

## JOB DESCRIPTION – Children & Families worker – Paulsgrove

Job profile	
Job title	Children & Families worker
Reports to	Priest in Charge
Principle Location	St. Michael And All Angels, Hempsted Rd, Paulsgrove, Portsmouth, England, PO6 4AS
Travel required	Visits to other locations such as local schools, Diocesan networking events
Work pattern / hours	Full time 37.5 hours 4 days and Sundays Part time hours negotiable.
DBS check required (Yes/No)	Yes
Special conditions of employment	This role is time-limited for 5 years in the first instance.
Date written/updated	April 2025
Start Date	Q2/3 2025

### Role context

The Diocese of Portsmouth vision and strategy provide a framework for the life and ministry of parishes, chaplaincies, and deaneries of the diocese. It speaks of a diocese longing to be “a rejuvenating community of Jesus-centred, Kingdom-seeking disciples”.

As a Diocese we have been inspired by a vision of Christ’s Body, the Church. A prayerful community which seeks God’s Kingdom in and for the world. A community where older people are treasured as the Church of *today* (rather than yesterday) and younger people find their place and voice as the Church of *today* (rather than of tomorrow).

So, as a Diocese we would like to double the number of children and young disciples in our churches and ensure there is a thriving ministry to children and young people within reach of every household across south-east Hampshire and the Isle of Wight.

The Diocese of Portsmouth has been awarded £5.3m by the Church of England’s Strategic Mission and Ministry (SMMI) board to support delivery of its rejuvenate strategy (Rejuvenate). This funding enables the appointment of a Children’s and Families worker, based at the parish church of St Michael and All Angels, and working closely with and under the supervision of the Priest in Charge, as part of a growing ministry team.

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### Role purpose and objectives

St Michael's has been blessed by being provided with Strategic Mission and Ministry Investment (SMMI) Funding from the National Church for a new post in Paulsgrove, Over 5 years, the postholder will work with the Priest in Charge to build on the progress we have made in growing our church in depth and faith and building our presence, credibility and engagement with our community to revitalise our parish and live out God's mission in the sort of community for which He has a special care.

Success might look like:

- Nurturing a vibrant, growing, and deeply-rooted church community that reflects the beauty and mystery of God. We welcome both anyone who is curious about faith and lifelong believers, embracing worship that is rich in tradition yet deeply relevant to daily life.
- Helping to build a place of belonging, offering stability, friendship, and support for often vulnerable people;
- A renewed and expanding church presence that speaks to the spiritual needs of a wider demographic and a far greater number. We want to worship in a way that lives out the energy, colour and mystery of catholic liturgy – seen in Christ walking alongside people in their everyday lives as well as at the altar;
- Worship that honours our traditions while providing space for fresh expressions of faith, that are still part of one integrated church family. Our new expressions of church will reflect the depth and beauty of our catholic heritage while remaining open and accessible to all;
- A church that puts young believers at its heart and builds on our existing work with children, young people and families - igniting a passion for God's love in those exploring faith;
- A new generation of leaders from Paulsgrove for Paulsgrove, serving and leading their own community with faith, commitment and passion.

This role is for a fixed 5 year period, funded by the National Church after which it will be reviewed. We have also been awarded a significant sum of money as part of the same award to tackle issues with our building.

This project will be a pathfinder, informing subsequent mission in working class estates especially those in the wider catholic tradition. From these pathfinders the Diocese aims to learn and to find approaches that can be applied more widely to encourage growth in similar areas.

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Moreover, we hope that investment and success in Paulsgrove will bring a huge boost in morale and confidence in similar parishes, especially those in the catholic tradition and in which people may feel left behind.

