

Shirley Baptist Church

every day church for everywhere people



Children, Youth and Family Worker Application Pack

Welcome

Thank you for your interest in the position of Children, Youth and Family Worker at Shirley Baptist Church. We're really pleased that you are considering this role.

Our children and youth are highly valued in the life of our church and therefore we aim to nurture, support and care for them through the good and challenging times of life. We are looking for someone to share that responsibility with us who is excited by the idea of reaching, teaching and sharing with children, youth and families the good news of Jesus and the adventure of following Him.

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 live in, or near, Shirley, which is an increasingly diverse inner-city suburb of Southampton.

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

The church today reflects the changing make-up of Shirley with many of our Sunday worshippers coming from Africa and Eastern Europe – making the church multi-ethnic in its demographics. These groups represent many of the church family units.

In this pack we've put together, you should find everything we think you'll want to know about the role. Should you have any questions please do not hesitate to contact us through our Church Secretary (secretary@shirleybaptist.org).

As you read through this information it is our prayer that God will inspire, guide and lead you.



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Appointment Arrangements

Job Title

Children, Youth and Family Worker

Responsible To

Leadership Team - Overall Responsibility

Senior Minister - Line Manager

Salary Range

£26,500 - £30,500 per annum dependent on experience

Holidays

25 Days per annum plus public holidays

Pension

Shirley Baptist Church will make a pension contribution of 10% of your annual salary to the Baptist Union with you making a minimum contribution of 8% of your annual salary.

Hours

37 hours per week including Sundays and evenings. The role will require flexible working with hours being agreed with the Line Manager.

Contract

The contract will be permanent and a probationary period of six months will be apply.

There is an Occupational Requirement in accordance with the Equality Act 2010 for the post-holder to be a Christian with an active faith in Jesus and share Shirley Baptist Church's Ethos and the Baptist Union of Great Britain Declaration of Principle. These are outlined in this document.

The post is subject to an Enhanced Disclosure from the Disclosure and Barring Service prior to an offer of employment being made.

Please note that you will need to be eligible to work in the UK to apply for this position. You will be required to provide proof of Right to Work in the UK.

Any appointment is subject to satisfactory references.

Our Current Provision

Like many churches we meet on Sunday mornings where most of our children and youth work currently happens. Services in the main church building are attended by over 140 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 youth 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 youth. 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 youth 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 have links with Foundry Lane School who use the church for their own services at Christmas and Easter alongside class visits to the church for their religious studies.



Our Future Ministry Plans

We have a passionate heart to encourage our children and youth 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, youth and families, particularly during the week where there is a huge opportunity to provide activities for the children and youth 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 young families joining the fellowship and a need for targeted activities which bring them into the core fellowship and provide support to parents in the challenging task of discipling their children and youth.



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, youth 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 set in stone. Therefore, there is scope for the right person to come and creatively shape our future ministry to children, youth and families. 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



We are looking to appoint someone with enthusiasm to lead and develop a thriving ministry to children, youth and families, both in the church and the local community.

We understand candidates may have more experience in either children or youth work, but we are looking for someone who is capable of leading teams across both areas or has the potential to do so.

We are open to candidates at a variety of stages in their lives and/or experience of ministry. That means that we would consider:

- ◆ someone with significant maturity and experience in this area of ministry who would be able to take on the responsibility for strategy, co-ordination, and the equipping of volunteers.
- ◆ someone who has been working in a similar setting, such as Education, who can demonstrate relevant experience and transferable skills which could be applied to this role.
- ◆ someone who is in their final year of training or recently qualified to work in this ministry area.
- ◆ someone who is involved in some children or youth ministry as a volunteer and is beginning to explore whether this kind of role might be for them.

Whatever level of experience you bring, the job description (and positioning within our salary range) would be tailored to fit.

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

However, on the following pages we have set out some of the key qualities that we would ideally like to see in the successful candidate.



Role And Job Description

Role Summary

To provide leadership, oversight and development to generate a thriving church ministry and mission to children, youth and families.

Leadership

To oversee the church's ministry and mission to children, youth and families.

- ♦ Oversee all areas of ministry and mission to children and youth (0-18 years) within the church and local community.
- ♦ Ensure the children, youth and families ministry is reflected in the strategy and vision of the church.
- ♦ Communicate effectively with parents, carers and the wider church about the work with children and youth.
- ♦ Encourage the integration of children and youth into the wider church family.
- ♦ Work with the Senior Minister and Worship Co-Ordinator to ensure worship relates to children and youth within the main Sunday services.

Delivery and Development

To actively deliver and develop activities for children and youth.

- ♦ Teach, lead, nurture and encourage children and youth in their Christian faith and whole life discipleship.
- ♦ Ensure that relevant activities are in place for the children and youth on Sunday mornings after they leave the morning service for their own group sessions.
- ♦ Support, develop, train, encourage and grow the team of Leaders and Helpers working with children, youth and families.
- ♦ Establish, organise and grow a midweek provision of activities for children, youth and families.
- ♦ Develop and implement a strategy for integrating midweek and fringe contacts into the church community e.g. Sunday mornings.

