

JOB TITLE: Children, Youth & Families Pastor

WORKING HOURS: Full time (including Sundays)

LINE MANAGER: Vicar (Charlie Boyle)

HOLIDAY ENTITLEMENT: 5 weeks per annum (excluding bank holidays)

PREFERRED START DATE: 27 September 2020

SALARY: £24,000 - £28,000 dependent on experience

TERM: 2 YEARS Fixed contract (renewable)

MAIN PURPOSE OF THE ROLE:

To lead, develop and grow All Saints' ministry mainly among 0-12 year-olds (and some older children) and their families.

To help bring a fresh vision and strategy to further the missional work of All Saints Church to children and young families in the local community.

ABOUT ALL SAINTS

We are an evangelical Anglican Parish Church close to Branksome beach in Poole with worshipping congregations and activities for all ages serving a local community with connections to 3 Church of England schools.

Our purpose is to be Christ-like and point people to Jesus.

Our aim is to be a welcoming, prayerful, Christ-centred community. A Church that cares for the local environment, showing God's love by serving our community and the wider world.

Our vision is to be Christian family of all ages and stages of faith, embracing the local community, a place of faith and hope, a place to grow in the discipleship of Jesus and a springboard for mission.

We seek to be evangelical, environmentally responsible and ecumenical, embracing different ways of expressing our worship to God. We meet to worship God and to be changed by His Word, to live in the power of His Spirit, and to be His hands and feet in our community.

Before the Covid lockdown began, the church family met across services at 8am, 9.30am, 11am and most Sundays at 6.30pm. The 8am and 11am services are more traditional and the 9:30am service is a family service. Our relatively new Evening service – Encounter, a word and worship group, started over a year ago allows time for a more extended time for worship, Bible-teaching and prayer with a more charismatic feel to it. During the lockdown we have sought new ways to meet as a church family with a virtual Sunday service and midweek home groups through the use of Zoom.

Our children's church (Sunday school) pre-lockdown was at our 9.30am Family Service with two main groups meeting in the church hall, one upstairs for Junior school (Year 3 and above) and one downstairs for babies and toddlers up to year two, with parents. Our Children stay in the Family service for the first part of the service. Once Covid regulations allow, we are exploring ways to adapt our Family service to have a fortnightly breakfast Church during term time.

Our congregations together attract around 200 adults, 25 young children and some youth each

week, from Poole, Bournemouth, Christchurch and the surrounding area. This is from around 500 on our Church database. Do have a look at our Term Card and the Annual Report on the Charity Commission website, or contact us for a copy.

As well as Sundays we normally have plenty going on during the week and throughout the year, including weekly home groups, Alpha, parenting courses, social get-togethers, the annual summer Fete, marriage and relationship courses and many other activities.

The Children and Families Pastor role is currently a part time one. The development and expansion of our children and families ministry is a fundamental part of the church's vision to be a place to grow in the discipleship of Jesus and be a springboard for mission. To enable this, we are seeking to make a full time appointment. We are looking for someone who is:- a committed disciple of Jesus; able to develop the current work; establish new initiatives, which will make and grow new disciples; able to coordinate and lead teams effectively; and with an ability to cast vision, recruit members and train volunteers.

We expect elements of the job description and our previous ministry below to change over time and are looking for a leader, who will help us shape and develop our ministry in this area.

JOB DESCRIPTION

OVERARCHING RESPONSIBILITIES

- To have pastoral oversight of children and families within the church family, as well as the volunteer team, enabling them to grow deeper with God, closer to one another and further in terms of their impact in society.
- To make connections with, and create opportunities to share the gospel of Jesus with, children and families in our local community.

OVERSEEING CHILDREN'S CHURCH/CHILDREN'S WORK

- To oversee and develop children's church – our children's programme on Sunday mornings (pre-Covid) with an average of 25 children (excluding Christmas, Easter and Baptism Sundays) – which aims to equip children to grow in a life-affirming and personal relationship with God through a creative Bible-based, fun and engaging curriculum for all age groups
- To lead, train and resource a children's ministry team (currently 6-8 volunteers) by regular face to face and virtual communication and encouragement
- To help prepare, disciple and visit families wishing to have their children baptised (14 in 2019)
- To help prepare young people for confirmation with the Vicar (14 in 2019)
- To form a younger youth group, building, training and developing a team
- Reporting to the PCC once a term and regularly to the Children and Youth oversight/support sub-group (Vicar, Churchwarden(s) and PCC member)
- To manage the DBS check administration of all volunteers

SUPPORTING ALL SAINTS' FAMILIES, CHILDREN AND YOUTH

- To equip and encourage parents and carers to parent their children for a life of faith, signposting them to helpful resources and praying weekly for the children and their families
- To plan and deliver activities/workshops aimed to encourage and equip families with children in the church community to grow in their faith