The allocation of work between you and the Priest in Charge will be worked out through our shared discernment – and by the gifts and expertise you bring to the role. But it will be aimed at:

- Re-energised traditional expressions of church, including a new family-focused service, leading to growth in depth and numbers across all age groups;
- Reaching out to people who are unfamiliar with church or faith with four fresh expressions of church, including Choir Church (a way of encouraging local children to engage with faith through music, established in September 2024 as ChoirClub@StMichaels);
- Establishing an additional regular outreach activity based on building community;
- Finding ways of enabling and empowering new lay leaders and volunteers to undertake the expanded ministries. We want our leaders and volunteers to be rooted in the community, marking a move away from a history of external intervention – where things have been done to people – and embedding a model of working alongside people, fostering collaboration and shared leadership.

These objectives support the Church of England’s Vision & Strategy for the 2020s and beyond:

- To affirm the CofE vocation to proclaim the Good News of Jesus Christ afresh to each generation;
- To enable the CofE’s priority to be a Church that is younger and more diverse;
- To advance the CofE’s bold outcome to double the number of Children and Young people in active discipleship by 2030;
- To support churches to develop deeper missional relationships with schools;
- To develop links between schools, families and parish churches;

### Key responsibilities

You will be responsible for:

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- Kindling and nurturing faith right across Paulsgrove;
- Running children's ministries;
- Developing a team of volunteers;
- Supporting families;
- Expanding midweek ministry opportunities;
- Exploring and rolling out innovative ways to reach children and families;
- Planning, preparation and developing activities and events;
- Communicating plans with school children, parents and the Church leadership and members, and local groups;
- Working within set budgets and provide reports as required;
- Providing regular feedback on project successes, challenges and progress against outcomes;
- Networking and learning from others in similar roles across the Diocese;
- Being accountable to the Priest in Charge and the PCC;
- Making sure you get the right training to do what you are called to do.

**Other activities:**

- To undertake any other tasks and specific projects as may reasonably be required by the Priest in Charge.

**Essential and desirable skills, knowledge and experience required for the job**

***Essential***

- A dedicated disciple committed to sharing the Good News, their own faith journey and working alongside others as their faith grows and deepens.
- Committed to the revitalisation and renewal of God's Church;
- Strong ability to communicate ideas effectively with a range of people across the traditions of the church and the wider community;
- Able to establish strong and fruitful relationships, with an ability to win the trust and goodwill, of a wide range of people and stakeholders;
- Ability to work cheerfully, prayerfully and flexibly both on one's own and in a team;
- Comply with church policies and procedures relating to safeguarding, equalities, health and safety, security, confidentiality and data protection.

***Desirable***

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- Practical experience of leading missional work with a proven track record of making and growing disciples of Christ, particularly with children and young people;
- Experience of work with children and young people in churches and schools;
- Knowledge of discipleship growth theory, practice and models, particularly with young people in the Church of England.

### Organisational structure & Relationships

**Reports to:** Priest in Charge, Paulsgrove

**Key Collaborations:**

- Everyone in Paulsgrove, whether they have faith or not.
- The Priest in Charge, to whom the postholder will be directly responsible and to the PCC, the church family and the wider group of people who support mission and ministry at St Michael's.
- Community figures, such as teachers and the community lead at the schools, other denominations in Paulsgrove and around it, community groups and councillors and council officials.
- Pastoral relationships with the existing congregation and with others, whether or not they become involved with the life and mission of St Michael's
- Children, families and youth workers across the Diocese and beyond.

### Work expectations

- The pattern of hours will be negotiable. It is expected that the successful candidate will work broadly similar hours both in and out of term time as the church is active throughout the year.
- There will be some requirements for working outside of the agreed work pattern, e.g. Saturdays and evenings.
- The pattern of Sunday work commitments will depend on the needs of the existing and new worship communities.
- There is a Genuine Occupational Requirement for the post holder to be a practising Christian of a denomination which is a member of Churches Together in Britain and Ireland in accordance with Schedule 9 to the Equality Act 2010.
- It is expected that the role-holder will already be or will become an active member of an Anglican church within the Diocese of Portsmouth.
- An enhanced DBS check will be required.

### Remuneration

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The role is remunerated as a lay role at around £33,000 - £34,000 p.a. full time equivalent.

25 days holiday plus bank holidays

Pension scheme

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