

Children, Youth and Families Leader Job Description



Motivation

We love that we have many children and young people in our church family, and we want to see them trusting our amazing God, and enjoying him forever. They are fully part of the church already, but benefit from tailored learning and development through church, alongside discipling and nurturing at home.

Note: this needs to start as a fixed-term contract (see more details below).

Job Purpose

Leading, inspiring and encouraging a team in discipling children and youth in our church family, and making opportunities to reach out with God's good news to families in our local area.

Support & Accountability

We will support you by:

- time for training
- praying regularly for you and your work
- flexible working arrangements
- providing regular supervision.

This post is accountable to the Lead Minister (or otherwise as notified by the Church Wardens in the case of a vacancy).

Main Relationships

- Children, youth and their parents/carers
- Volunteer team
- the Children & Families Worker
- the Lead Minister
- the rest of the staff team, Safeguarding Officer and DBS Administrator
- the local network of children/youth workers
- school pupils and staff.

Responsibilities (as time allows; in decreasing priority within each section)

Own Spiritual and Professional Development

- To take part in training and development by agreement with the Lead Minister
- To meet regularly with a mentor, either from inside or outside of Christ Church, for spiritual and pastoral support.

Grow more mature and confident Young Disciples

- Pray for the children, families, and their other leaders
- Oversee and develop groups for children and youth, providing age-appropriate prayer, worship, and Bible study

- Encourage and equip youngsters to actively participate in services and in the life of the Church
- Help equip parents/carers to be praying and discipling youngsters at home.
- Assist the Lead Minister in developing our all-ages-together services
- Work with the wider church to support integration between different ages, backgrounds and cultures.

Team Leading

- Recruit volunteer leaders and helpers and provide them with training and support.
- Ensure all leaders and helpers are appropriately checked and cleared to work with young people.

Pastoral Care

- Mentor children/young people as issues and situations arise and find appropriate volunteers to share this role

Outreach

- Leading our response to local families requesting 'Christenings', taking the opportunity to help them start the journey of faith with us
- Encouraging faith connections with individual parents/carers at our toddler groups
- Supporting our Children & Families Worker in the development of our baby and toddler groups, with the aim of increasing their Christian character
- Actively create and support other outreach opportunities, hopefully including local primary schools and uniformed groups.

Ecumenical Working

- Build relationships with other ecumenical partners and be involved in events and projects where appropriate (and agreed with the Lead Minister)

Being part of the wider Christ Church team

Alongside the above responsibilities, you are part of the wider Christ Church staff team, and so you will:

- attend Christ Church Chineham and be part of our worship and prayer life
- give an annual report to the Church Council
- undertake administration, communication, networking and publicity as required
- comply with the Church's policies (including Safeguarding and Data Protection)
- ensure that the needs and concerns of children remain a priority in the church and to encourage prayer and support
- undertake other tasks and responsibilities in consultation with the Lead Minister as this post develops.

About you: your attitudes, skills and qualifications

It's Essential that you:

- are a Christian, able to clearly articulate their faith, fashioning their life under the Lordship of Christ
- have passion for seeing youngsters become Christians, and grow in the faith
- are able to engage well with youngsters, and make supportive relationships with their parents

- are able to lead and manage volunteer team members
- are able to work as an effective member of a team
- are able to establish good boundaries and challenge inappropriate behaviours.

It's Desirable that you also:

- have experience in child protection/safeguarding procedures
- have experience running outreach to children
- be a confident user of current social media platforms popular with youth and their parents
- have experience on a church staff
- are able to drive, and with a clean driving licence
- have a relevant children's work qualification from a recognised Christian training establishment.

Main Terms and Conditions

Hours	15-20 hrs/week (with the possibility of increased hours as the work develops). There will be some fixed hours (including Sunday mornings and staff meetings) but otherwise flexibility. You will have Time Off in Lieu as appropriate.
Salary Range	£25,000-30,000 per year, depending on experience, pro rata for part-time working (where full time is a 40-hour week)
Overtime Base	There's the possibility of pre-agreed overtime (paid at base rate) Christ Church Chineham, but with flexible working as agreed with your line manager
Holidays	28 days per year including bank holidays, pro rata for part-time. As ministry staff, you may need to work part of 2 bank holidays.
Period	This is a fixed-term contract for 2 years. We really hope our income grows, so that we could extend the role, or ideally turn into a permanent position.
Probation Period	6 months
Notice Period	During probation: 1 month (from employee) and 2 weeks (from employer). After probation: 2 months (from employee and employer).
Pension	You will be auto-enrolled into the NEST Pension Scheme and CCC will make a contribution of 3% of annual salary.
DBS Check	The appointment is subject to the individual obtaining Enhanced Disclosure from the UK Disclosure & Barring Service, and any relevant overseas checks.

Document Revisions

Updated	by	Comments
9.10.2024	Jonathan Clark	first version, based on former C+Y JDs
16.10.2024	Jonathan Clark	Clarify that this job needs to start as a fixed-term contract. Also added line on 'Christenings'.
17.10.2024	Jonathan Clark	Added notes on boundaries, behaviour and diversity.