

Children and Families Pastor
Job Description
(Full Time or Part Time)

Our Vision	To be a church family who LIVE for Jesus and LOVE one another, LEADing to transformed lives and communities.
Job Title	Children and Families Pastor
Reporting To	The Vicar (in the absence of the Vicar a designated Church Warden or other Clergy)
Purpose	To take the lead in creating and developing an exciting, safe, fun and vibrant children's ministry at St. Luke's that sees children come to faith and grow in their faith in Jesus.

Introduction

This role builds on the great work of our previous post holder and our amazing volunteer kid's team at St. Luke's over many years. The role will require elements of building on existing ministries and pioneering new ones both inside and outside the church in our community.

At St. Luke's we have three very established growing kids groups comprising a preschool group, a group for KS1 and another for KS2. In addition to Sunday mornings, St. Luke's also runs a very successful mid-week 'Cafe n Tots' group for parents and pre-school children reaching approximately 90 children across two sessions each week.

We are connected with over 130 children regularly and typically see around 30-40 on a Sunday. We have regular all age celebrations we call 'Family Sunday', which are a highlight for all. You can watch one here:

https://www.youtube.com/live/RqYLdYq0dnc?si=iejZF9R-nT_RzrUK

Other community outreach initiatives for children and families include our annual Light Trail (31 Oct), Pancake Party, Family Nativity, Christingle, school visits, Easter Egg Hunt and schools assemblies. A further highlight is our holiday club that we've run for the last 3 years. This has been a great opportunity to share the good news of Jesus with children in our community. At our last one (Easter 2024), we saw over 60 children attend, of whom 70% had no regular connection with church.

We also have a number of Primary age schools in our wider community that we would like to engage more effectively with. Each year one of the local primary schools hold school services in St. Luke's at key festival times. There is also potential partnership with The Family Trust (familytrust.org.uk) a local schools ministry and we have a number of boys and girls uniformed organisations that we are connected with and who use the church halls mid-week. There is significant scope for greater outreach into schools and the wider community.

We want the successful candidate to develop the vision for ministry and mission related to children and families, but we do not expect you to do it all. It's our desire that the post holder will lead, grow and empower teams of volunteers.

Responsibilities

Due to the varied nature of church ministry and mission, the list of responsibilities and tasks are not exhaustive, but aim to provide an overview of what the role may involve. The order in which these tasks are listed does not reflect their respective importance.

- **To take the pastoral lead and oversight for the 0's-10s' ministries and mission at St. Luke's.**

In particular:

- Be responsible for and committed to good practice in keeping children safe in church.
- To promote the welfare, health and safety of young people in line with the national Church of England, Diocesan and St. Luke's safeguarding policies, by ensuring that:
 - Safeguarding procedures are known, understood and practiced.
 - Appropriate training and awareness are promoted.
 - Risk assessments of activities are carried out.
 - Appropriate DBS clearance is obtained for those who work with young people.
- Lead/oversee Sunday and mid-week children's ministries.
- Develop and lead outreach programmes for children not currently engaged with any church.
- Plan creative, fun and spiritually engaging programmes
- In time to develop weekly groups giving an opportunity for children to explore faith and have fun together.
- To grow the kids teams by recruiting, training and supporting volunteers into leadership roles.
- To help pastorally support children and families. To engage in communication with parents regarding the spiritual development and care of children.
- To liaise with other ministry leaders to ensure good pastoral care and provision for discipleship as the children grow up and transition through to youth.
- To communicate with parents regularly about the vision of the ministry, teaching programmes and events and provide parents the opportunity to pray and get to know each other.
- To help build the church family by organising activities/events for parents and their children.
- To give leadership to and co-ordinate children's outreach during the holidays and run special events during the year.
- To build links and relationships with local schools, offering support in assemblies/RE lessons and developing in-school and after-school kids clubs around the Christian faith.
- To support the leaders of the 'Cafe n Tots' groups and build relations with the parents and carers encouraging them to attend other church events.
- To participate in the leadership and delivery of any all age worship/Family Sundays/special services.

- As a member of the St Luke's core team, to participate and contribute to weekly team meetings & other team events, contributing to the wider mission & vision of the Church.

Person Specification (D - desired, E - essential)

Education and Qualifications	<ul style="list-style-type: none"> • Good formal education, ideally to degree level and preferably within the fields of teaching or children's ministry. (E)
Experience and Specific Knowledge	<ul style="list-style-type: none"> • Proven experience in the delivery of children's ministry. (E) • Good understanding of Biblical truths, demonstrating theological insight. (E) • Experience of developing and training volunteers. (D) • Experience in leading creative children's ministry activities. (D) • Competent in IT, familiar and at ease with Social Media. (D) • Experience of ministry in schools. (D)
Spiritual Requirements	<ul style="list-style-type: none"> • Be a committed Christian and enthusiastic about the LIVE LOVE LEAD vision of St Luke's. (E) • Have a personal, vibrant relationship with Jesus Christ and a love for God's Word. GOR* (genuine occupational requirement). (E) • Experience in leading prayer ministry with children along the lines of New Wine values is preferable. (D) • Be open to God, through the Holy Spirit and be committed to growing in your faith with personal spiritual disciplines to support your journey. (E) (you will be encouraged to find a spiritual director outside the church to support you in your spiritual journey and we can help with this).
Gifts and Abilities	<ul style="list-style-type: none"> • Have a passion for children's ministry and connecting people to Jesus. (E) • A natural ability to connect with and gather children. (E) • Know how to teach the truths of God's Word in age appropriate and relevant ways which engage and are culturally relevant. (E) • Be an effective communicator to both children and their families. (D) • Be able to plan, organise, coordinate, and set priorities using skills in independent judgment and decision making in order to meet deadlines. (E) • Possess strong interpersonal skills, communicating well in a range of settings, and being able to listen effectively to others. (E) • Strong ability to build and motivate effective teams. (D) • A pioneering self-starting ability. (D)
Other Qualities	<ul style="list-style-type: none"> • Be prepared to work flexibly as the needs of the job require, including evenings and weekends. (E) • Good time management skills: using time effectively to maximise impact on greatest number of people. (D) • Be a creative and imaginative thinker. (D) • Have an ability to relate to children with additional needs, and their families. (D) • To appreciate the importance of the provision of inclusive activities. (D) • An evangelistic heart to share the Gospel and reach those outside the church with the love of God. (E) • A generally positive and 'can do' attitude. (E)

Terms of Employment

Hours	Full Time is 37.5 hours per week. Part-Time may be considered and working hours agreed with the successful candidate. Sundays are considered a working day and there will also be some occasional evening requirements.
Salary	£27-30k p.a. FTE (depending on experience)
Work Base	St. Luke's Church, Foley Street, Maidstone ME14 5BE
Holidays	Pro-rata allocation of 25 days (FTE) per annum plus bank holidays
Pension	St. Luke's will pay the equivalent of 10% annual salary into the C of E Church Worker's Pension Scheme.
DBS	This post is subject to an enhanced DBS and all relevant pre-employment checks.

Occupational Requirement

Please note that there is a genuine occupational requirement that the holder of this post is a committed Christian and will need to be, or become, a member of St. Luke's Church.

St. Luke's Church is committed to safeguarding and to promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

The St. Luke's PCC as part of the Diocese of Canterbury has formally adopted the Paraklesis Charter for Churches (https://www.paraklesis.org.uk/Groups/364978/Charter_for_Churches.aspx)