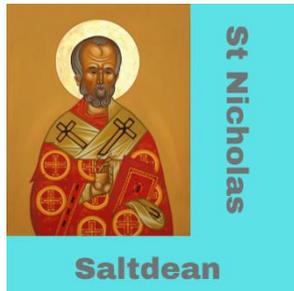


Children and Families Worker



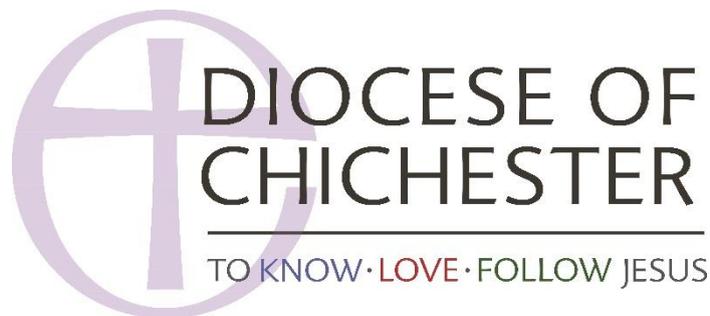
Recruitment Information Pack

About St Nicholas Saltdean

Sussex by the Sea. Saltdean is a growing, thriving coastal 'village' which is part of the City of Brighton & Hove. The parish has one (non-church) primary school, a number of nursery schools, shops, cafes & restaurants, good bus links into the city and is famous for its refurbished lido!

St Nicholas' church was built in 1965 and is currently undergoing some re-ordering.

There is a parish office in the well appointed church hall and a ministry office in the church (Dotty's Den).



Know – Love - Follow

Know - Through appropriate outreach teaching and nurturing spiritual growth

Love - generous, open and embracing welcome
courageous and relevant outreach
Compassionate care

Follow through Committed discipleship
Nurturing spiritual growth

We are very excited to be looking for a part-time Children and Families worker to join the team and help us deliver on our vision to see children and families at the heart of parish. This is a new role in the life of the parish. The incumbent and PCC has undertaken to build up the profile of the parish among children and families as a major part of our mission to the parish. Ministry amongst children and young people, with a goal 'to engage with more children, young people and their families, seeing them growing in faith and regular worship' is one of our key strands of work. The Children and Families Worker will have a key role in shaping, developing and delivering our vision.

Like most churches our existing work and plans for the future have been disrupted by the COVID pandemic, however, there are signs of new growth and huge unrealised potential in the parish. Key initiatives prior to lockdown have been:

- **Cinema Club** Age appropriate films during half terms and in the holidays
- **Half -term lunch club.** Lunches and activities for children in the school holidays
- **All age Mass.** Themed monthly Eucharists
- **Sea Cadets** Strong links with uniformed youth organisations

About the role

The focus of the role is Children *and* Families, as we know that research shows that it is important to engage with parents in encouraging them to develop their faith, not just their children. There will, therefore, need to be a balance with work aimed specifically at children, their parents and as whole families. In this context children are considered to be 0 - 13 years of age.

The role is to support existing work we are doing in this area, develop new avenues of engagement and, importantly, grow and nurture volunteer leaders from within our congregations (hopefully seeing new people come to faith and an active participation in the life of our parish). Initially we expect the Children and Families Worker to take the lead on establishing new initiatives and activities, but over time this should move to supporting, enabling, and encouraging our congregation to take a lead role in this area.

You certainly wouldn't be working on your own. In addition to our valued lay volunteers you would be joining a staff team consisting of the Vicar, Associate Priest, Reader and Authorised Lay Minister.

What we're looking for

We're looking for someone who has a deep Christian faith, has proven experience and loves working with children and young families! You will be someone who is passionate about sharing the Good News of Jesus Christ amongst Children and Families. You will be committed to developing the faith of children and families, and nurturing their spiritual growth. The Children and Families Worker will have a key role in the flourishing of the parish, and we are therefore looking for a colleague who will be a proactive, creative and valued member of the team.

You will be someone who enjoys spending time with children, and are able to relate to them, inspiring and earning their respect. At the same time, you will be someone who is good at relating to adults: parents and guardians of children, lay members of our churches, including volunteers, and professional colleagues. You will be committed to excellent safeguarding practices.

