

CHILDREN & FAMILIES LEAD – Rural Cluster 3

JOB PROFILE	
Title:	Children and Families Lead
Contract:	Fixed term to the end of 2030
Reports to:	Lead Mission Enabler
Location:	Based in Farnsfield, active across the Cluster
Basis of employment:	30 hours per week (85.7% based on 35 hours a week pro-rata)
DBS check required? (Yes/No)	Yes
Special conditions of employment	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 & Ireland.
Date written/updated	20 th March 2026

PURPOSE OF ROLE

To take a strategic lead (alongside the Lead Mission Enabler and Mission Associates) in the formation of Children & Families ministries across Rural Cluster 3, supporting the creation of new worshipping communities, schools engagement, and the formation of new ministries (such as after-school church, toddler groups, and Sunday service provision). A key part of the role will include identifying potential in others and developing children's leaders and teams across the Cluster, offering training and coaching as required and developing strategies for growth and sustainable development.

MAIN RESPONSIBILITIES

- Cluster
 - To work alongside the Lead Mission Enabler (LME), Mission Associates, and wider Cluster Team to develop and deliver the missional strategy for Cluster 3, participating and engaging in all relevant team gatherings and cluster events as agreed with the LME.
 - Being proactive in building relationships across cluster churches and supporting idea sharing and project delivery.
- Support of New Worshipping Communities
 - Supporting the development and delivery of high quality, tailored Sunday provision for children & young people across the larger contexts in Cluster 3, including at the hub church in Farnsfield, and particularly in support of any new worshipping communities.
 - Working alongside others to create an effective discipleship programme for children through which they can grow in their faith, be rooted in the scriptures and connect with the Spirit.
 - To grow teams of children and youth leaders, identifying potential in others and equipping them to serve.
- Schools & Midweek Ministries
 - Exploring opportunities with primary schools across the Cluster and working with the Cluster team and local leaders to build on existing connections.

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<ul style="list-style-type: none"> ○ Supporting the strategic development and delivery of new after-school churches ('Connect') across the cluster, engaging actively in planning meetings, preparations, and delivery. ○ Supporting the development and delivery of other midweek ministries across cluster churches, offering advice, support and resources to existing leaders, groups, and teams. ○ Exploring and enabling new opportunities for engagement with children and their families across the cluster (including one off events, parenting courses, toddler groups...etc)
<ul style="list-style-type: none"> ● Team Development & Raising up Local Leaders <ul style="list-style-type: none"> ○ To be intentional in investing in relationships across the Cluster in order to identify new leaders and helpers and offer training, supporting them to use their gifts in their local contexts, and especially in the connection with new worshipping communities. ○ To develop an effective training programme and routine for children's group leaders and teams across the cluster. ○ To develop a resources hub. ○ To work alongside others in the Cluster Team to develop a robust safer recruitment process for volunteers and children's teams. ○ To encourage and champion a culture of safeguarding in all working practices.

ROLE DIMENSIONS	
Budget management (where relevant)	Oversight and monitoring of relevant spending across Cluster 3 alongside the LME and Treasurer/s.
People management	Line management of volunteers (children's group leaders and helpers...etc)
Key relationships – internal	Lead Mission Enabler Mission Associates across Cluster 3 PCC's across Cluster 3 St Michaels Church Staff Team & Cluster 3 Leadership Team Diocesan Colleagues based at Jubilee House including Programme Management Office and Discipleship & Ministry Team (including Children & Youth Leads).
Key relationships – external	Other churches and leadership teams in the mission area Primary schools within Cluster 3

PERSON SPECIFICATION		
	Essential	Desirable
Personal Characteristics	<p>A strong and passionate personal Christian faith which is grounded in the Scriptures & rooted in prayer.</p> <p>Comfortable in operating their own spiritual giftings and the ability to develop the gifts of others.</p> <p>Prepared to take risks, to try new things and to learn from experience or mistakes.</p>	

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	<p>A person who seeks to follow Jesus in humility and holiness and inspires others to do the same.</p> <p>Passionate about reaching children and families not currently in church, and nurturing children in faith.</p> <p>Punctual, reliable, organised and trustworthy.</p> <p>Proactive and motivated with a deep desire to see God’s kingdom grow and flourish.</p>	
Competencies and Skills	<p>Ability to help inspire children and their families to connect with Jesus and grow in their faith.</p> <p>Ability to identify gifting in others and equip others to serve.</p> <p>Aptitude to build a strategy for developing children and families ministries across multiple congregations in a variety of settings.</p> <p>Excellent communicator with a wide variety of people – including both ‘up front’ and one to one settings.</p> <p>Ability to work as part of a team, contributing and supporting others and able to bring out the best in colleagues.</p> <p>Able to take direction at times as well as work independently with high levels of trust and appropriate accountability.</p> <p>Competent user of Microsoft office products (word, excel etc).</p>	Ability to use OneDrive.
Qualification and Experience	<p>Educated to A level standard or equivalent level of work experience.</p> <p>Experience of working with children and families.</p> <p>Experience of leading/developing others in their giftings/vocations (including volunteers).</p>	<p>Experience of leading a successful children’s ministry in a church setting</p> <p>Relevant qualification</p>
Knowledge and Understanding	<p>Understanding of the wider mission of the church, the local cluster vision and discipleship pathways.</p> <p>Good understanding of the principles of Safeguarding of Children and Vulnerable Adults, and willingness to develop a thorough working knowledge of safeguarding.</p>	
Special Requirements	<p>Willing and able to work flexibly, recognising that Church life does not fit normal office hours. You can expect to work some evenings and weekends and to attend and participate in a variety of meetings/events.</p>	

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TERMS OF EMPLOYMENT	
Work pattern	Standard working hours are 30 hours per week. Exact hours or working days to be agreed with LME upon appointment but will include Sundays, some evenings, and other key worship gatherings (such as Connect after school churches). It is expected that staff members will be active members of Church including Sunday services and will prioritise attending team meetings and events. Flexible working will be essential according to the needs of the role and responsibilities..
Salary	The salary range for this role is £29,309 - £32,568 for full time equivalent, starting at £29,309 pro rata for 30 hours. Plus, up to 10% pension. (Pro-rata for 30 hours £25,118-£27,911)
Holiday	25 days holiday per annum pro-rata plus 8 bank holidays pro-rata (including up to 5 Sundays per annum)
Probation	6 months