

## Job Description

<b>Job Title:</b>	Children's, Youth and Families Leader (KS2+)
<b>Salary:</b>	£26,000 - £30,000 per annum
<b>Hours:</b>	35 per week (including Sundays)
<b>Location:</b>	St Christopher's Church, Lea
<b>Responsible to:</b>	Reverend Joe Houghton

### 1. Background and Purpose

St Christopher's Lea is in an exciting season of growth, with increasing numbers of children and families engaging in church life. The Children's, Youth and Families Leader will help develop and extend this growth by leading, coordinating and expanding ministry among the 7+ age group, supporting families, and helping establish a new worshipping community serving families in local housing estates.

This role exists to:

- Deepen the discipleship of children and young people
- Strengthen mission and presence in local schools
- Support families and build community connections
- Equip volunteers for sustainable ministry
- Contribute to parish growth and the diocesan vision of engaging children and young people

This new role forms part of Blackburn Diocese's Ignite Project, funded in partnership with the Diocesan Board of Finance (DBF) and Diocesan Board of Education (DBE), helping parishes invest in sustainable, long-term children's, youth and family ministry and includes the offer of a fully-funded, University-validated qualification in Children's, Youth, and Family Ministry provided in partnership with Emmanuel Theological College.

The postholder will receive:

- Weekly team meeting, and supervision from the Vicar who has vast experience in children's, youth and family ministry.
- Additional mentoring from a churchwarden.
- Integration into a home group for pastoral support and prayer.
- Access to the Forge Community for peer learning and diocesan support.
- Use of the parish office and fully equipped church hall.
- A church that sees children and young people as the church of the present and includes and welcomes them in all aspects of church life.

## **Main responsibilities**

### **A. Children's and Youth Ministry**

- Develop and deliver high-quality, engaging ministry for children aged 7+.
- Grow and strengthen Sunday morning provision, ensuring young people are welcomed, disciplined and included in worship. Our pattern is to have children and young people remain in the service for its duration except on one Sunday a month when we have junior church.
- Establish and lead a youth discipleship pathway, particularly supporting the transition from primary to secondary school.

### **B. Schools Ministry**

- Build on existing strong links with parish schools (four primary schools and one high school).
- Establish new lunchtime and/or after-school clubs exploring faith and building community.
- Support assemblies, RE sessions, and opportunities for school engagement.

### **C. New Worshipping Community**

- Help launch a new family-focused worshipping community, likely beginning in Year 3 of the project. Work with the clergy and parish leadership to shape a missional, accessible gathering for families who may not attend traditional Sunday services. Hopefully drawing in the families of those attending clubs in schools.

### **D. Volunteer Development**

- Recruit, train and support a team of new volunteers to sustain and grow ministries.
- Equip leaders with skills for engaging children and young people safely and creatively.
- Ensure all volunteers follow safer recruitment and safeguarding procedures.

### **E. Community Engagement & Pastoral Support**

- Build relationships with families, especially those facing deprivation, social challenges, or isolation.
- Work with community bodies, schools, PCSO contacts and local services to support positive outcomes for children and young people.
- Contribute to church outreach events such as holiday clubs, family fun days, fayres and seasonal activities.

### **F. Administration & Planning**

- Develop termly programme plans for children's and youth ministry.
- Produce a termly prayer leaflet to engage the congregation and partner churches in praying for the ministry.
- Maintain records, risk assessments and safeguarding compliance.
- Manage budgeted resources for activities, events and refreshments.

*Given the nature and context of the work, it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland, in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010.*

## Person Specification

			Criteria Assessed by:		
Criteria	Essential	Desirable	App	Int	Ref
<b>Experience, knowledge and skills</b>					
A Christian with an active, enthusiastic, encouraging, and personal faith in the Lord Jesus Christ, that has been active in a local church.	✓		✓	✓	✓
Five GCSE qualifications at Grade C or above (or Equivalent) preferably including English Language and Maths	✓		✓		
Passion for bible-based ministry with children, young people and families.	✓		✓	✓	✓
Experience of delivering Christian children's or youth work.	✓		✓	✓	✓
Ability to communicate faith creatively and biblically.	✓		✓	✓	✓
Good organisational and interpersonal skills.		✓	✓		✓
Experience of school-based ministry.		✓	✓	✓	✓
Experience developing new worshipping communities.		✓	✓	✓	✓
Ability to train and release volunteers.		✓	✓	✓	✓
Qualification in youth/children's work, ministry or theology (or willingness to train through the Ignite Project).		✓	✓		
Working knowledge and commitment to safeguarding and promoting the safety and welfare of children/youth	✓		✓	✓	✓
<b>Personal qualities</b>					
Able to evidence an active devotional life, a consistent Christian character and a commitment to live and minister under the authority of the Bible. Able to work with a church leader connected with the CEEC network.	✓		✓	✓	✓
Able to present a strong, loving Christian role model.	✓		✓	✓	✓
Able to share the Christian faith in a way children and young people can relate to.	✓		✓	✓	✓
Able to show genuine desire and enthusiasm for leading young people and children into a personal relationship with Jesus Christ.	✓		✓	✓	✓

Able to relate effectively with a wide spectrum of people (i.e. adults, young people and children from a variety of backgrounds).	✓		✓	✓	✓
Able to communicate effectively in person and in writing.		✓	✓	✓	✓
Able to bring a creative and innovative spark to collaborative work.		✓	✓		✓
Able to motivate self and to use time wisely.	✓		✓		✓
Able to manage administration effectively and recognise the importance of doing so.		✓	✓	✓	✓
Able to set and work to goals without direct supervision.		✓	✓		✓
The confidence to take the initiative to ask for help and advice when needed.		✓	✓	✓	✓
Ability to work well in a team	✓		✓	✓	✓
Having a driving licence		✓	✓		
Willingness to travel with access to transport	✓		✓	✓	

## Outline of Terms and Conditions

**Employer:** St Christopher's Lea PCC

**Contract type:** Permanent

**Salary:** £26,000-£30,000 per annum

**Hours:** This is a full-time role based on a 35-hour working week, which includes Sunday work, but the post holder may be required to work additional hours as to meet the reasonable requirements of the role. The post holder will be entitled to time off in lieu for attending meetings outside normal office hours which may include evenings and weekends.

**Location:** The post holder will be based at Church, with home working available and a commitment to travel to the local schools.

**Pension:** 3% employer contribution, 5% employee contribution.

**Annual leave:** 25 days plus statutory, and one retreat annually to be agreed with your line manager.

**Probationary period:** 6 months

**Notice Period:** 3 months

**Expenses:** Will be paid to cover legitimate travel and ministry costs.

**Right to work:** The post-holder must have the right to reside and work in the UK.

**Application deadline:** August 24<sup>th</sup>. Please email to Rev Joe Houghton - Joe.houghton@stchristopherslea.org

Interviews will take place at St Christopher's Lea early September

We hope the new post-holder will begin work as no later than January 2027

**Diversity - The Diocese of Blackburn believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic/ Global Majority Heritage backgrounds**

**The Diocese of Blackburn is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.**

For more information about the role and an informal conversation please feel free to contact Rev Joe Houghton by phone (07734702768) or by email [Joe.houghton@stchristopherslea.org](mailto:Joe.houghton@stchristopherslea.org)