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**Kids Pastor**

Application closing date: 15th October

Interviews: 21st October

Thank you for considering the role of Kids Pastor at Greyfriars, Reading.

We are a vibrant, gathered church in the centre of Reading - a growing town with a diverse civic population drawn from many different cultures and faiths. Our church is lively and missional and we have a history of planting out and resourcing other churches across the town and further afield. We have a developing ministry to refugees and asylum seekers and a thriving kids and youth ministry.

As Kids Pastor, you will lead all our work with children aged 0-11. On Sundays we welcome on average 60 children to church, who participate in 5 age-specific groups. Once a month and for special services, we enjoy times of lively and dynamic all-age worship. On Wednesdays we host ‘Tots and Toast’ in the Greyfriars Centre, plus our Atrium coffee shop (an intentionally child-friendly space) welcomes many parents and toddlers from our community week to week. We have strong existing links with our local primary school and our neighbour, Greyfriars Nursery.

The successful candidate will be joining Greyfriars at an exciting time, as the demography of our parish changes rapidly and we consider new opportunities for outreach and evangelism. We pray that God leads and guides you as you discern if this is the right post for your life and ministry. We welcome candidates reaching out to have an informal conversation about the role, so please do be in touch if you are considering an application.

A person in a blue suit

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**Rachel Bedford, Vicar**

[rachel.bedford@greyfriars.org.uk](mailto:rachel.bedford@greyfriars.org.uk)

**Kids Pastor: Job Description**

**JOB PURPOSE**

As Kids Pastor, you will be responsible for envisioning, leading and evolving a dynamic kids ministry for children aged 0-11 and their families.

**Employer** Greyfriars Church Parochial Church Council (PCC)

**Salary** £32-34k per annum, depending on experience

**Role Reports to** Vicar

**MAIN DUTIES AND RESPONSIBILITIES**

**Leadership and Collaboration**

* Lead on vision and strategy for all our ministry with children and their families.
* Be an advocate for the centrality of children and families in all aspects of church life
* Coach and inspire all adults – regardless of whether they are parents themselves – to nurture faith in the lives of children
* Pray regularly, at times with others, for the children and families in our church and parish
* Enthusiastically coach and nurture children in their individual relationship with Jesus
* Identify, recruit, train and release church members (e.g at termly team nights) to serve in the Kids teams according to their gifts
* Be responsible for, and committed to, good practice in keeping children safe in all our activities
* Liaise with other ministry leads to ensure good pastoral care and provision for children as they transition into youth
* Communicate with parents regularly about vision for Kids work, our teaching programmes and events, and provide parents the opportunity to pray and socialise with one another

**Personal Formation**

* Maintain personal spiritual disciplines and a healthy devotional life
* Actively engage with networks of Kids pastors, both locally and nationally
* Continuously enhance skills, knowledge and professional competencies through study, reading and attending training events or conferences relevant to your area of ministry

**Outreach**

* Develop and lead outreach programmes for children not currently engaged with any church
* Lead on primary school ministry, building on our connections with RE-inspired, EP Collier, (including but not limited to) taking assemblies and hosting school visits/special services
* Work alongside our Atrium Curator and team to support midweek ministry to Nursery children, families and staff
* Co-lead and evolve our midweek parent and toddler ministry - Tots and Toast
* Pioneer, plan and host ‘one off’ seasonal events for children and families, e.g. Light Party or Summer fun day

**Services and Courses**

* Plan, oversee, direct and evaluate Kids work at all services, including the building of session plans, team rotas and all other logistical considerations
* Upskill volunteer teams and evolve curriculum planning to support children with SEND and/or other additional needs in our church
* Invest creatively and collaboratively through joint planning for all age services, throughout the year and especially at Christmas, Easter and Pentecost
* Lead and preach at Greyfriars services, where appropriate
* Lead courses and training to support parents, e.g. Parenting for Faith

**Administration**

* Ensure that all aspects of Kids work at Greyfriars is well administered
* Oversee the Kids and families ministry budget
* Purchase, maintain, manage and upgrade any equipment related to Kids ministry

**WORKING EXPECTATIONS**

* 37.5 hours (Monday – Thursday and Sunday), working some evenings and Saturdays as required, with TOIL given where appropriate
* Available to work key services, including Christmas, Easter and other key dates, as required
* Attendance at weekly staff meetings and Sunday planning meetings