You will be a practising Christian with a working knowledge of the Church of England and supportive of the aims of the Liberal-Catholic tradition of the parish.

What we can offer you

St Nicholas Saltdean is an exciting, demanding and rewarding place in which to minister and work. We can offer you:

- A supportive church family which is committed to seeing families take their place within our worshipping community
- A Vicar who is passionate about and experienced in ministry with children and schools giving you prayerful and practical support and supervision, and also freedom for you to be creative and imaginative
- A place in a Christian community where you can grow and develop
- Green shoots of growth with plenty of potential and opportunity
- Commitment to your professional development
- Competitive salary
- Flexibility to combine the role with study, other paid employment or family responsibilities.

Job Specification

Title	Children and Families Worker
Employed by	The Parochial Church Council (PCC)
Responsible to	The Vicar and PCC
Reports to	The Vicar
Responsible for	Children's ministry volunteers, leadership of the Children and Families PCC Working Group

Responsibilities

- Build on the PCC's Vision to help develop a strategy for children and families to grow in discipleship, and develop their sense of belonging to the parish by leading the Children and Families PCC Working Group.
- Help generate and facilitate new initiatives to take forwards the Children and Families work as the ministry develops, congruent with the overall vision of the parish.
- Work alongside the Vicar to develop a monthly All Age Mass and family involvement.
- Establishing and developing a 'Sunday School' provision, including the recruitment and training of volunteers.
- Share in pastoral responsibility for children and young families, and build relationships which enable life-long discipleship, including welcoming new families and connecting them with the wider church family.
- Working alongside clergy in developing links between the school and church.
- Facilitating/contributing to courses such as a first communion and enquirers course.
- Leading on engagement with the non-church schools in the parish.
- Work collaboratively with the deanery youth lead
- Help to increase children's participation in the liturgy, including encouraging and training them to share in liturgical ministries such as reading and serving.
- Assist in baptism and confirmation preparation and follow-up.
- Manage the necessary administration in relation to this role (some administrative support will be available from the Parish Volunteer Administrators)
- Ensure safeguarding practices are upheld in consultation with our Parish Safeguarding Officer, ensuring volunteers are DBS checked, trained, and kept up to date with policies and procedures.
- Be a collaborative member of the staff team
- Report to PCC, attending meetings when invited
- Hold a budget for ministry among children and families.

Person Specification

Essential

We expect the successful candidate to have the following qualities. To be shortlisted for this job you'll need to demonstrate these in your application.

1. Passionate about growing in your Christian faith and able to share it joyfully with others.
2. Experience of church involvement in a paid or voluntary setting.
3. Experience of working with children in a paid or voluntary setting.
4. Understanding of the importance of safeguarding and familiarity with current safeguarding policies and practices.
5. Ability to communicate effectively with both children and adults, verbally and in writing.
6. Ability to manage, develop and recruit volunteers, recognising and developing people's skills and callings.
7. Comfortable in a Christian tradition which is liturgical and centred around the Eucharist.
8. Able to form relationships with key stakeholders within and beyond the church, and able to relate to people from different backgrounds.
9. Be strategic, with an eye on the future as well as the present.
10. Ability to work as part of a team.
11. Vision, initiative, self-awareness and self-motivation.
12. Strong administrative skills and competent with IT.
14. Experience of using social media effectively, and keeping up with social media trends.

Desirable

The following qualities are not essential, so do not be put off applying because of them. But, if you do fulfil any of them, we'd love to hear about it when you apply.

1. Able to lead all-age worship and preach.
2. A qualification in children's ministry or theology.

3. Experience of leading a team.
4. Experience of pastoral ministry, either formal or informal.
5. Familiarity with primary school life.

Key terms of employment

Pay	£25,670 pro rata i.e. £ 13,690.67 per year
Hours	20 hours a week, worked flexibly, to include some Sunday and evening working.
Place of work	Desk space will be provided in the Ministry Office, but we want you to be out and about more than you'll be in the office.
Holidays	25 days pro rata i.e. 14 days per year.
Benefits	Pension Scheme
Probation period	The post is subject to a 6 month probationary period.
Safeguarding	Appointment is subject to an enhanced DBS check

Occupational Requirement

This role has an Occupational Requirement to be a practising Christian, as permitted under Schedule 9 Part 1 of the Equality Act 2010.

Contract Fixed term 3 year contract.