



JOB DESCRIPTION

JOB TITLE: Kids and Families Pastor

About Us

We are a welcoming, all-age community with a vision to Worship God, Make Friends and Change the World. Although we worship in different styles, scripture is always at the core, and we seek to allow the Holy Spirit to guide us in all that we do. Our desire is to share the good news of Jesus Christ with our community in a way that is relevant and engaging.

This is an exciting season in the life of our church. We are seeing increasing engagement from children and young families through our Sunday ministries, toddler groups, school partnerships, and community events. We are looking for someone who will help shape and grow this vital ministry area, bringing vision, creativity, and a heart for discipleship.

Role Summary

The successful applicant will run the ministry for Kids and Families, which is overseen by the Associate Minister for Pastoral Care. There are three aspects to this role; leading and growing the children's ministry across the church's weekly services; providing pastoral care, support, and discipleship to children and their families within the church community; and developing outreach initiatives that engage kids and families across the town, building meaningful relationships and encouraging them to connect with the life and faith of the church.

HOURS: 40 hours per week; we envisage this to be a working pattern of Monday, Tuesday, Wednesday, Thursday and Sunday including some evening work. This role could be job-share, in which case the hours and salary would be adjusted and agreed accordingly.

CONTRACT: Permanent

SALARY: £28,000 p.a. based on working 40 hours per week

REPORTS TO: Associate Minister for Pastoral Care

Key Tasks and Responsibilities

The activities that the Kids and families pastor will be responsible for are as follows:

AAW: You will lead an existing team in the delivery of the All-Age Worship (AAW) services which happen once a month. Ministry team meet a few weeks before hand to plan the service and the responsibility for different aspects of the service is shared across the group.

Ark: A thriving Thursday morning toddler group (0–5-year-olds) that attracts some 50+ toddlers weekly and their parents/carers. You will take responsibility of the group, leading and continuing to build the team, offering vision and oversight. The focus is to build relationships with the parents and carers, encouraging them into the church family and pastorally supporting them. Ark is one of the church's key outreach ministries and provides significant opportunities for relationship building, pastoral care, and connecting families into the life of the church.

Midweek weekly Primary school aged afterschool club (messy church/Lighthouse Group): Provide a safe, inclusive, and engaging after-school environment for primary school children, combining games, teaching, fellowship, and refreshments to support their social, and emotional development. Parents drop their children off and the children experience fun, teaching and food in a relaxed environment.

Families @ the 11am: Provide pastoral care and build meaningful relationships with kids and families attending the 11.00am Sunday Family Service. Foster a welcoming and supportive community by organising social events, facilitating opportunities for connection, and coordinating courses such as Alpha, parenting programmes, and other initiatives that encourage spiritual growth, belonging, and family wellbeing.

Children @ 11am and 6pm: You will be responsible for leading the team in running the children's groups during the 11am and 6pm Sunday services. In the mornings there are four groups and, in the evenings, there is one. You will resource the volunteers, offering regular training and team meetings and be actively involved yourself. We anticipate that in the evening service you will build an adequately sized team so that you to be able to worship in the service yourself once a month.

Afterschool clubs: Develop collaborative relationships with local primary schools to expand the church's outreach through regular engagement, including coordinating school visits, leading assemblies and after-school clubs, fortnightly or monthly, including a rotational programme across multiple schools, fostering meaningful engagement with children, families, and the wider community.

Additional Duties and Responsibilities

● Seasonal Events

The postholder will plan, organise, and lead engaging seasonal events for kids and families, including the Light Party, Crib Service, and other outreach initiatives, while serving as a core member of the Holiday Club planning team.

Plan, organise, and deliver schools' outreach events, including the annual Christmas Unwrapped and Easter Cracked programmes, providing engaging opportunities for local pupils to explore the Christian faith.

● Manage and lead the volunteer team pastorally

Manage, lead, and provide pastoral oversight to the Kids and Families volunteer team, including recruitment, training, mentoring, safeguarding compliance, and ongoing support, fostering a collaborative and spiritually healthy team culture.

- **Manage and oversee the ministry budget**

Manage and oversee the Kids and Families ministry budget, ensuring effective stewardship of resources and expenditure in line with agreed financial policies.

This job description is not an exhaustive list of duties and the postholder may be required to undertake other work as directed by their line manager from time to time.

PERSON SPECIFICATION

Essential skills:

The successful applicant will:

- Demonstrate a calling from God to work with families and have a passion to fulfil this calling.
- Be excited about sharing faith with children in small groups.
- Be equipped with the skills to support parents in family life.
- Demonstrate strong leadership skills, with the ability to inspire, equip, support, and develop teams of volunteers.
- Work well as part of a team and be willing to work alongside other churches in the area, particularly for Holiday Club, in which you would be part of the core team.
- Possess the skills and ability to both lead a team and work well alongside others.
- Have a deep, personal, and mature Christian faith, and be able to share their faith and testimony in a natural, authentic, and relevant way.
- Possess excellent organisational and time-management skills, with the ability to prioritise workload and work independently with minimal supervision.
- Have excellent verbal and written communication skills, including the ability to communicate appropriately with children, parents, volunteers, church leaders, and external partners.
- Be a confident and competent user of IT, including Microsoft Office applications, social media platforms, and digital communication tools, with a willingness to learn new systems such as ChurchSuite and Canva.
- Have a good understanding of safeguarding principles and procedures relating to children and young people, including risk assessments and appropriate responses to safeguarding concerns.

Desirable skills:

- Experience of working with children, young people, and families within a church, school, community, or childcare setting.
- Experience of supporting children and young people with Special Educational Needs and Disabilities (SEND), with relevant qualifications or training being advantageous.
- A recognised qualification in childcare, children's ministry, education, family support, or any related field.

Additional information

- Workplace: There is flexibility in the workplace for some aspects of the role (mainly the administrative parts of the role). The postholder can work from home when carrying out these parts of the role if they prefer, however we can provide space in the church office for them to work and hold meetings. The church can provide a laptop.
- It is a genuine occupational requirement that the post-holder has an active Christian faith. The post is subject to a satisfactory enhanced DBS check and safeguarding training.

Why Join Us?

This role offers a unique opportunity to:

- Lead and develop an established and thriving Kids and Families ministry.
- Make a lasting impact on the spiritual lives of children and families in our church and wider community.
- Build strong relationships with local primary schools and community groups.
- Work alongside a supportive clergy team, dedicated volunteers, and a church family passionate about seeing people come to know Jesus.
- Bring your own ideas, gifts, and creativity to shape the future direction of the ministry.
- Be part of a church that values prayer, teamwork, discipleship, and personal development.

Whether you are an experienced children's minister or someone sensing God's call into this area of ministry, we would love to hear from you.

We recognise that no candidate will meet every requirement perfectly. If you are excited by this role and believe God may be calling you to it, we warmly encourage you to apply or contact us for an informal conversation.

Please feel free to email hr@bpchurch.uk for any questions.