

Shirley Baptist Church

every day church for everywhere people



Children, Youth and Family Worker Profile

Introduction

We are looking for a Children, Youth and Family Worker to join our team at Shirley Baptist Church. This is a great opportunity for someone who is excited by the idea of reaching, teaching and sharing with our children, young people and families the good news of Jesus and the adventure of following Him. Our children and young people are highly valued in the life of the church – they are the future – and therefore we aim to support and care for them through the good and the more challenging times of life.

Who are Shirley Baptist Church

Shirley Baptist Church has a long and rich history dating back to 1852. Today we are a family centred intergenerational community of welcoming Christians who mostly live in, or near, Shirley, which is an increasingly diverse inner-city suburb of Southampton.

We are a group of about 120 adults and 40 children and young people (ages 0 -18) but at our heart we are evangelicals and would describe ourselves as Bible-based and Spirit-led people who have a passion to share with others what it means to live as followers of Jesus Christ.

Our recent journey

The church today increasingly reflects the changing make-up of Shirley with many of our worshippers on a Sunday being from minority ethnic groups – mainly from Africa and Eastern Europe – making the church multi-ethnic in its demographics. These groups also represent the majority of the church family units.

We are continually seeking to discover what “being church” should look like for us as we move forward with God. In particular we are looking for someone to join and work with us in seeking God for fresh and exciting ways of developing our ministry to children, young people and families both in the church and the local community.



The church we would like to see

Our vision is for a church where:

- ◆ we love God, love each other and love the community we are called to serve.
- ◆ we are rooted in God's Word and led by inspirationally Bible and Spirit led preaching and teaching which shares the gospel and leads to lives being changed.
- ◆ we are growing and moving forward with God and the plans that he has for us.
- ◆ we support and encourage each other in our day-to-day life so that we can better be 'salt and light' in the communities and places God has put us in or sent us to.
- ◆ we see a thriving ministry to children, young people and families.
- ◆ we see people of all ages using and developing their gifts and fully participating in the life of the church and its mission.
- ◆ we see more people moving from the fringe (and beyond) to the centre – changing them from contacts and attenders to disciples.
- ◆ we are relevant to the world without compromising our core principles, beliefs and standards.



Our current Children and Youth Work

Like many churches we meet on Sunday mornings where most of our children and youth work currently happens. We have a morning service in the church building each Sunday. Services in the main church building are attended by up to 130 people (including children) whilst also being live streamed and recorded.

[Shirley Baptist Church Southampton - YouTube](#)

Our worship is lively with many present-day songs mixed with more classic worship ones. The first 30 minutes of Sunday morning services, when the children and young people are in church, are family oriented with a warm relaxed style.

After the first part of the service, we have "Fire" groups for the children and young people. Currently the groups are:

- ◆ Creche (Up to 2 years).
- ◆ Sparklers (3 years to Year 2).
- ◆ Rockets (Year 3 to Year 6) and.
- ◆ Flame (Year 7 to Year 11).

All Age Services, when the children and young people remain in church for the whole service, take place on a regular basis.

In addition to Sundays mornings we have Speckled Frogs (a Parent and Toddler Group) which runs on Tuesday mornings during school term and is currently attended by up to 20 parents or carers and their pre-school children.

We also have links with Foundry Lane School who use the church for their own services at Christmas and Easter alongside class visits to the church as part of their religious studies teaching.



Future Ministry to Children, Youth and Families

We have a passionate heart to encourage our children and young people to love Jesus, enjoy the Bible and listen to the Holy Spirit. We have been so encouraged to see our children grow in Him and learn to love him well.

We long to see a thriving ministry to children, young people and families, particularly during the week where there is a huge opportunity to provide activities for children and young people in the church and the community. Demographic information for the local area shows the under 17's make up 23.9% of the population.

We have a growing number of younger families joining the fellowship and there is a need for targeted initiatives and activities which bring these families into the core fellowship and provide support to parents in the challenging task of discipling their children and young people.

We have a keen and willing team of volunteers who faithfully serve in our children and youth work. There is a real need for someone to lead, support and nurture this team and grow the number of volunteers involved in this ministry area.



We feel there is scope to develop our relationship with Foundry Lane School and make links with other local schools. We also feel there are opportunities to reach out to children, young people and families in the community through one-off events. We have previously run Messy Church sessions, Holidays Clubs and Light Parties.

Whilst we have ideas for this ministry area they are not necessarily set in stone. Therefore, there is scope for the right person to come into this role and innovatively and creatively shape our future ministry to children, young people and families. We feel that this area is ripe for development by someone who has the energy, enthusiasm, desire, passion and commitment to take on this role.

Who we are looking for?

This is an exciting opportunity for a **FULL TIME Children, Youth and Family Worker**. (We would consider a job share).

We are looking to appoint someone to lead and develop a thriving ministry to children, young people and families, both within the church and the local community.

The successful Children, Youth and Family Worker will be able to enter wholehearted into this task and make church a place where children, young people and families are invited, welcomed and given the opportunity to encounter God.

We appreciate the challenges that this role will have and we understand that each person will bring their own unique skills, gifts and experience to this position.

However, we are clear on some of the key qualities that we would like to see in the successful candidate.


Job Purpose

To be responsible as directed by the Leadership Team for the leadership, general oversight, operation and development of a thriving church ministry to children, young people and families.

