



**St Andrews Baptist Church
Job Specification
Children, Youth and Families**

Job Title: Children, Youth and Families Worker

Weekly time commitment: (includes some weekend and evening work): 37.5

Responsible to: Pastor / Trustees

Salary: £34,000-£36,000 per annum

Term limit: This post is initially for a fixed period of two years (because of funding) and this will be reviewed annually, leading to possible extension.

Purpose of the post

To support the church in continuing to build a vibrant Christ centred ministry for children (0-11), young people (12-18) and families by facilitating discipleship, growth and outreach into the local community.

To ensure children, young people, and families are fully included in the life of the church.

Children and Youth Ministries

- Engage with children and young people in the church and wider community to develop and sustain a foundation of faith for our children and young people
- Work with the volunteer teams, church leadership and staff to develop and implement an overall, coherent church strategy that provides continuity in the formation of the Christian faith for children
- Encourage children and young people to explore faith in creative and dynamic ways to support spiritual growth, intergenerational engagement and participation in worship and Christian service
- Develop and grow our church-based children's and youth work. This could include:
 1. Developing a calendar of children's and youth activities and events across the year
 2. Working closely with our volunteer teams to oversee development and maintenance of age-appropriate materials ensuring that all children's and youth activities are well staffed, planned and resourced
 3. Teach and provide learning opportunities for young people
 4. Create and facilitate training and development opportunities for volunteers and encourage leaders to develop their own understanding of how to lead and share their own faith more effectively

- Inspire, support and shape the Christian faith adventures of children and young people by including them in decision making and offering opportunities for their voice to be heard through the organisation of regular internal and external events for building friendships and strengthening relationships within the groups
- In conjunction with the church safeguarding team, ensure that the Safeguarding Policy and best practices are implemented and adhered to in all work related to children, young people and families

Families' Ministry

- Work with the families, staff and church leadership team to enable children, young people and families to participate fully in the life and worship of the church
- Working in partnership with families, staff, leadership, volunteers and young people seek to create and maintain a range of engaging and creative activities to deepen faith, including building relationships with non-believing family members and spouses
- Support and equip parents and carers to disciple children and young people at home
- Working with leadership and staff, ensure families are part of the overall pastoral care in the church so that they grow networks of supportive intergenerational relationships
- Recruit, coordinate, delegate and support volunteers in family ministries

Partnership and Outreach

- Build and develop collaborative working relationships with other churches in the town and across Fife who are working with children, young people and families
- Support the existing collaborations across the churches in the town such as summer holiday club, and explore and encourage opportunities for the development of new joint activities for children and young people
- Encourage young people to consider short term and longer-term mission opportunities and Christian training
- Maintain and develop contact with children, young people and families who are outside the church family, building relationships and creating opportunities to share the good news of Jesus
- Work with staff, leadership and volunteers, explore and create potential new initiatives, ministries and outreach opportunities and develop these as appropriate and according to gifting
- Work and liaise with staff, volunteers, other Christian groups (such as Young Life, K2, Scripture Union), develop and implement a plan for children and young people's outreach in the wider community