# Job Specification

Role:

Children’s Pastor

# Purpose of the role:

* To bring vision, leadership and growth to St Paul’s Kids
* Have pastoral oversight for all activities, groups and events for those 0-11 years old at St Paul’s Ealing.

# Vision and Strategy

* To set and lead the vision for the Children’s Ministry at St Paul’s.
* To contribute to the development of strategy, planning and vision for St Paul’s and champion the needs of children.
* Be innovative and creative in how children are reached with the gospel (outreach) and are prepared for a life of faith (discipleship).
* Oversee, plan and outwork the children’s programme alongside the children and families pastor which includes weekly small groups, kid’s clubs, parent and toddler groups, one off socials and events and Sunday morning children’s groups.
* Lead and develop the mid-week outreach provision for 8s-11s, currently known as Breakout, and to look for ways of expanding this in our community and reaching out to children who don’t currently attend St. Paul’s.
* Support children’s and families pastor in participating and contributing in young families outreach work; ‘Great and Small’ the midweek parents/carers and toddler group and ‘Mighty Makers’ the midweek craft club for 3-7 year olds and their families.
* To build relationships and work with the three local primary schools, supporting them and representing St Paul’s Church to them through leading assemblies, hosting school visits, leading RE lessons or one to one coaching sessions.
* To oversee our early intervention programme (in partnership with TLG - www.tlg.org.uk) and lead the team of volunteers who coach weekly in a local primary school.
* Lead St Paul’s Kids in a way that children are ministered to in the power of the Holy Spirit, grounded in biblical teaching, pursuing intimate worship and building community together.
* To recruit, train, support and develop the children’s team of adult and teenage volunteers.
* To work alongside the Youth Pastor to ensure a smooth transition for children transitioning from St Paul’s Kids into St Paul’s Youth.
* To support and encourage families in their roles the primary discipler of their children and equip them to raise their children for a life of faith.
* To run an annual Holiday Club to reach those in St Paul’s Community with the Gospel and to further disciple St Paul’s Children.
* Organise the summer programme for children while the regular groups are not running. This means raising up those who normally don’t do children’s work and encourage them to be involved over the summer to give the regular leaders a much-needed break.
* To ensure that the children’s ministry and team works within the relevant procedures regarding Health and Safety, safeguarding in line with the London Diocese policy and DBS checks.

# Wider church, local and national links and networks

* To produce, as required, reports to the PCC outlining the development of any strategy and objectives for the on-going children’s ministry at St Paul's, and to supply budgetary proposals for this work.
* To represent and advocate the needs and views of St Paul’s Kids to the PCC.
* Participation, in both the planning and execution, of all age worship services as appropriate.
* To develop links with local organisations and statutory bodies relevant to the church's work with children that will enable development and growth.
* To support the wider work of the Willesden Area by maintaining and developing links with local churches for the purpose of evangelism, outreach and training among children’s workers and volunteers.
* Reach out to local children under 11 with new and innovative ideas and programmes.
* To support the work of New Wine by being involved nationally in the Summer Conferences and locally within networks.

# General duties as part of St Paul's staff team

* To participate in and attend weekly pastoral staff meetings
* Participate in prayer meetings
* To attend and share at Monday morning staff breakfast and testimony meetings
* One to one meetings with Line Manager
* Regular attendance at Sunday services
* Participation in church events - all staff members are required to take part in events for the church family. All staff are required to be willing to step outside their current work boundaries to help church wide events to happen and be supported.
* Attending training courses as required. It is important that you highlight any training courses that you wish to attend in your role as Children’s Pastor.
* Assisting in any other ministries that benefit the church in outreach to the community. As the Children’s Pastor you will primarily be involved with the Children’s Ministry at St Paul’s but there will be times when, as a staff, we are required to assist in other ministries. It is hoped that all staff members will be willing to participate in these events.

# Skills, Qualifications, Competence Level

# Qualifications/Education Required

* Hold a qualification (Diploma/Degree) in either Children’s Work or Theology (or be willing to train to receive a relevant qualification)
* A Levels (or equivalent) required – any subject

# Experience/Knowledge Required

* Relevant experience working with children
* Experience in leading staff and managing volunteers
* Experience in pastorally working with children and their families
* Experience in a leadership/strategic role
* Experience in working with schools (desired)
* Good understanding of the Bible and good communication skills
* Awareness of pressures and challenges facing children
* An understanding and alignment to the values of the Church of England and New Wine.

# Personal Competencies Required

* A strong desire to personally pursue God in prayer, biblical reading and worship, amongst other gifts and rhythms.
* A desire to raise up and empower young leaders and others.
* A hunger to see the Holy Spirit move in power throughout the church.
* Willingness to learn from others and to impart skills where needed.
* Able to communicate vision to recruit, lead and encourage volunteers and teams.
* Able to prioritise and manage time well in a busy church environment.
* Ability to organise events well.
* Embracing and in-tune with social media and computers.

# Supervision and Support

* Bi-weekly line management meetings.
* Attendance of weekly staff meetings.
* Line manage Children’s Intern.