Main Responsibilities

- ◆ Teach, lead, nurture and encourage children and young people in their Christian faith and whole life discipleship
- ◆ Ensure that appropriate and relevant activities are in place for the children and young people on Sunday mornings after they leave the morning service for their own group sessions.
- ◆ Establish and grow a midweek provision of activities for children, young people and families

Main Responsibilities (continued)

- ◆ Plan, promote and lead high quality outreach events aimed at people in the community who do not normally come to church.
 - ◆ Develop links with local schools, organisations and churches.
 - ◆ Support, develop, train, encourage and grow the team of Leaders and helpers working with children, young people and families.
 - ◆ Provide appropriate pastoral care to children, young people and their families.
 - ◆ Support parents and carers in the challenging task of parenting and equip them with the tools which they need to feel confident in nurturing the faith of their children and young people in the home.
 - ◆ Meet with new families and their children when they join the church to encourage their integration into the wider fellowship.
 - ◆ Develop and implement a strategy for integrating midweek and fringe contacts into the church community e.g. Sunday mornings.
 - ◆ Work with the Senior Minister and Worship Co-Ordinator to ensure appropriate worship for children and young people within the main Sunday services.
 - ◆ Encourage church interest and support for all aspects of the ministry to children, young people and families and encourage the integration of children and young people into the wider church family.
 - ◆ Ensure that safeguarding policies and procedures are in place and followed for all children, young people and family activities which comply with Baptist Union and Government guidelines.
 - ◆ Oversee the resourcing, provision and purchase of equipment and materials and manage the budget for this ministry area.
 - ◆ Manage all the administration tasks associated with this area.
 - ◆ Attend regular supervision times, staff meetings, prayers times and other meetings as required.
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Person Specification

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| Faith | <ul style="list-style-type: none">◆ Evangelical Christian, who has a deep love for God and a passion to follow Jesus, led and equipped by the Spirit.◆ Evidence of a disciplined lifestyle with a deep and profound respect for the Bible in their own life.◆ A passion to teach and effectively communicate the Bible to families, children and young people both inside and outside the church.◆ Sympathetic to the character and ethos of this church and in agreement with the 'Statement of Belief' in our church constitution.◆ Good understanding of Christian theology and a sensitivity to the work of the Holy Spirit.◆ Regular attendance and active member of this Church.◆ Attendance at weekly staff meetings, prayer meeting and a Life Group. |
| Education | <ul style="list-style-type: none">◆ Recognised and appropriate college theological training which includes working with children and young people. |
| Experience and Skills | <ul style="list-style-type: none">◆ Recognised gifting and proven experience in working with children, young people and families in a church setting – acknowledged by an objective and reputable source.◆ A heart and passion for working with families, children and young people both within the church and the local community in order to help them grow to their full potential.◆ Able to bring a sense of vision, innovation and creativity to this ministry area.◆ Good communications skills with the ability to relate to and command the respect of all ages and people from a range of disciplines and be a good listener. |



Person Specification continued

Experience and Skills

- ◆ Able to identify, enable, develop and lead a team, recognising the gifting in others and providing training and support so that team members fulfil their full potential in this ministry area.
- ◆ Excellent collaborative style of leadership which can generate strong working relationships with others and gain commitment to new approaches and initiatives.
- ◆ Able to effectively delegate to others whilst providing effective supervision and maintaining overall responsibility.
- ◆ Experience of preparing and delivering engaging teaching and discipleship material for children and young people.
- ◆ Caring person with strong pastoral skills.
- ◆ Able to create, prepare and deliver one-off events.
- ◆ Well organised with strong administration skills and the ability to handle a wide variety of demands and prioritise.
- ◆ Experience of applying safeguarding policies and procedures and an awareness of Health and Safety legislation.
- ◆ Competent with the use of digital technology platforms and modern technology in general.

Personal Attributes

- ◆ A person of godly integrity whose walk matches their talk.
- ◆ Flexible and humble in character.
- ◆ Spiritually mature and wise with a healthy level of emotional intelligence.
- ◆ Able to communicate and work well in teams.
- ◆ Dynamic, self-motivated, organised, and able to meet deadlines.
- ◆ Creativity – someone who will find ways to creatively communicate with children and young people.
- ◆ Self-starter – someone who will seek out opportunities to work with families and reach out to the community.
- ◆ Able to own your mistakes, seek advice when needed and accept feedback when it is given.
- ◆ Willingness to continue to learn and be accountable.

Appointment Arrangements

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| Job Title | Children, Youth and Family Worker |
| Contract | Fixed Term - two years (with the possibility to extend) |
| Overall Accountability | Leadership Team |
| Line Manager | Senior Minister |
| Location | Shirley Baptist Church, Church Street, Southampton |
| Basis of Employment | 37 hours per week (including Sundays, team meetings, regular evening meetings such as small groups and special events for children, young people and families). The role requires flexible working. Hours to be agreed with Line Manager. Job share would be considered. |
| DBS Check | Enhanced DBS check will be required which needs to be maintained |
| Occupational Requirement | This position is subject to an Occupational Requirement that the post holder has an active faith in Jesus as described earlier in this document. |
| Entitlement to work | The applicant must be legally entitled to work in the UK. |
| Regulations | The applicant must be aware of safeguarding, health and safety, and first aid policies, regulations and requirements and follow these at all times. |
| Salary | £24,000 - £26,000 per annum dependent on experience |
| Pension | Pension Scheme available |
| Housing | Housing allowance available |
| Annual Leave | 25 days leave per annum plus 8 bank holidays |
| Training | Appropriate training encouraged during appointment |
| Healthy Culture | Church has a healthy culture around retreats |
| Probation | A six month probation period would apply to this appointment |

Application Process

Please complete an application form and email this to the Church Secretary, (secretary@shirleybaptist.org). If you are interested in the role and would like to have an initial conversation with us about this position then please contact the Church Secretary.

Closing date for applications 24 November 2024



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www.shirleybaptist.org