Ministry to Families

To build relationships with parents/carers and support them in their roles.

- ♦ Support parents and carers 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.
- ♦ Create opportunities for families to connect together.

Community Outreach Ministry

To plan, lead and deliver outreach events for children, youth and families.

- ♦ Plan, promote and lead occasional high quality outreach events aimed at children, youth and families who do not normally come to church.
- ♦ Develop links with local schools, organisations and churches.

Pastoral

To offer support and pastoral care to families.

- ♦ Provide appropriate pastoral care to children, youth and their families.

General

- ♦ Ensure that safeguarding policies and procedures are in place and followed for all children, youth and family activities which comply with the 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.

Person Specification

Experience and Skills

- ♦ Recognised gifting and proven experience in working with children, youth and families in a church setting – acknowledged by an objective and reputable source.
- ♦ 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 be a good listener.
- ♦ 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 youth.
- ♦ Well organised with strong administration skills and the ability to handle a wide variety of demands and prioritise.
- ♦ Competent with the use of digital technology platforms and modern technology in general.
- ♦ Able to create, prepare and deliver one-off events. **(D)**
- ♦ Awareness of applying Safeguarding Policies and Procedures and Health and Safety Legislation. **(D)**

Education

- ♦ Recognised and appropriate college theological training which includes working with children and youth. **(D)**

***(D) - Desirable**

Personal Attributes

- ♦ Spiritually mature and wise with a healthy level of emotional intelligence.
- ♦ A heart and passion for working with families, children and youth both within the church and the local community in order to help them grow to their full potential.
- ♦ Someone who will seek out opportunities to work with families and reach out to the community.
- ♦ Creativity – someone who will find ways to creatively communicate with children and youth.
- ♦ Dynamic, self-motivated, organised, and able to meet deadlines.
- ♦ Able to own mistakes, seek advice when needed and accept feedback when it is given.
- ♦ Willingness to continue to learn and be accountable.
- ♦ Caring person with good pastoral skills.

Faith

- ♦ 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 youth 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.

Ethos Of Shirley Baptist Church

Our Christian Identity

Shirley Baptist Church is a community of Christians who live to worship God, to grow in our understanding and experience of God, to share the good news of Jesus Christ and to work for the common good in our community.

It is this Christian identity and Shirley Baptist Church's beliefs and values that are the foundation of all we are and do.

As a church, we have discerned the following *Vision Statement*, *Mission Statement* and *Core Values* specifically for our mission and ministry.

Our Vision Statement

Our vision for Shirley Baptist Church is to see people:

- ♦ come to **know God** through Jesus,
- ♦ **embrace His love** for people,
- ♦ intentionally **share in His mission** to the world through everyday living and then,
- ♦ **lead others** into their own experience of God.

Our Mission Statement

Our mission is to help each person at Shirley Baptist Church:

- ♦ discover and know God,
- ♦ build a deep and meaningful relationship with Jesus and their fellow believers and,
- ♦ nurture an outgoing spirit of service and faith sharing,
- ♦ which leads others into their own life changing encounter with Jesus.





Our Core Values

Shirley Baptist Church is a unique expression of what God is doing in and through the lives of those who would call the church their spiritual home. We seek to honour Jesus Christ as our head by upholding the following **Core Values** at Shirley Baptist Church:

Our Offering is Worship

"God is spirit, and His worshippers must worship in the Spirit and in truth."

John 4:24

- ♦ We seek to offer wholehearted and Spirit filled worship to the Lord.
- ♦ We encourage people to participate and use their gifts in worship.
- ♦ We see worship as a God centred lifestyle choice and not a weekly activity.
- ♦ We aim to make prayer a priority in all we seek to be and do as a church and pray with expectation.

Our Position Is Rooted in God's Word

"All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work."

2 Timothy 3:16

- ♦ We believe that God's trustworthy word is the chief means of creating and developing all spiritual life.
- ♦ We thrive on solid, consistent, inspirational and doctrinally true biblical and Spirit led preaching and teaching which focuses on practical application and life action.
- ♦ We long to see individuals and the church be transformed as together we encounter God through His Word.
- ♦ We aspire to see people living their everyday lives in a way which is consistent with the teaching and authority of God's word.

Ethos Of Shirley Baptist Church

Our Calling Is To Transformational Living

"Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God – this is your true and proper worship. Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing and perfect will."

Romans 12:1-2

- ♦ We aim to see everyone conformed into the likeness of Jesus Christ.
- ♦ We want to see people experience the transforming work of the Holy Spirit in their life and become all that God wants them to be.
- ♦ We encourage each other to be mature, committed followers of Jesus, following His example of love, service and holiness in our lives so that we can authentically demonstrate his love and life to others.
- ♦ We believe in "whole-life discipleship" because our Christian faith should impact every aspect of our everyday lives, work, leisure, home and education.

Our Spiritual Home Is In Community

"A new command I give you: love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another."

