

## Youth and Children's Worker: Job Description

### Background

St Peter's Bengeworth is a growing church in Evesham, east of the River Avon. In 2021, the church embarked upon a renewal project, partnering with All Saints Worcester with the aim of giving the church a renewed focus on mission in the community. This is a long-term initiative with the full backing of Worcester Diocese and with several people moving into the parish to live here and support the church in this exciting new chapter.

We'd describe ourselves as:

**Charismatic** (we believe that the Spirit of God is living and active today)

**Evangelical** (we hold the Bible in high regard as God's words to us)

**Sacramental** (we believe in *baptism* as a sign of joining the family of God and sharing *communion* (bread and wine) as a sign of being united as family by the life, death and resurrection of Jesus)

**Anglican** (we are part of the Church of England)

Over the last three years, we have been overjoyed to welcome a number of new families to our 11am gathering. By God's grace we have seen people regularly coming to faith through Alpha courses, and through the faithful witness of congregation members.

In partnership with Evesham Baptist Church and the Vale of Evesham Christian Centre (VECC) we have set up the weekly 'YouNite' youth group, offering a space for secondary school aged young people from across Evesham to come together for social events, games, and faith discussions. We are delighted that 18-25 young people regularly attend the group with roughly a third of these connected to St Peters Church.

Our ministry with children and young people has experienced significant growth, and we are acutely aware that there is much more that could be done. We are seeking a full time Youth and Children's worker with a heart to reach out to young people with the love of Jesus, and to disciple those already connected with our church family.

This role will join a growing network of employed youth and children's workers across the Diocese of Worcester seeking to empower, envision, and equip churches to disciple children and young people.

Our commitment to you and benefits:

- Regular team meetings offering prayerful support, the sharing of resources and ideas, and training to inspire your ministry
- An annual, 24-hour retreat
- Supervision from the diocesan youth and children's adviser
- Subscription to Youth and Children's work magazine online for resources and ideas.
- Continuing professional development opportunities both within the diocese and connected to the national 'Growing Faith Foundation'.

## Terms and Conditions

**Reports to:** Curate-In-Charge (Andy)

**Liases with:** Training Curate, Ministry Leaders, Wardens, PCC, children and youth volunteer team, ecumenical partners in the town.

**Places of work:** The role is expected to consist largely of home-working but there is room in the church for team meetings.

**Hours of work:** Full-time (37.5 hours per week). The nature of this role means that weekend (notably Sundays) and evening work is required. Regular days off to be agreed with Curate-in-Charge and time off in lieu will be given where appropriate.

**Annual leave:** 25 days per year, plus statutory bank holidays, to include a maximum of 6 Sundays per year and to be agreed in advance by the Curate-In-Charge.

**Role review:** There is a six-month probationary period for this role. The post holder will then receive an annual review of the role, job description, terms, and package.

**Salary:** £27,681

All reasonable and approved working expenses will be reimbursed in line with PCC policies. The PCC will make pension contributions in line with PCC policy as appropriate.

**Contract:** a 4.5-year term of funding has been secured.

***\*\*\*St Peter's would also be happy to accept applications for two part-time roles should full-time work not be practical, or if people's gifts and experience lean toward working with a specific age group. In this case the hours for each role would likely be:***

- *Children and School's Worker (22.5 hours per week)*
- *Youth Worker (15 hours per week)*

***Exact hours of work could be negotiated for the right candidate(s)\*\*\****

# Job Description

**Overall Objective:** to nurture and invest in the young people of St Peter's so they might grow and thrive as disciples. To reach out to young people in Evesham with the love and good news of Jesus.

## Key Tasks:

To be part of St Peter's leadership team, grow the Youth and Children's team and develop the Youth and Children's ministry by:

- Attending a weekly Monday morning team meeting from 10.30am to 12pm, to pray together, debrief from Sundays and be involved in all aspects of planning alongside the wider staff team.
- Recruiting, envisioning, training and encouraging volunteers to strengthen or establish ministry with children, young people and their families.
- Developing skills and gifts to use creatively in the service of children, young people and families across the town.

To sustain and grow existing youth and children's ministry by:

- Overseeing, developing and growing children's ministry on a Sunday at St Peter's including planning and leading sessions aimed at different age groups.
- Joining in with the leadership team for the ecumenical 'YouNite' Youth Project running on Friday Nights at the VECC, directly supporting it through planning and advertising it to grow the youth membership.

To lead on schools ministry, by:

- Working with both Bengeworth Academy and St Richards First Schools to help maintain a Christian ethos, focussing on the areas for development listed on their SIAMS inspections.
- Working with schools to create opportunities for children to explore faith, alongside key partners such as neighbouring church youth workers and diocesan staff.
- Supporting the school through leading acts of collective worship.
- Building on existing strong relationships with both schools to offer further opportunities to engage new families in the full life of St Peters.

To develop and implement effective, discipleship pathways so that children and their families become disciples in either existing or new worshipping communities, including:

- Resourcing and developing a new group for toddlers and parents
- Leading and supporting seasonal youth and children's activities and services such as 'Christmas through the Keyhole', crib service, Easter egg hunt, Easter craft events, pancake party etc.
- Organising youth and children's socials, trips and camps
- Any other creative ideas that extend links with local families and suit the strengths and gifts of leaders.

Other duties and responsibilities include:

Planning and preparation of all activities, travel time, attending training, developing team, correspondence, and so forth.

- Uphold high safeguarding standards in line with the local policies which are derived from our diocesan safeguarding team. Use the appropriate reporting process to highlight any issues working alongside the Parish Safeguarding Officer.
- Contribute to parish, deanery and diocesan life as required by the role and as agreed with your line manager.

# Personal Specification

*This post is subject to an occupational requirement under Part 1 of Schedule 9 to the Equality Act 2010 due to the representational aspects of the role within the Diocese of Worcester that the post-holder be a committed Christian.*

## Personal Qualities:

- A practising Christian with a mature faith in Jesus.
- Warm, winsome, friendly, consistent, patient and helpful.
- Self-aware and great at connecting with people from all walks of life.
- Someone who enjoys being part of a team.
- Trustworthy, discrete and pastorally sensitive.
- Able to maintain confidentiality.
- Quick to forgive.
- A natural networker and mentor.

## Experience and Skills:

- Can articulate a sense of calling to the role and/or type of ministry
- Broad and deep experience of Christian youth / children's work and / or relevant qualification relating to ministry with children, young people and families.
- Recent experience of planning and developing innovative expressions of ministry of the church with children/young people.
- Experience of developing and inspiring volunteer teams and managing volunteers.
- Can demonstrate how they have motivated others and inspired change in a community setting.
- Can demonstrate continuing professional development and familiarity with current developments in the theory and practice of youth / children's ministry.
- Understanding of young people as full and equal members of the church.
- Thorough understanding and practical experience of the issues of Safeguarding.
- Able to demonstrate how they have achieved credibility with children and young people, with colleagues, clergy / other ministers.
- A good standard of IT skills particularly in applications such as, or similar to, Microsoft Office
- Awareness of data protection legislation and the need for confidential / secure storage of sensitive information.
- Excellent communication skills, both orally and in writing.
- Be prepared and willing to work outside normal office hours, as work in the evenings and at weekends will be core to the effectiveness of the role.
- Have a satisfactory outcome of Disclosure & Barring Service enhanced plus barred list disclosure.