **Support parents/grandparents/carers in the discipling of their children and young people** e.g. by providing or signposting to good resources and courses.
11. **Encourage the congregation to become involved in and support activities** through volunteering their time, skills and funding. Identify and develop potential new volunteer leaders.
12. **At all times, work within the agreed policies of the church**, including Health & Safety and Safeguarding policies and model good practice to others.

## Person Specification

### Essential:

- Have a living Christian faith and a clear commitment to the vision of the church
- Be pioneering, visionary and creative by nature, possessing the resilience needed to deal with set-backs
- Experienced in children's & youth ministry
- Be confident in and passionate about sharing their vision for children & young people and raising the profile of the church with others
- Demonstrate sensitivity and empathy towards children & young people and have the desire to see God's very best for them in every way
- Excellent networking and communication skills
- A leader and motivator of teams who thrives on working with others
- Relevant leadership experience in a church or secular setting
- Be able to work effectively in a team and independently
- Proactive and committed to seeing projects through to completion
- Approach challenging situations with a positive mindset and be able to adapt to change
- Good time management skills with ability to prioritise a large and varied work-load
- Good administration, record keeping and organisational skills
- Good IT skills and comfortable with the use of social media platforms
- Pastoral sensitivity and discretion
- Have a clear understanding of good safeguarding practice



### Desirable:

- A relevant qualification in community or children's/youth work



- A minimum of 2 years' experience in community or children's/youth work
- Experience of engaging children & youth in both church and non-church environments
- Experience of mentoring children and/or young people
- Godly Play practitioner
- Experience of school's work, with confidence to lead Christian-themed assemblies and lessons
- Experience of developing positive relationships between generations

There is a genuine occupational requirement that the post-holder is a Christian and is happy to worship in a Church of England context.

This post is also subject to an enhanced DBS disclosure and satisfactory references.

Under the terms of the Data Protection Act, the information supplied by the successful candidate as part of the application will be kept as part of their personnel file.

We can only consider UK citizens or those who have right of residence and the right to work full time in the UK

## Working requirements & remuneration

- **Hours:** 35 hours per week (subject to negotiation)
- **Starting salary:** £23-25k (per annum depending on skills and experience)
- **Contract length:** 3-year contract with a 6-month probationary period and possibility of extension
- Will be or become an active member of Holy Rood, Edwalton
- **Working week:** Flexible as agreed with line manager to include Sundays, some evenings and occasional Saturdays. Also, Christmas and Easter.
- **Holidays:** 25 days + 8 statutory days annual leave (including up to 5 Sundays). Time off in lieu if it is necessary to work statutory holidays.
- Statutory workplace pension will be paid.
- Attendance at regular staff and supervision meetings.
- Subject to annual appraisal and objective setting.

## Support, Training and Development

The post holder will have the opportunity to access a range of networks and development opportunities. S/he will work closely with the church's clergy team.

Holy Rood, Edwalton is part of the Diocese of Southwell and Nottingham. The diocese is fully committed to supporting and enabling the flourishing of Children's & Youth ministry. They have an intentional focus on developing this area of ministry ("Reaching younger" and "Growing leaders" are two of the 'areas of focus' which they have identified as crucial) and have recently been developing a Children's & Youth leaders' network. It is hoped that the post holder would engage with this network, along with other local children's & youth leaders.