John 13:34-35

- ♦ We believe we are a community joined together through the common faith we share in Jesus Christ.
- ♦ We affirm that God has called us to be a loving, united and welcoming community, which values everyone regardless of age, race, status or background.
- ♦ We seek to care for those in need; helping people find salvation, healing, forgiveness, love and practical help.
- ♦ We aim in our relationships to teach, model, and encourage openness, accountability and authenticity.



Our Focus Is Outward Looking

"Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you."

Matthew 28:19-20

- ♦ We have a compassionate heart and are committed to sharing the love of Jesus with the people of Shirley and the surrounding area, our families, friends, neighbours, work and school colleagues.
- ♦ We support and encourage each other to be 'salt and light' in the communities and places God has put us in or sent us to, without compromising our core principles, beliefs and standards.
- ♦ We desire to see more people moving from the fringe (and beyond) to the centre of church life – changing them from contacts and attenders to disciples.
- ♦ We actively support the mission of the Church in the Shirley community, our city and the wider World.



Our Service Is Generous

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace."

1 Peter 4:10

- ♦ We believe every believer is called to serve God in a way that is appropriate to their spiritual gifts and practical abilities.
- ♦ We believe that in order to lead you must first be ready to serve.
- ♦ We choose to be generous with our time, gifts and resources and use them in ways that most honour God, bless others and build His church.

The Baptist Union Declaration of Principle

The three part Declaration of Principle forms the basis of understanding for all who belong to the Baptist Union of Great Britain and Shirley Baptist Church affirms this declaration prayerfully and wholeheartedly:



- ◆ That our Lord and Saviour Jesus Christ, God manifest in the flesh, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer His laws.
- ◆ That Christian Baptism is the immersion in water into the Name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in our Lord Jesus Christ who 'died for our sins according to the Scriptures; was buried, and rose again on the third day.'
- ◆ That it is the duty of every disciple to bear personal witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

Baptist Union of Great Britain Vision and Culture

The Baptist Union of Great Britain is committed to intentionally developing a culture where we are "Growing healthy churches in relationship for God's mission". This means we:

- ◆ *Seek to be a movement of spirit led communities* – As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)
- ◆ *Feel like one team* – celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships – making sure everyone feels included and listened to. (1 Corinthians 12:24b-27)
- ◆ *Embrace adventure* – being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)
- ◆ *Inspire others* – with a generosity of spirit, to energise and motivate people to be all that God created them to be. (Ephesians 5:1-2)
- ◆ *Share a hunger for God's coming kingdom* – nurturing a 'holy discontent' that arises from our desire to give practical expression to our vision of God's purpose for creation – confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9-10)



Statement of Beliefs

In recognition of the Baptist principle that each church has liberty, under the guidance of the Holy Spirit, to interpret and administer the laws of Jesus Christ, and following the Ethos outlined, Shirley Baptist Church has discerned to hold to the following theological convictions.

Basis of Faith (Evangelical Alliance)

We believe in...

1. The one true God who lives eternally in three persons - the Father, the Son and the Holy Spirit.
2. The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
3. The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God-fully trustworthy for faith and conduct.
4. The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.
5. The incarnation of God's eternal Son, the Lord Jesus Christ - born of the Virgin Mary; truly divine and truly human, yet without sin.
6. The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.
7. The bodily resurrection of Christ, the first fruits of our resurrection; His ascension to the Father, and His reign and mediation as the only Saviour of the world.
8. The justification of sinners solely by the grace of God through faith in Christ.
9. The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship, and enables our witness.
10. The Church, the body of Christ both local and universal, the priesthood of all believers is given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.
11. The personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth.

Application Process

Thank you for taking the time to consider this role.

If you wish to apply for this role then you will need to complete the Application Form which can be downloaded from <https://shirleybaptist.org/children-youth-and-family-worker/>. In this you will tell us:

- ♦ Your reason for applying for this position
- ♦ Your journey of faith - this should include how and when you became a committed Christian, when and where you were baptised as a believer, examples of how you have grown in your Christian faith to date and the church you currently attend
- ♦ How you feel you meet the **Role and Job Description** (see pages 7 - 8)
- ♦ How you feel you meet the **Personal Specification** (see pages 9 - 10)
- ♦ The names of three people who can act as a referee for you - one from each of the following categories:
 - ♦ Work related (e.g. employer/tutor)
 - ♦ Spiritual (e.g. Church Leader)
 - ♦ Personal (not relatives).

References will ONLY be sought after asking your permission.

To ensure that all applications are considered fairly our shortlisting process will score your Application Form against the criteria from the **Person Specification**. Please make sure that your Application Form clearly sets out how you meet the requirements of the **Person Specification**.

Only applications which contain all of the requested information in the Application Form above will be considered.

Key Dates

- ♦ Closing Date for applications **30 March 2025**
- ♦ Interviews are planned for the week commencing **21 April 2025**

Completed Application Forms should be emailed 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 then please contact the Church Secretary.

Shirley Baptist Church



Church Street
Shirley
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SO15 5LG

Website Link:

[Shirley Baptist Church – every day church for everywhere people](#)

Youtube Link:

[Shirley Baptist Church Southampton - YouTube](#)