



CHILDREN & YOUNG PEOPLE'S MINISTRY LEADER

Overview

An exciting opportunity has arisen for an experienced children and young people's leader to join a dedicated lay and clergy team to oversee the development and ministry of children and young people for the Richmond Team Ministry (RTM), in Richmond upon Thames.

We seek someone who:

- can build on the excellent work that has taken place over the last 4 years;
- has a natural gift with children and young people and is able to create an environment in which children can thrive in their Christian lives, building on strong foundations;
- has a vision for incorporating children and young people into the liturgical life of the church;
- can work collaboratively, planning children's activities that engage a diverse team committed to working as part of a wider ministry team to grow the congregations;
- will encourage volunteers from a variety of backgrounds to ensure children have safe access to opportunities for spiritual growth;
- is outward looking, and enjoys working with local schools and groups throughout the year to build and secure links which promote Christian values in children's daily life;
- shares a vision for an inter-generational, inclusive Church.

Context

The Richmond Team Ministry is a Church of England parish with three churches, each inclusive in nature but ranging from liberal catholic to traditional. Sunday congregations average from around 40 - 120 people with as many as 20 children under 11. The Team is well served by both stipendiary and self-supporting clergy and a Lay Reader. As a Ministry Team there is a shared vision for the Parish of Richmond upon Thames.

Our Vision Statement:

We celebrate and share God's love for all people by ...

- offering a place to belong;
- exploring faith honestly and with an open mind;
- living out Christ's care and compassion for everyone.

Life in RTM:

Sundays are busy with at least five acts of worship each Sunday across the Parish. Junior Church takes place each week in all three churches, with volunteer leaders, supported and resourced by the Children and Young People's Ministry Leader. Young people are involved in monthly all age and all together worship.

RTM is associated with all six schools in the parish, including Christ's, the local Anglican secondary school. Several church members serve on the governing body and are committed to providing opportunities for pupils to make links between school and church life. Many local families visit the churches in association with the schools, and key events in their child's life. Our vision is to see both the established families in the church and the many who visit have a lasting reason to continue to bring their children to church.

Many people in Richmond are time poor and that also applies to the young people. However, there is an openness to exploring faith, both through the schools and through the work of the church.

Purpose:

- To enable all children and young people in our community to encounter and engage with God's love;
- To promote the full participation of children and young people in the life of the church supporting the growth of the congregations;
- To nurture a sense of community for and with the children and young people of the church;
- To keep safe and enhance the well-being of children and young people and volunteers in the church and in our community.

Key duties of the role:

- Develop the ministry of Junior Church across the three churches including by teaching, leading worship, enabling and leading groups;
- Deliver a varied programme of activities throughout the week to meet the spiritual and social needs of children and young people in the church and which are open and welcoming to children in the wider community;
- Encourage children and young people to be involved in Sunday morning worship;
- Lead and develop a team (including existing volunteers) to be leaders of children and young people;
- Work in partnership with the Chaplain of Christ's secondary school and with other local schools;
- Involvement, as appropriate, with the development of community youth work or through uniformed organisations;
- Contribute to the pastoral care of children and young people in small groups and on a one to one basis. This includes working with DofE volunteers;

- Prepare children and young people along their spiritual journey and through transitions, including from primary to secondary schools, and into adulthood. This includes preparation for Admission to Holy Communion;
- Encourage and equip young people to seek out opportunities for ministry in the church including acting as servers and participating in the choir;
- Facilitate special events, such as weekends away, Christian camps, pilgrimage for children and young people;
- Represent the needs and views of children and young people to the Ministry Team and PCC;
- Keep the Ministry Team fully informed of ongoing and emerging issues at staff meetings;
- Ensure that the parish's policies are observed, with particular reference to leading on safeguarding;
- Assist in leading worship where appropriate, as agreed with the Team Rector, the CYPML line manager, and the clergy team;
- Engage with parents and carers, maintaining regular contact via email;
- Attend Morning Prayer, with clergy and lay people, on working days;
- Continue to develop an online presence which has emerged during the current pandemic.

Person Specification

Essential

- Must be established in your Christian faith*;
- Must be able to demonstrate competence in church based children and young people's work i.e. an ability to:
 - work directly with children and young people
 - think strategically
 - work with and encourage volunteer leaders
 - support children preparing for Admission to Holy Communion
 - work with local community groups;
- Must be able to demonstrate an understanding of both the Church of England and the inclusive church tradition, especially in their application to children and young people;
- Must be committed to working in partnership across the parish of three churches, respecting the tradition of each church;
- Must be able to demonstrate they are a team player;
- Must have good communication, IT and interpersonal skills;
- Must be able to demonstrate the ability to be self-motivated and to work independently and contribute in a group;
- Must be able to demonstrate a working knowledge of Health and Safety procedures in relation to work with children and young people;
- Must have a clear and robust approach to Safeguarding children and young people and be prepared to follow the Diocesan safeguarding guidance and ensure this is shared with all volunteers working with children.
- Must be committed to professional development.

Desirable Criteria:

- To hold a professional qualification in Youth or Children's Work and have a minimum of one year's successful full-time experience of working with children and young people;
- Be a confirmed member of the Church of England.

What we can offer:

- Salary: £25,000 - £27,000 depending on experience
- A supportive working environment, based at the Parish Office
- Friendship
- Links with other children and youth workers, through the Diocesan network
- Opportunities to attend relevant courses and seminars for professional development
- Regular support meetings with the Team Rector as well as weekly Team meetings
- Help with finding accommodation, if required
- Flexible working hours: 37.5 hours a week, including Sundays and some evenings, Saturdays and Christian Festivals, to be worked as agreed with the Team Rector
- Time for an Annual retreat, which would be paid for by RTM
- Annual Leave: 28 days p.a. inclusive of Bank Holidays
- Cake at staff meetings

The Richmond Team Ministry welcomes applications from all sectors of society, although this role has a genuine occupational requirement that you must be a practising Christian as you will be required to lead acts of worship.

Providing the applicant can meet the person specification and fulfil the role requirements flexible working and job sharing will be considered.

Appointment is subject to enhanced DBS and references

The role is subject to a six month probationary period.

Full terms and conditions of service are set out in the contract.

* *The Employment Equality (Religion and Belief) Regulations 2003, Section 7.2 applies here.*