

Families & Children, & Youth Mission and Ministry Lead

We are recruiting for a Children and Families lead and for a Youth lead, both for three days a week = 24 hours each. While we see these as two distinct areas of mission and ministry, we are open to the one person doing both as a full-time job (with appropriate adjustments to the roles). We are also open to one person doing 2 days and another person doing 3 days a week. What matters most to us is that the person or people we appoint love Jesus and love children, youth and their parents and are a good fit for the Parish.



These are significant ministry roles in the Parish of Herne Hill. We are looking for leaders who have a vision for nurturing the faith of children and young people and are eager to introduce new children and youth and their families to Jesus and help them find their place in the church.

Our vision of leadership is very hands on. So, it involves vision and strategy, and supporting and empowering volunteers, and effective administration. But also, being a part of the Children's church leading team, running groups & events, and being an effective communicator with children, youth and their parents.

Application deadline 30th August

Interviews first two weeks of September.

Families & Children Lead

Background:

We have two main challenges with our current work with families and children aged 0-10 (end of year 5). Firstly, it is supporting our volunteers and increasing the number of volunteers. The second Lots of contact with young families and children in the Parish, but insufficient time to follow-up effectively, and build relationships and networks that enable them to find their home within the church and grow in faith.

Both of our churches have Children's Church on Sunday mornings for children aged 4-14. Between 5-18 children attend on average St Saviour's at 9.30 and between 8-18 children attend St Paul's at 11.15. Both are run by great volunteer coordinators, who have the usual problems with finding sufficient volunteers. We also have unsupervised creche's in both churches. On the first Sunday of the month, we have all-age communion. At St Saviour's there is youth band that Sunday. In both churches we are looking to further involve and equip our children to take an active role in these services. Once a month we have Messy Church in the afternoon at St Saviour's, with an attendance of between 27-57. It also has a small, but dedicated volunteer base.



During the week we have a playgroup, which is mostly attended by nannies, although some parents do attend. On Saturday morning we run the Milkwood Kick Football Academy with between 10-16 children attending each week. In the summer we run a two-week holiday club called the Milkwood Summer Programme with 30 children attending on average each day.

We have four primary schools in our Parish. We have excellent links with St Saviour's, which we would like to develop even further, and would like to develop links with the others too.

We have about 20 baptisms and thanksgivings a year, mostly at St Paul's. We invite children to be admitted to communion from year 3.

Hours: Three days a week (22.5 hours), to include Sunday mornings and Wednesday mornings for staff prayers. Could be full time if combined with the Youth lead role.

Reports to: Vicar

Key relationships:

- Vicar
- Other clergy and staff, particularly, Youth lead and CAP and Community worker.
- Children and Youth Ministry leaders and volunteers
- Church and Parish children and families.

Job Purpose:

- To enable all children and families in our community to encounter and engage with God's love and God's truth
- To introduce children & families to the teaching of the Bible and nurture their understanding of the Christian life, encourage their personal faith and equip them to continue their faith journey.
- To promote the full participation of children and families in the church and in the community
- To support children and their families' lives.
- To be a positive role model for children within the parish and community.
- To be a champion for children and families throughout parish life.

Key Responsibilities:

This is a wide ranging and varied role and how it develops will depend on the skills, experience, and vision that the post holder brings. But will include many of the tasks listed below.

- Ensuring the delivery of a varied programme of activities throughout the week to meet the spiritual needs and social needs of children (0-10) and families in the church.
- Enabling and supporting children and young people to come to personal faith through our existing ministries and in other ways.
- Being personally involved and encouraging children to be involved in Sunday morning worship at both churches. With the Youth lead, equipping children to participate in all aspects of services.
- Assisting and supporting the Children's Church Coordinators to develop the ministry of Children's Church across both churches, including by teaching, leading, and taking groups and developing volunteers.
- Leading our monthly Messy Church ministry.
- Participating in our current ministry at our Parish school: St Saviour's Church of England Primary School and developing our relationships with all the four primary schools in the parish.
- Supporting and networking young families, including baptism families and others.
- Facilitating courses and special events such as for parents.
- To work with the Youth lead on Milkwood Kick and Milkwood Summer Programme and possible other community programmes.
- Work with our CAP and community worker to support with practical needs.
- Maintain attendance records of children and families at Parish events.
- Set and maintain budgets for the children and families' projects.
- Identify, recruit, train and nurture new volunteers for all children's activities and groups.
- Run getting your kids through church course with parents and team members.
- Manage and provide pastoral support to Children's Church coordinators and other children's activity leaders.
- To support playgroup team leader in their role including enabling more new families to connect to our playgroup and making it more Jesus-centred.
- Ensure that volunteers and team members are sufficiently trained and have good knowledge of safeguarding policies and procedures.
- Ensure that safeguarding policies are followed, and that robust safeguarding practice is fully embedded in all aspects of the children's ministry.
Ensure risk assessments are carried out for all activities.

