

# Children and Families Minister

If you are passionate about shaping young hearts and minds on their journey of faith and have a heart for building connections with families and nurturing a vibrant community life, we would love to invite you to consider joining our team as a Children and Families Minister at St Mary's Church in Ely.

## Role Overview

Our Children and Families Minister will work collaboratively alongside the rest of the staff team in helping to lead the mission and the ministry of the parish and have oversight and responsibility for our Children and Families ministries and teams. The focus of the role is to nurture, develop and expand these and our work with young families. We are looking for someone who can lead and develop both the ministries themselves and the teams that facilitate them. Our approach across the church is to encourage and facilitate church members to use the gifts and talents given by God – including leadership gifts – to ensure that the work of the church is not dependent on a few leaders – but instead can scale and flourish.

## Summary of the Parish

Ely's proximity to Cambridge - with its flourishing pharmaceutical, health, IT and education sectors - has led to it becoming a hotspot for housing and employment. What has always been a flourishing market town is now well into a new phase of significant growth as a city - which will transform Ely's character, and offer new and exciting missional opportunities for the church. The plan is for the new developments in the north of Ely to provide housing for 10,000 additional people over the course of the present decade.

In addition to Cambridge, good rail connections to London, Peterborough and Norwich make Ely a particularly attractive location to settle. The city has already changed dramatically in the last twenty years, as the population has almost doubled. Between 2020 and c. 2030 the population is forecast to grow by a further 50% to 30,000. We want to ensure that we are developing ministries that both serve and connect with the wider community of Ely.

The Ely Team of churches is currently made up of St Mary's Church, (the parish church for the city of Ely), and five smaller village churches. Current pastoral reorganisation is set to reduce the number of villages churches in the team to two on the edge of the City at Stuntney and Chettisham. (Thus, the designation of Team Rector as Priest in Charge). Over the last eight years, St Mary's has planted ChristChurch, a daughter congregation, into the Isle of Ely primary school on one of the new housing developments and the Nine45, a new intergenerational congregation here at St Mary's Church.

The role of Children and Families Minister will primarily and initially be focused on St Mary's church.

# Role Description

## Objective

To lead and facilitate the church's Children and Families ministry, working closely with the clergy, staff, and lay leaders to nurture and develop existing ministries and teams and to develop further connection with young families in the parish.

## Areas of Focus

In pursuit of our mission to see every home in Ely reached with the love of Jesus, and to become a vibrant hub of community engagement and spiritual growth, the Children and Families Minister will play a pivotal role in focusing on our provision for children and young families. In order to lead and develop our ministry to children and families you will be responsible for leading a number of distinct teams and play a key role in helping us to develop the provision of activities around key festivals and at other times of the year.

Development of this ministry will involve nurturing and developing these teams of volunteers and keeping the profile of children and families high in the life of the church. This role will also involve working closely with the Team Vicar and other members of the staff team in developing new opportunities for connection with young families, by building on those we already have.

- **Provision of Children's Ministry at the Eleven15 Congregation**

At St Mary's we are blessed to have three distinctive worship styles, with three congregations meeting on a Sunday morning, each with their own style and character. The Nine45 service is an intergenerational service, where all ages are worshipping and exploring faith together all of the time. By contrast the Eleven15 is a weekly worship service, with a separate fortnightly ministry with children. The Children and Families Minister would focus on developing the Ministry with Children at the Eleven15 and assist the rest of the team in developing the service on those Sundays where separate ministry with children is not provided. At the Eleven15 we are seeking to develop a ministry for children that offers:

- a pattern of formational discipleship that builds firm foundations for faith that lasts.
- age-appropriate opportunities for learning for children and adults.
- spaces for fellowship both with peers and adults.
- a culture where children are seen as an integrated part of the congregation, with opportunities for serving and leading alongside adults.

The Sunday morning Ministry with Children at the Eleven15 serves around 18 children and you would be working with a team of half a dozen volunteers.

- **Development of our Under 1's and Under 5's Ministries**

Thanks to dedicated lay teams we have a thriving ministry for children under 1 and under 5, with an Under 1's group and an Under 5's group meeting weekly. Last year our Under 5's had contact with over 115 families, with 40 families attending any given session. Under 1's had contact with over 60 families with 12-18 attending any given session. Our Children and Families Minister will lead these teams in facilitating and developing these weekly sessions and in building relationships with the families that

attend. We would like to see the development of a range of activities and events which build on the provision we already have to further engage young families with the life of the church and developing their own journeys of faith. The plan is for our new Children and Families Minister to collaborate closely with the Team Vicar, to which post we are also currently recruiting, to create engaging events and programs for young children and their parents. Similarly, we would hope that the development of these events would also connect with making provision for families that bring their children to church for baptism.

- **Leading our JAM Packed Team.**

JAM Packed is our midweek group for school aged children from year 1 to year 6. It functions very much like a homegroup for the children of the church and their friends, and we have between 8 and 12 children attending each week, cared for by a small team of leaders. We start each session with toast to catch up on latest news, and explore faith together through a variety of means, including games, bible study, re-enacting the stories, and movie clips. We'd love to strengthen this ministry and maybe even extend it more widely or add to it a more open after schools' work.

