



Children's & Families Pastor

Information Pack



Inviting Everyone To Follow Jesus

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Christ Church Clifton is a Registered Charity, No 1130529

Hello

Thank you for your interest in the Children's and Families Pastor role at Christ Church Clifton. We hope you find the enclosed material helpful in telling you a bit more about the church and the job. If we can help in any way as you consider if this role is right for you, please get in touch with Mark Parsons, our Operations Manager at mark.parsons@ccweb.org.uk.

Included in this pack is information on:

- Christ Church
- Clifton and Bristol
- Who we are looking for
- Our current children's work
- The team you will be part of
- The job (person statement, key responsibilities and terms & conditions)
- How to apply

A bit about us!

We are a 'Word and Spirit' Church of England parish church based in Clifton, North West Bristol, part of the Diocese of Bristol and the New Wine Network of churches.

Our church family is made up of people from all ages, stages and walks of life. We currently hold three Gatherings each week – 8am and 10am on Sundays and 11am on Wednesdays. We also meet together in Small Communities in homes around Bristol during the week. In addition, we have active kids and youth work and lots of other activities going on.



Our vision is to see the heavenly transformation of people and culture in Bristol. Jesus calls this the Kingdom of God - a place where earth begins to look like heaven - and we want to play our part in seeing God's Kingdom grow in our own lives, in Clifton, in Bristol and beyond.

We do this by helping people find Jesus and follow him wholeheartedly. We believe that the most effective and fruitful place for us to be is living as followers of Jesus, being the people God has made us in the places He has called us, and helping others to do the same.

We work this out through our values of Encounter plus Family plus Generosity which leads to Transformation.

You can find out more about Christ Church and our vision on our website – www.ccweb.org.uk. Or come and pay us a visit – we would love to show you around.

Clifton and Bristol

Christ Church is located in northwest Bristol about a mile and a half from the city centre and within half a mile of the University of Bristol.

The population of the Clifton ward is just over 11,000 and is a blend of families, singles, students, young professionals and older retired people, some of whom live in nursing homes and sheltered accommodation. Although broadly affluent, the accommodation profile of the Parish also attracts people with a variety of social needs.

There are three schools within the parish: Christ Church Primary School and with whom we have close links; Clifton High School and Clifton College (both independent co-ed schools).

The parish is an eclectic mix of those who still view Clifton as a “village” and those who use it to commute to the city centre or further afield. With the growth of the student population, and the need for more affordable housing in Bristol (as the general population is growing rapidly), larger houses have been converted into flats, and the rental market remains strong despite the economic downturn. Despite this, there still remain some large properties in Clifton, and the area often attracts those who are relatively wealthy.

About 75% of members of the church family live outside the BS8 Clifton area. Like many large churches, we see people at most of our Gatherings who regard another church as their ‘home’, but come here for the teaching, the worship, and to be refreshed.

Who we are looking for

We are looking for a Children’s and Families Pastor to join our Staff Team. This is a new role, building on the work of our previous Children’s Pastor, but extending the scope of the role to include work alongside families and those not yet part of the church. We are ideally looking to appoint someone on a full-time basis, but we are open to discussing part-time and flexible options with the right candidate!

The primary focus of this role is to oversee and develop Kingdom ministry for children aged 0-11 and to ensure there is excellent children’s work provision for this age group during our main Sunday morning gatherings. If the role was filled on a part-time basis, this would be the sole focus, but for a full-time appointment, the role would be broadened to include support for parents of children, helping them to parent their children in the Christian faith and to providing opportunities for outreach, witness and mission to families with children in the local area.

The ideal candidate will be a pastor and leader with a heart for children to be discipled and with experience to plan and oversee our children’s work programme and build and lead the volunteer teams to make this happen.

You will quickly become a pivotal member of the Staff Team at Christ Church, playing a key role in supporting the church’s mission and vision. If you have a love for Jesus, children and their families and a passion to support our church in its mission of transformation, we would love to hear from you.

Our current Children's work

Since the departure of our previous Children's Pastor in the summer of 2024 our children's programme has been largely focused on our main Sunday morning gathering – The 10.

Our C4 Kid's Programme at the 10 uses *the Worship, the Word & the Way Curriculum* designed to share with ages 3-11 who God is and what He has done.

Each week includes various components such that all learning styles – visual, auditory, and kinetic - are engaged. Be it through the mini-worship, the sketch, the reading of the Word, the craft, the games, the prayer time, and even the snack, the children leave with the Word of God presented to them in an age-specific way, but with all children learning the same lesson so the entire family can continue the conversation at home.

We currently have three groups covering the 0–11 year-old age range:

- Our newborn to 3-year-olds **Pandas** have a room just for them where parents can care for their little ones while watching a livestream of the 10 Gathering, and/or having fellowship with other parents. There are snacks, toys, and crafts available for their use as well.
- Our 3–6-year-olds **Dolphins** join the Eagles in mini-worship before heading out to their age specific room, and then take home a Ponder, Play & Pray Card which allows parents to not only know what the lesson was for the week, but also gives ideas on how to take the conversation further.
- Our 7–11-year-olds **Eagles** join the Dolphins in mini-worship before heading out to their age specific room that includes take home devotionals called The Daily Way, or the W-3s depending on their age, which help establish a daily devotional routine while reinforcing that week's theme.

There are around 100 children in the 0-11 year age range within the church family, with an average attendance of around 35 children each week and serviced by a team of around 30 volunteers.

Alongside the Sunday morning programme, we run a weekly Toddlers session for parents, carers, and their pre-school children. We also have a Preschool which meets in our building daily.

The team you will join

You will head up our Children's Ministry Team, which is made up of committed volunteers and serves the church family by running our Children's ministry programme.

