

<b>Job Title</b>	Children's & Families Pastor (Version 1 – Feb 2025)	<b>Salary Grading</b>	Ministry Leadership Scale	<b>Status</b>	Permanent
<b>Reports to</b>	Associate Vicar	<b>GOR (Active Christian Faith)</b>	YES	<b>Work pattern</b>	Full or Part-time Role
<b>Job purpose</b>	<p>Christ Church Clifton PCC is seeking to appoint ideally a full-time Children's and Families Pastor, but is willing to enter conversation with any viable candidate with regard to the scope of the role, and also whether it is full- or part-time.</p> <p>If full-time, the role would comprise three elements:</p> <ol style="list-style-type: none"> <li>INTERNAL: the primary focus of the role is to oversee and develop Kingdom ministry for children aged 0-11; specifically, to ensure excellent children's work provision for this age group during our main Sunday morning gatherings.</li> <li>INTERNAL: to consider ways of supporting parents of children aged 0-11, specifically in their role of parenting children in the Christian faith.</li> <li>EXTERNAL: to consider opportunities for outreach, witness and mission to families with children aged 0-11 in the local community.</li> </ol> <p>If part-time, the first would take priority.</p>				
<b>Key Responsibilities</b>		<b>Experiences and Qualifications</b>		<b>Job Dimension</b>	
<p><b>1. INTERNAL:</b> 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.</p> <p><b>Planning the programme for weekly Sunday Kids Church</b></p> <ul style="list-style-type: none"> <li>Sourcing appropriate curriculum under the supervision of your line manager</li> <li>Producing a termly programme in advance</li> <li>Producing materials to enable the team to deliver the programme</li> <li>Establishing and overseeing a team rota to ensure adequate cover for each age group</li> </ul> <p><b>Overseeing the teams that lead the various activities within the children's ministry (including practical involvement in this ministry where appropriate):</b></p> <ul style="list-style-type: none"> <li>Establish, nurture and develop core leaders of this ministry: enabling and supporting them in building wider teams</li> <li>Recruiting new team members and key leaders</li> <li>Teaching, training, developing the wider teams through regular team gatherings</li> <li>Discerning and releasing the gifts of individuals in your teams</li> <li>Forming and deploying a new team to provide administrative and practical support for this ministry</li> <li>Developing the pastoral care and mentoring provision for your leaders and group members</li> </ul>		<p><b>Person Statement</b> A pastor and leader with a heart for children to be discipled to love and experience God and to support kingdom discipleship in families.</p> <p><b>Key Skills, Experiences and Qualities</b> <i>Essential</i> - Someone who:</p> <ul style="list-style-type: none"> <li>Has a proven track record of leadership within the local church or comparable setting</li> <li>Is comfortable in a New Wine, 'Word and Spirit' church culture</li> <li>Has experience of working with children in the local church context</li> <li>Has 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</li> <li>Has proven bible teaching, training, evangelism, pastoral and discipleship skills with this age range</li> <li>Is able to develop and apply strategic vision and manage change and apply good organizational skills</li> <li>Is a disciplined self-starter who is able to work effectively under direction, on their own, and as part of a team</li> <li>Is a relational leader capable of building meaningful relationships across a wide age range; responding sensitively to the diversity within our church family</li> <li>Has an awareness of contemporary culture and the issues which affect this age group</li> <li>Is organised and able to deal with administrative tasks using good IT and computer skills</li> <li>Understands and is able to lead and model age-appropriate prayer ministry</li> <li>Has experience, training and understanding of child safeguarding and safer recruitment issues</li> </ul>		<p><b>Team</b> The Children's ministry team is a team of volunteers headed by the Children's Pastor and seeks to work together collaboratively to disciple children in church and the community.</p> <p><b>Key Relationships</b> <i>Staff wide</i></p> <ul style="list-style-type: none"> <li>To maintain and develop a flourishing relationship with Jesus through regular times of personal prayer, study and retreat</li> <li>To play a full and active role in the life of the church family at Christ Church</li> <li>To be a fully participative member of the staff team: attending daily prayer huddle, staff meetings (Tuesday lunchtimes), and retreats (a residential 24-hour retreat in September and half day retreats in the spring and summer terms), and to play your part in building excellent working relationships</li> <li>To meet regularly with your line manager to help 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</li> </ul> <p><b>Role Specific</b></p> <ul style="list-style-type: none"> <li>To develop an effective working relationship with our Youth Pastors.</li> <li>To develop effective relationships with the parents of children and encourage the volunteer teams to do the same</li> <li>To collaborate with the Parish Safeguarding Officers, and operations manager, to ensure the efficient implementation of the Safer Recruitment and Child Protection Policies in all areas of the Children's ministry</li> </ul>	

<p><b>Embedding the church's core values of Encounter, Family, Generosity &amp; Transformation within the children's ministry:</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Establishing a deeper commitment to worship within the life of this ministry</li> <li>• Establishing an open, honest, authentic, supportive, caring culture of 'family' across this ministry</li> <li>• 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)</li> </ul> <p><b>Events, programmes, management and profile:</b></p> <ul style="list-style-type: none"> <li>• Taking a leading role in the All-Age service team to plan and deliver All Age Worship.</li> <li>• Financial planning and management of the Children's ministry budgets</li> <li>• Raising the profile of children's ministry in the life of the church family through excellent communication and regular testimonies in church services</li> </ul> <p><b>2. INTERNAL:</b> to consider ways of supporting parents of children aged 0-11, specifically in their role of parenting children in the Christian faith.</p> <p><b>3. EXTERNAL:</b> 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.</p>	<p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Three good A-Levels or equivalent</li> <li>• Relevant training or qualification</li> <li>• Theological training</li> <li>• Experience of leading people to faith in this age range</li> <li>• Experience of establishing good working relationships with local children's workers and other stakeholders</li> <li>• Experience of organising children's residential activities and training</li> </ul>	
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