**KEY INDICATORS OF SUCCESS**

* Numbers, and regularity, of children attending Kids church groups on Sundays
* Numbers and strength of Kids church volunteer team
* Deepened understanding of faith amongst children in our community who do not regularly attend church
* Strengthened discipleship across all our Kids’ ministry
* Growing number of unchurched children engaging with our Sunday and midweek activities
* Successful transition of children to youth ministry groups
* Effective safeguarding records maintained

**SKILLS and ATTRIBUTES**

Essential

* An active and vibrant Christian faith
* A passion for facilitating children to encounter Jesus
* Experience in communicating the Christian faith to children
* Experience in planning and delivering a dynamic kids ministry curriculum
* Experience in schools work, or other work with children in a non-church setting
* Strong planning, organisational and time management skills
* Excellent communication skills, written and oral, in both small and large group settings
* Team leadership skills with the ability to inspire, coach and support volunteer teams
* A pastoral heart and sensitivity in working with individuals and groups
* A thorough understanding of statutory child protection and safeguarding requirements

Desirable

* Degree-level qualifications connected to children, education, and/or theology
* Is experienced in and/or has the ability to learn to use Churchsuite
* Is able to use digital technology and social media to contribute to Kids ministry

**Application Form: Kids Pastor**

All candidates are asked to fill in this application form and provide a CV. Please continue on separate pages if needed.

# Completed form and CV should be returned by email to: [rachel.bedford@greyfriars.org.uk](mailto:rachel.bedford@greyfriars.org.uk)

# PERSONAL INFORMATION

Full Name:

Address:

Mobile:

Email:

National Insurance Number:

**EDUCATION, TRAINING & QUALIFICATIONS**

Please list in reverse date order (starting with most recent)

|  |  |  |  |
| --- | --- | --- | --- |
| School, College, University | From | Until | Qualifications Gained |
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|  |  |  |  |

**EMPLOYMENT & OTHER RESPONSIBILITIES**

Please list in reverse date order (starting with most recent) a summary of church and other employment and any relevant voluntary work (with dates).

|  |  |  |  |
| --- | --- | --- | --- |
| Organisation | From | Until | Role |
|  |  |  |  |
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**MOTIVATION**

In no more than 150 words explain why you are applying for this role.

**LEADERSHIP EXPERIENCE & SKILLS**

Please note your leadership experience in ministry, and/or other, contexts.

**FAITH AND BELIEF**

How would you describe your personal beliefs/faith and their relevance to this role?

**INTERESTS & ACHIEVEMENTS**

Are there any other interests or achievements that you think are relevant to share?

**YOUR CIRCUMSTANCES**

**Right to work**: Do you currently have the right to work in the UK? Yes / No

[***https://www.gov.uk/prove-right-to-work***](https://www.gov.uk/prove-right-to-work)please review this UK government webpage for information on right to work in the UK.

If your nationality means you need to share a right to work code please add it here:

**Disability Access**: Do you require special access for the purposes of an interview or to undertake the role? Yes / No

If yes, please describe any special conditions or adjustments required on a separate sheet.

**Convictions:** Have you ever been convicted of a criminal offence, other than a spent conviction under the Rehabilitation of Offenders Act 1974? Yes / No

If yes, please supply further details on a separate sheet.

**Note: This post is subject to a satisfactory DBS check.**

If successful in my application, I agree to complete a Confidential Declaration form, and to apply for a Disclosure from the Disclosure & Barring Service. I recognise that, under the Diocesan Policy on the recruitment of ex-offenders (page 8 of *Protecting Children in the Diocese of Oxford*, June 2005), having a criminal record will not necessarily be a bar to obtaining the position for which I have applied.

I confirm that to the best of my knowledge, the information given on this form is correct. I understand that false information could lead to dismissal. I consent to the data processing of the information I have given on this form as defined under the Data Protection Act 1998 for the purposes of employment with Greyfriars Church.

**Signed:**

**Date:**

**REFERENCES**

Please give names and addresses of three referees who know you well, but who are not related to you.

1. One reference should be from your current manager or equivalent at that place of work (or your last employment if you are not currently working)
2. One should be the minister of the church you currently attend (if your minister is also your current line manager, you can ignore this reference)
3. One reference should be personal

Please indicate if taking up this reference before interview will cause you any problems.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Name of Referee** | **Referee Address** | **Referee Phone & Email** |
| Current Manager or equivalent at your workplace |  |  |  |
| Minister of the church you attend |  |  |  |
| Personal |  |  |  |