- To plan and organise delivery of family life courses, such as Parenting Children
- To act as a key safeguarding lead for All Saints', working closely with a PCC member and to report to the PCC safeguarding lead, to help ensure under-18s and vulnerable adults are protected from abuse and responded to rightly when abuse is disclosed. To take appropriate training and ensure others on the children's team do so as well.
- To be one of our qualified first aiders, ensuring first aid supplies are always easily accessible and that injuries are recorded promptly and appropriately

WIDER COMMUNITY / OUTREACH ACTIVITIES – pre COVID

- To train, support and manage the Monday Teddies baby/toddler group team in term time
- To organise and run outreach activities, perhaps a beach mission with other local Churches
- To be part of the team visiting local schools, doing Open the Book / assemblies
- To be part of the local Youth support groups e.g. such as PACE
- To visit and continue to build links with the All Saints' Nursery (Church Hall) with the Vicar
- To engage with the local Uniformed groups (Scouts, Beavers, Brownies, Guides etc) in our Church Hall
- To build and develop our existing links with the local schools of Lilliput, Baden Powell & St Peter's, together with St Edwards

SERVICES AND SEASONAL EVENTS

- To work with the Worship leader and Vicar to develop whole church worship during Sunday morning service
- To organise and run special one-off events, seasonal or otherwise, including Christingles, Easter activities
- To be part of the team responsible for the wider Christmas and Easter programmes, developing themes, events and creative service elements
- To co-ordinate the provision of children's groups at church weekends away, when they happen

GENERAL RESPONSIBILITIES

- To positively promote the mission of All Saints' in the wider community
- To help plan, lead and prepare All Age services with the Vicar, Moorlands Intern and other members of Church
- To ensure this ministry enhances and supports the overall mission and ministry of All Saints'
- To encourage families and children to take part in leading prayers at the family service
- To be thoroughly involved in wider church activities and attend services outside of working hours as a member of the church
- To help bring a fresh vision and strategy to further the missional work of All Saints Church in the area
- To be committed to working as part of a team within the church staff in line with our staff team values of kindness, openness, enabling, forgiveness and purpose
- To undertake any other duties that further the overall objectives of the post and the ministry of All Saints', as the vision and direction of the church develops and changes over time in ways that cannot currently be foreseen, as directed by the Vicar
- To embrace wholeheartedly the vision and values of All Saints', and the terms and conditions of staff employment as set out in the Staff Handbook, policies and procedures of the All Saints' PCC

PERSON SPECIFICATION

ESSENTIAL

QUALIFICATIONS

- A Levels (or equivalent)

EXPERIENCE

- Minimum two years of experience working with families and children in a church or non-church environment
- Experience of leading groups and of teaching the Bible to young people
- Experience as a regular and engaged member of a local congregation typified by involvement in a small group, regular attendance services with consistent serving and being involved within a church family

SKILLS & ABILITIES

- Strong leadership skills, with the ability to teach children/young people and families, but also grow, motivate and encourage a team of volunteers
- Excellent communication skills and relational ability with children and families
- Competence in administration and Microsoft Office
- Enthusiastic team player with strong interpersonal skills

PERSONAL ATTRIBUTES

- A personal and growing Christian faith, fed by regular prayer and Bible study
- Passionate about making Jesus known to children/young people of all ages and equipping their parents/carers to parent for faith with confidence
- Integrity, discretion, high emotional intelligence and confidence-keeping
- Approachable, reliable & caring
- Self-motivated, focused and innovative
- Flexibility in a busy and demanding workplace
- Willingness for accountability and transparency in lifestyle

OTHER REQUIREMENTS

- This role requires an enhanced DBS check & clearance
- Weekend and/or evening work as required, with time given in lieu
- Due to the nature of this role it is an occupational requirement that the successful candidate be a committed Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010
- We also ask that the successful candidate, if not already, be part of our church family, would actively engage and be part of it

DESIRABLE

- Degree or qualification in children/youth related work or a formal theological or bible ministry training
- Experience of managing volunteers
- Experience of planning workshops and activities for children and adults

- Experience of teaching or engaging with children in a non-church setting, e.g. as a teacher, in sports, kids' clubs etc.
- Experience of managing a database for data management and some knowledge of safeguarding

You may not have all the qualities and experience we are looking for but are you up for the challenge, willing to learn and bring your enthusiasm to this exciting new role and challenge?

If so, we would love to hear from you. For more information about us see our website.

www.allsaintsbh13.church

Do contact us to have an informal initial conversation with Charlie Boyle, the Vicar on 01202 041147, before 1st or after Saturday 15th August or the Moorlands Intern Emma Blaney via (internalsaints@outlook.com), or Sarah Boyle (previous Children, Youth and Families Worker).

HOW TO APPLY

Email (or Post) your completed application form & CV to the Vicar on allsaintsbh13@gmail.com by midnight on Monday 7th September 2020. Church Office, 28 Western Road, Poole, BH13 7BP.

Interviews early September, exact date to be confirmed (TBC). Start date: October – TBC.