- **Schools Work**

Ely has half a dozen primary schools as well as a secondary school, Ely College. Our previous Children and Families Minister established good links with several of the primary schools. In particular we have a very good link with St Mary's Ely C of E Junior School. Our previous Children and Families Minister produced a number of excellent school visit materials, and we have tended to host school visits as a team, with support from members of our congregations. It is envisioned that the Children and Families Minister will take on responsibility for developing the relationships with the primary schools in concert with the Priest in Charge. Together these two would work to develop the relationships within the schools, and it is hoped that when the Team Vicar is appointed, they will be able to add capacity to the team to extend engagement with the school community beyond the boundaries of the school day, and to connect with the wider community of parents and local community surrounding the school. There are no firm plans here at present and the development of our schools' ministry will involve a watching brief as a team.

- **Development of Events and Services.**

Christmas, Easter, Harvest, and Pentecost are all examples of seasonal festivals which readily lend themselves to family friendly events and activities, which can broaden the reach of the church. These can provide points of further connection for young families that connect with us via our Under 1's, Under 5's and baptism ministries. We would like to see our Children and Families Minister take a lead in helping us develop these sorts of occasions and opportunities as well as looking for other occasions throughout the year that may lend themselves to the same. While we would not expect our Children and Families Minister to lead these on their own, we would look for them to collaborate with the Team Vicar and other team members to develop these sorts of events. In the same way we would look for the successful applicant to be comfortable working with the staff team to assist in leading and developing the provision of our services on a Sunday morning, with a particular focus on ensuring we are making good provision for children and families and enabling our children and families to be involved, in both our Nine45 service and the Eleven15.

In addition to these areas of focus we will also look to our Children and Families Minister to help children transition to our Pathfinders group for 11–18 year olds, help families develop resources for nurturing faith at home, and to bring to the ministry insights and developments from your own knowledge of children's and families work.

# Person Specification

## Qualifications and Experience

Though desirable, this post would suit candidates both with and without formal training or qualifications in children and families ministry. The Diocese provides a range of training for those involved in ministry with children and so this could be explored if need be. Of greater import is to have some experience of working with children and families in a church setting.

### We are looking for someone who has:

- excellent communication and teaching skills with both young people and adults.
- good organisational and IT skills.
- understanding of current legislation affecting children's work, including Safeguarding, Health & Safety, and experience of implementing best practice in these areas.
- a passion for seeing children grow in their faith and love of Jesus.
- a heart for building relationships with families both within and beyond the church.

### We are looking for someone who is:

- good at encouraging faith in and building relationships with others.
- a committed, practising Christian, with a strong devotional life, able to inspire faith in others.
- able to inspire, pastor, listen to, engage, and pray with children.
- able to help build relationships and grow faith across the generations.
- able to take the initiative in leading the development of our Children and Families Ministry.
- able to identify, recruit, train, and lead teams of volunteers.
- sensitive to the Holy Spirit - able to contribute to having a sense of the 'pulse' of the church, and comfortable with discerning the activity of God in the world around them and to align our work with it.
- able to connect and communicate well with various groups including with schools, St Mary's church family, PCC, staff, and volunteers.

### We are looking for someone who is willing to:

- model by example what it means to follow Christ.
- teach clearly by word and example and grow in confidence to speak and lead in gathered worship.
- find ways to help parents and carers to nurture their children in faith.
- work both collaboratively and independently, sharing in building a strong, committed, relational staff team.
- grow and develop their practice further.

# What we can offer you

The Role offers:

- An opportunity to pursue a sense of vocation for working with children and young families.
- A collaborative and encouraging leadership team with a commitment to develop strong working relationships.
- A stimulating environment.
- Great teams of lay volunteers to work with, nurture and develop.
- An opportunity to be involved in developing outreach to children and young families.
- Opportunities to develop your leadership, supervision, and communication skills.
- Opportunities to develop teams and trust them to take risks.
- Opportunities to encourage vocation in members of all generations.
- Opportunities to utilise our transformed building for new community initiatives.
- Warm and loving congregations.
- A small but wonderful city as it continues to grow apace.
- A supportive and caring Diocese.

## ● **Current Staff Team**

Our Current staff Team consists of:

Team Rector / Priest in Charge	Phil Marsh
Team Vicar – Mission Enabler	To be appointed
Curate	Ruth Holmes (Curacy ends summer 2024)
Children and Families Minister P/T	To be appointed
Operations Manager P/T	Kirsty Smith
Office Administrator P/T	Elizabeth Anderson

This team of paid staff minister operates alongside a wide number of other leaders in the life of the church including retired ministers with PTO, a number of LLM's and ALM's and a significant number of other lay leaders.

## Details of Employment

- The post is subject to the General Occupational Requirement of being a practising Christian.
- Work pattern: Part Time (flexible)
- Employer: St Mary's PCC
- Location: St Mary's Church.
- Hours: 27 per week
- Due to the nature of the work, the post holder will need to work flexible and unsocial hours. i.e. some early evenings and Sundays. As the workload may vary from week to week, it may be necessary to take 'time off in lieu'.
- £26,000 to £31,000 per annum {Pro Rata} Depending on experience.
- Pension: Yes. 4% Employers contribution.
- Probationary period: 6 months
- Grievance / Disciplinary: Standard St Mary's Ely, PCC.
- Holidays: Pro Rata
  - 25 working days
  - Plus Statutory bank holidays.
  - Plus additional days between Boxing Day and New Year's Day when St Mary's is 'closed'
- Expenses and mileage: Paid in line with the current Church policy.

**St Mary's is committed to safer recruitment practices for people working or volunteering with children and adults and therefore this position is subject to an enhanced disclosure from the DBS (Disclosure & Barring Service).**