

Children & Families Worker

St Thomas' Newcastle
Diocese of Newcastle



Children & Families Worker

This post plays an important part in delivering our vision in the City of Newcastle, specifically through engaging with families and children in the good news of Jesus through the work of St Thomas'.

St Thomas' is a quickly growing church in the heart of the city. The majority of the church family are under the age of 35 with both a large proportion of university students along with a number of young families. St Thomas' launched as a Church Plant around four years ago and is the 'Resource Church' for the Diocese of Newcastle.

St Thomas' plays an instrumental role in the Diocese, helping us to take a new and exciting approach to mission and ministry. This role is at the forefront of that work. In spite of being the youngest city in the UK, nearly half of those worshipping at parish churches in the Diocese of Newcastle are over 65 years of age. God is powerfully at work turning this around, as we celebrate and learn from those who are older, we proclaim the gospel of Christ afresh to a new generation. If the Church is to thrive, we must attract more people, specifically younger people and in the power of the Holy Spirit see them come into a thriving relationship with Jesus Christ.

The continued development of St Thomas' is an important part of our Mission and Discipleship plan to help us to continually grow our congregation whilst also working across the diocese to both revitalise existing congregations and establish new worshipping communities. As well as being a resource in the diocese for church growth, St Thomas' will also be a centre of leadership development and training.

Employment

The successful candidate will be initially employed by the Newcastle Diocesan Board of Finance. The Resource Church is in the process of being set-up as a legal entity in its own right, and once established employment will transfer to the new Resource Church body.

Location

This post will be located in Newcastle City Centre at the church of St Thomas' Newcastle.

Accountability and Key Relationships

- Line Manager: Lee Kirkby, Associate Minister
- Other key relationships are with the St Thomas' staff team and the Diocesan Children and Youth Team.

Key Responsibilities

Children's Ministry

- To lead the ministry of St Thomas' to children;
- To build a children's ministry that acts as a resource to other churches and the wider diocese;
- To be imaginative in ways to reach children for Jesus;
- To ensure that every young person at St Thomas' has the opportunity to grow in discipleship and Christian maturity;
- To foster vocational ministry of all kinds and, particularly, to ministry within the Church of England;
- To release and equip young people to be missional and evangelistic amongst their peers.

Families Ministry

- An understanding of the world of children and young families and a desire to help them grow as Christians;
- To develop ministry opportunities and events that engage parents and carers in the Gospel as well as their children;
- To build a thriving children and families ministry which engages and disciples new believers and those new to church;
- To further develop a vision for children and young families to grow as Christians, helping them find a place and play their full part in the life of the church;

Building an effective team

- To build and equip an effective team, who will be excellent in the discipleship of children and families;
- To build and equip an effective team who will be excellent in evangelism and outreach to children and families;
- To identify and raise up leaders from the children and families ministry.

Other tasks expected of this role

- Lead public worship services at St Thomas' (where appropriate);
- Source and develop children and families ministry resources;
- Offer training and development for children and families workers in the diocese;
- Resource the wider diocese in children and families ministry where required;
- Create a 'safe space' for children and their families, ensuring that the Diocesan safeguarding policy is fully embedded and adhered to;

Personal development

- Invest in your own spiritual development through relevant mentoring/ support/retreat rhythms;
- Invest in your own leadership through pursuing ministry-specific and broader training and resourcing including national children's events and training (New Wine, Kids Worker Summits, etc.)

Person Specification

Essential Key Criteria

Qualifications and Knowledge

- An Occupational Requirement exists for the post holder to be an active communicant member of the Church of England or of a Church in full communion with the Church of England in accordance with the Equality Act;
- This post is subject to an enhanced DBS check;
- Degree level qualification or equivalent;
- A qualification in Children's Work or willing to work towards one and/or undertake training events through New Wine, etc.;
- Significant, demonstrable experience of children's work in a church context;
- Good knowledge of models of youth ministry;
- Understanding of the law in relation to safeguarding children;
- Understanding of health & safety in the workplace.

Skills and Gifts

- A leader who is excellent at team playing, team gathering and team building;
- Able to demonstrate excellent pastoral gifts and an ability to relate to individual needs;
- Innovative and imaginative;
- Able to embrace change and work within changing circumstances;
- An encourager with excellent interpersonal skills;
- Ability to listen effectively;
- A good communicator; able to communicate with a wide range of audiences;
- Ability to share the gospel and lead children to faith in Jesus Christ;
- A pastoral heart;
- Previous experience of teaching the bible to children;
- Awareness of youth culture and issues facing young people;
- Experience of leading discipleship groups and mentoring;
- Able to organise own workload and to work on their own initiative;
- Ability to work alongside other leaders, both collaboratively and supportively;
- Ability to lead and work with a team of volunteers;
- Able to manage own administration needs, in particular IT skills;
- Competent in the use of social media.

Personal attributes

- Open and willing to learn, displaying the fruit of the Holy Spirit;
- A follower of Jesus with a mature Christian faith;
- Vision for growing in a large, dynamic, outward looking children's ministry;
- A Christian fully committed to the Word of God and the power of the Holy Spirit;
- Honours, lives and encourages the vision and values of St Thomas'.

General

- Access to transport during working hours.

Terms of Employment

Working Environment

- St Thomas' is developing a team that works in the power of the Holy Spirit to reach the goals and targets that God gives us. The Staff Team pray together most days and there will be regular staff worship which all team members are expected to attend as part of their working hours. The Staff Team work and rest hard in a way that recognises that it is God who helps us deliver all that we do.

Salary

- The salary during the probationary period for a full-time appointment is £25,324 per annum. The salary on completion of the probationary period for a full-time appointment is £26,657 pa.
- Salary is pro-rata for part-time appointments.

Pension Contributions

- Employees will be automatically enrolled in the Church Workers Pension Fund (CWPF) Pension Builder Classic Scheme. The employer contributes a sum equivalent to 10% of the gross basic salary as an employer contribution to the Scheme. This is a non-contributory Scheme and employees may voluntarily contribute to the Scheme if they wish to do so. Employees have a right to opt out of the Scheme after enrolment.

Hours of Duty

- The post is offered on either a full-time basis (working 37.5 hours per week) or a part-time basis (hours to be agreed upon appointment). The post holder must be able to work on Sundays. The post will require availability and attendance at evening and weekend meetings and events. Overtime is not paid but time off in lieu is provided. Lunch and any other breaks are unpaid.

Annual Leave

- The leave year runs from 1st January to 31st December. Full-time staff receive 25 days paid leave per leave year exclusive of 8 public holidays and 4 additional holidays approved by the Board (pro-rata for part-time appointments).

Contract

- The employer is the Newcastle Diocesan Board of Finance.
- The appointment is subject to a satisfactory outcome of an enhanced DBS disclosure.
- The post is subject to a six-month probationary period.

How to Apply

- Applications are to be made through Pathways (cofepathways.org/members/modules/job/detail.php?record=7186).
- The closing date for the receipt of applications is 9 August 2024.
- Interviews will be held on 29 August 2024.
- For an informal conversation about the role please contact the team at **info@stthomas.church**.