What we can offer:

- A Christian community in which your discipleship of Jesus can grow and develop, including in a homegroup
- Somewhere to belong and participate, including through mutual support and prayer
- A Vicar and staff team committed to the development of work with children and young people
- A current team of about 53 volunteers across the churches involved with children and young people's work
- Ongoing professional development

Person specification:

- Experience in working with families and children.
- Ability to create a dynamic and fun environment for young children.
- To have a desire to reach children and families outside of the church.
- Committed to the spiritual and emotional development of all the family.
- Some experience of being a part of or leading group discussions.
- Good with people, and ability to recruit, lead and pastor a range of volunteers.
- A self-starter able to work on their own initiative and manage their own workload well.
- Confident in interacting with parents and caregivers.
- Adaptable to new opportunities and able to proactively engage with unexpected challenges that can occur in church life.
- Good organisational skills and comfortable within a team environment.
- Understand the importance of confidentiality and behave accordingly.
- Computer and social media literate.
- Ability to run an event from initial planning to review.

Personal attributes

- A personal and evident Christian faith demonstrated by integrity and maturity.
- Authenticity and willingness to be vulnerable.
- A non-judgmental and positive attitude towards people who are in need.
- A flexible approach to working hours (some weekend and evening work will be required).

This role requires applicants to demonstrate a commitment to safeguarding children and vulnerable adults of all cultural backgrounds and have a good awareness of relevant policies and procedures, statutory legislation, and guidance.

Candidates will be required to submit a self-disclosure check at interview and the role will be subject to a DBS check.

This post is subject to an occupational requirement that the postholder be a practising Christian under part 1 of Schedule 9 of the Equality Act 2010.

We also expect that the successful candidate is an active member of the Parish of Herne Hill or is prepared to become so.

Youth ministry and mission lead:



Background:

We have been successful with engaging with youth outside of our churches through our Milkwood Kick Academy and Milkwood Summer programme. We are thrilled that some now also come to our Wednesday evening youth group. We want to build on this work and integrate these young people fully into the life of the church, including better mixing between them and 'church' kids. We struggle with volunteers for youth work largely we think because of a lack of confidence with this age group.

We have noticed a drop-off in attendance of church young people as they get into their later teens. We would like to find ways to support this age group to continue in their faith, to grow, and to find their own place withing the church.

Both of our churches have Children's Church on Sunday mornings for children aged 4-14. Between 5-18 children attend on average St Saviour's at 9.30 and between 8-18 children attend St Paul's at 11.15, some of our young people attend our 5pm informal service called The Five instead. Both groups are run by great volunteer coordinators, who have the usual problems with finding sufficient volunteers. On the first Sunday of the month we have all-age communion. At St Saviour's there is youth band that Sunday. In both churches we are looking to further involve and equip our young people to take an active role in these services. We offer opportunities to consider baptism and confirmation and admission to communion each year.

We have a popular youth group on Wednesday evenings called JGL (Just General Life). This involves games, hanging out, food and some Christian input. Between 12-23 children attend each week.



On Saturday morning we run the Milkwood Kick Football Academy with between 10-16 children attending each week. In the summer we run a two-week holiday club called the Milkwood Summer Programme with 30 children attending on average each day. We also try to take the young people away on a camp every year.

Hours: Three days a week (24 hours), to include Sunday mornings and Wednesday mornings for staff prayers. Could be full time if combined with the Families and Children lead role.

Reports to: Vicar

Key relationships:

- Vicar
- Other clergy and staff, particularly, Children and Family lead and CAP and Community worker.
- Children and Youth Ministry leaders and volunteers
- Church and Parish young people and their families.

Job Purpose:

- To enable youth in our community to encounter and engage with God's love and God's truth.
- To introduce youth to the teaching of the Bible and nurture their understanding of the Christian life, encourage their personal faith and equip them to continue in that faith into adulthood.
- To promote the full participation of youth in the life of the church and in the community.
- To keep safe and promote the well-being of children, youth in the church and in our community.
- To encourage, support and train volunteers and staff who are part of the Youth team.
- To support youth and their families' lives.
- To be a positive role model for youth within the parish and community.
- To be a champion for youth and their families throughout parish life.

Key responsibilities:

This is a wide ranging and varied role and how it develops will depend on the skills, experience, and vision that the post holder brings. But will include many of the tasks listed below.