You will be line managed by the Associate Vicar and will meet regularly with him to help you reflect on and manage your workload, to structure the pattern of your normal working week, to pray and plan strategic targets and for personal/spiritual support and accountability.

You will be part of our wider Staff Team. We meet weekly for lunch, to worship together, to share with one another and to pray for each other. We also meet daily for prayer at the start of each day.

You will also work alongside our two Youth Pastors, members of the clergy and other pastoral volunteers.

Finally, you will be part of the wider Christ Church family that meets together for worship on a Sunday and Wednesday. Therefore, we are looking for someone who is comfortable in a New Wine, 'Word and Spirit' church culture and willing to make Christ Church their spiritual home.

Person Statement

To be shortlisted for this post, you will need to be able to demonstrate how you meet the essential key skills, experiences and qualities we are looking for. Therefore, you will...

- Have a proven track record of leadership within the local church or comparable setting
- Be comfortable in a New Wine, 'Word and Spirit' church culture
- Have experience of working with children in the local church context
- Have a proven track record in building teams: leading, training, motivate and inspiring volunteers in a range of skills and abilities including Bible teaching, strategic planning and pastoral care
- Have proven bible teaching, training, evangelism, pastoral and discipleship skills with this age range
- Be able to develop and apply strategic vision and manage change and apply good organizational skills
- Be a disciplined self-starter who is able to work effectively under direction, on their own, and as part of a team
- Be a relational leader capable of building meaningful relationships across a wide age range; responding sensitively to the diversity within our church family
- Have an awareness of contemporary culture and the issues which affect this age group
- Be organised and able to deal with administrative tasks using good IT and computer skills
- Understand and be able to lead and model age-appropriate prayer ministry
- Have experience, training and understanding of child safeguarding and safer recruitment issues

Although not essential for shortlisting, the following skills and qualities are also desirable:

- Three good A-Levels or equivalent
- Relevant training or qualification
- Theological training
- Experience of leading people to faith in this age range
- Experience of establishing good working relationships with local children's workers and other stakeholders
- Experience of organising children's residential activities and training

Key Responsibilities

If an appointment is made on full time basis, the role would include all three major elements outlined below. If part-time, the first element would take priority.

1. INTERNAL: the primary focus of the role is to oversee and develop Kingdom ministry for children aged 0-11; specifically, to ensure excellent provision of Sunday morning groups for this age group.

Planning the programme for weekly Sunday Kids Church

- Sourcing appropriate curriculum under the supervision of your line manager
- Producing a termly programme in advance
- Producing materials to enable the team to deliver the programme
- Establishing and overseeing a team rota to ensure adequate cover for each age group

Overseeing the teams that lead the various activities within the children's ministry (including practical involvement in this ministry where appropriate):

- Establish, nurture and develop core leaders of this ministry: enabling and supporting them in building wider teams
- Recruiting new team members and key leaders
- Teaching, training, developing the wider teams through regular team gatherings
- Discerning and releasing the gifts of individuals in your teams
- Forming and deploying a new team to provide administrative and practical support for this ministry
- Developing the pastoral care and mentoring provision for your leaders and group members

Embedding the church's core values of Encounter, Family, Generosity & Transformation within the children's ministry:

- Establishing and nurturing a culture of Christlike discipleship in this ministry – modelling this in your own life as well as helping others to do the same
- Establishing a deeper commitment to worship within the life of this ministry
- Establishing an open, honest, authentic, supportive, caring culture of 'family' across this ministry
- Enable, encourage and equip children and their families to step out in appropriate mission and evangelism both individually and corporately (whilst also modelling this yourself)

Events, programmes, management and profile:

- Taking a leading role in the All-Age service team to plan and deliver All Age worship
- Financial planning and management of the children's ministry budgets
- Raising the profile of children's ministry in the life of the church family through excellent communication and regular testimonies in church services

2. INTERNAL: to consider ways of supporting parents of children aged 0-11, specifically in their role of parenting children in the Christian faith.

3. EXTERNAL: to consider opportunities for outreach, witness and mission to families with children aged 0-11 within the local community; and for engagement with our church school (Christ Church Primary) with whom we have an excellent relationship.

Terms and Conditions

This post will be a permanent contract, the first 6 months of which forms a probationary period, after which 2 months' notice is required on either side.

The employer is the Parochial Church Council (PCC) of Christ Church Clifton.

For a full-time role, the working week is 37.5 hours per week. This will include Sundays.

The role is based in the church office, with hybrid and flexible working arrangements possible.

This post will be employed on the Ministry Leadership Scale. The full-time salary package is from £27,300 to £32,500 (dependant on qualifications and experience).

The employer also pays between 7% and 10% of the salary into a NEST pension (with the employee contributing 1%-3% respectively).

Annual leave entitlement for full-time is thirty days plus eight public holidays.

Start date: ASAP.

How to apply

If you are interested in applying for this role, we welcome you to come for an informal visit first. Please contact Mark Parsons, our Operations Manager at mark.parsons@ccweb.org.uk to arrange this.

Formal applications can only be submitted on the official Application Form which can be downloaded from our website at www.ccweb.org.uk/workforus or by emailing mark.parsons@ccweb.org.uk.

As the initial closing date for this role has now passed, yet the role remains unfilled, please feel free to submit an application at any time. We will shortlist applicants as they arrive and suitable candidates will be invited to interview as soon as possible.

Christ Church Clifton is committed to safeguarding children and vulnerable adults and expects all staff and volunteers to share this commitment. Christ Church Clifton follows safer recruitment practices. The successful applicant will be required to complete an enhanced disclosure (with barring data) check prior to commencement of the role.

The Employment Equality (Religion and Belief) Regulations 2003, Section 7.2 applies to this post.