- Delivering a varied programme of activities throughout the week to meet the spiritual and social needs of young people and students in the church.
- Enabling and supporting children and young people to come to personal faith through our existing ministries and in other ways.
- Lead JGL (or similar group).
- To be a regular presence in the Children's Church for youth ministries.
- Preparing children and young people to deal with transition, including from primary to secondary and then from Secondary to whatever their next step is (with the Families and Children's lead as appropriate). This would include running transition classes for year 6 at our parish school, St Saviour's primary.
- Being an active role at Milkwood Kick and establishing new and ongoing community projects in the Milkwood area
- Establishing a new mentorship scheme for young people within the parish to guide and equip their daily lives by targeting adults within the church for 1:1 meet ups.
- Encouraging and equipping young people to seek opportunities for ministry in the church.
- Facilitating and leading special events, such as weekend aways, Christian camps and holiday events for young people.
- Work with our CAP and community worker to support with practical needs.
- Maintain attendance records of youth at Parish events.
- Set and maintain budgets for the youth projects.
- Identify, recruit, train and nurture new volunteers for all youth activities and groups.
- Manage and provide pastoral support to Youth Children's Church coordinators and other Youth activity leaders.
- Ensure that volunteers and team members are sufficiently trained and have good knowledge of safeguarding policies and procedures.
- Ensure that safeguarding policies are followed, and that robust safeguarding practice is fully embedded in all aspects of the youth ministry.
- Ensure risk assessments are carried out for all activities.

What we can offer:

- A Christian community in which your discipleship of Jesus can grow and develop, including in a homegroup
- Somewhere to belong and participate, including through mutual support and prayer
- A Vicar and staff team committed to the development of work with children and young people
- A current team of about 53 volunteers across the churches involved with children and young people's work
- Ongoing professional development

Person Specification:

- Experience in working with young people.
- Ability to create a dynamic and fun environment for youth.
- Ability to connect with young people and help other adults do so too.
- To have a desire to reach youth and families outside of the church.
- Committed to the spiritual and emotional development of all the family.
- Some experience of being a part of or leading group discussions.
- Good with people, and ability to recruit, lead and pastor a range of volunteers.
- A self-starter able to work on their own initiative and manage their own workload well.
- Confident in interacting with parents and caregivers.
- Adaptable to new opportunities and able to proactively engage with unexpected challenges that can occur in church life.
- Good organisational skills and comfortable within a team environment
- Understand the importance of confidentiality and behave accordingly.
- Computer and social media literate.
- Ability to run an event from initial planning to review.

Personal attributes

- A personal and evident Christian faith demonstrated by integrity and maturity.
- Authenticity and willingness to be vulnerable.
- A non-judgmental and positive attitude towards people who are in need.
- A flexible approach to working hours (some weekend and evening work will be required).

This role requires applicants to demonstrate a commitment to safeguarding children and vulnerable adults of all cultural backgrounds and have a good awareness of relevant policies and procedures, statutory legislation and guidance.

Candidates will be required to submit a self-disclosure check at interview and the role will be subject to a DBS check.

This post is subject to an occupational requirement that the postholder be a practising Christian under part 1 of Schedule 9 of the Equality Act 2010.

We also expect that the successful candidate is an active member of the Parish of Herne Hill or is prepared to become so.

Outline terms and conditions for both roles

Normal Place of Work: St Paul's Herne Hill, SE24 9LY and St Saviour's, Herne Hill road, SE24 0AY.

Employer: You will be employed by the Parish Of Herne Hill.

Salary: The post has a salary of £21,000 per annum (£35,000 pro rata)

Probation: The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work: 24 hours per week. (Or if one person does both roles, 40 hours per week)

Able to work on Sunday mornings to attend services and Wednesday mornings to attend staff prayers. Other hours will be agreed with your line manager and will include some evening and other weekend working. You will also need to be available to work key dates and events, including Christmas services, Easter services and other special services, Annual Parochial Church meetings and PCC when required. Time in lieu will be granted for additional work done.

Training and professional development: We want to support staff at the Parish of Herne Hill to succeed and flourish in their roles. Training opportunities for the future growth and career development of the successful candidate will be provided, alongside 'on the job' and all role specific training, such as Health & Safety and Safeguarding which will be provided at induction.

Holiday Entitlement: You will receive 5.6 weeks annual leave per annum. There is also an entitlement to take bank holidays. The leave year runs from 1st January to 31st December.

Sick Pay Sick Pay: is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment.

Maternity & Parental Leave: Subject to fulfilling the qualifying criteria, you are entitled to statutory maternity, adoption and parental leave.

Pension: We use the government NEST scheme which has a 3% employer's contribution and a 5% employee contribution.

Working Expenses: Reasonable out of pocket expenses will be reimbursed.

Termination of Employment: During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three month's notice should you wish to resign and will receive a minimum of three months' notice.

Equal Opportunities: The Parish of Herne Hill has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles. Disciplinary and Grievance Procedures Further details would be provided in the contract of employment that would be issued on appointment.

Entitlement to work in the UK: under the terms of the Immigration, Asylum and Nationality Act 2006, should you be offered the post you will need to provide the PCC with original documents showing your entitlement to work in the United Kingdom.