



Children's Ministry Leader (1/5 time)

£26,000 to £27,000 (per annum, pro rata) dependent upon experience

Job Description & Person Specification

Summary of Details

Eastleigh Parish Church is seeking to appoint a Children's Ministry Leader principally to plan and deliver structured children's ministry at our 11o'clock service on Sunday mornings and, where possible, to support our young families in the discipleship of their children.

We seek a person with a life marked by prayer and discipleship of Jesus Christ and who is passionate about seeing children and whole families flourish as disciples of Jesus.

This is a 1/5 time post with a Full Time Equivalent salary of £26,000-£27,000, dependent upon experience. You will be expected to work on Sundays delivering structured provision for the children at the 11o'clock Service. Preparation of these sessions and other duties will be carried out at a time by mutual agreement.

Funds are available to see this role grow in scope / time, subject to mutual agreement. For example, 3 hours per week would be available for the Stay & Play project. Other options also exist should the successful applicant be interested in this.

Part One: Job Description

Specific Expectations

Eastleigh Parish Church (EPC) will expect the Children's Ministry Leader to:

1. Coordinate and lead the ministry for children at the 11o'clock service at EPC held at 11am on Sundays in All Saints', Eastleigh Parish Church, SO50 5NH.
2. Develop and make readily available a collection of resources that connect with the Sunday morning provision that can be used in homes by parents/care-givers that help disciple children. (For information: we currently offer these resources -

<https://www.eastleighparish.com/children-at-home> and would hope to see this area of ministry further developed.)

3. Plan and deliver 3 'Saturday Kids' Services per year, our annual 'Light Party', and Easter weekend activities. Also, work with the Vicar to plan/deliver our annual Christingle Services.
4. Seek to establish good relationships with parents/care-givers of children within EPC and members of the children's ministry team.
5. Encourage parents/care-givers to be the primary source of discipleship for their own children (i.e. place the main focus of children's ministry not on church-based activities, but upon discipleship within the family home instead).
6. Keep the EPC church family informed of progress and developments within the Children's Ministry. This will involve occasionally contributing to the weekly 'Outlook' news sheet, using the EPC social media accounts and website, and preparing occasional reports for the PCC.
7. Work 46 Sundays per year.
8. Attend the monthly 'come to the table' bring-and-share meals (12noon, first Sunday of the month).
9. Comply with relevant EPC policies. This includes: Safeguarding, Health & Safety, etc. (You will be well-supported by the PCC-appointed Safeguarding and Health & Safety officers.)
10. Work closely with the Vicar in regards to provision of content. This relationship is envisaged to be one that is 'light-touch' - although closer supervision will be required during the first few months, until the successful applicant is comfortable with the church's expectations.
11. Ensure that the church buildings and equipment are/is clean & tidy at the end of each session.
12. Develop and coordinate a team of volunteers to help deliver all of the above.

Current Context and Provision

In recent years, EPC was blessed to see a growing number of children & young families attend church activities. These activities included regular in-service children's groups with appropriate age differentiation, and a very popular mid-week toddler group ("Stay and Play"). For various reasons, the number of children now attending on Sundays (mainly due to several key families moving away from the parish) has significantly decreased and our ministry to children and their families at this time is essentially in need of a well-led 'reboot'.

Important Notes

Whilst we are keen to place the emphasis of discipleship of children within the home, we are conscious that (in the early days especially) running an effective Sunday programme will be a key stepping stone towards this overall goal. The work of the Children's Ministry Leader is clearly vital in that regard.

Broader Hopes

There is much to be done if EPC's ministry to children & families is to produce good fruit in the years ahead. With this in mind, here are a few key hopes that we have in mind at this time:

1. To see the older children actively serving in the life of the church.
2. Growth in the size and competency of the volunteer team.

Possible Overtime

As stated above, funds are available to see this role grow in scope / time, subject to mutual agreement. For example, 3 hours per week would be available for the Stay & Play project. Other options also exist.

Oversight and Line-Management

1. A Supervisor will be appointed for day-to-day line management, oversight of tasks, goals, etc.
2. A Pastoral Supervisor will be appointed to help provide appropriate care for you outwith of the line-management/supervision mentioned above.

Further Notes

1. A mobile phone and laptop will be provided for your duties.
2. During the probationary period, one month's notice may be given in writing by either party to terminate the employment.
3. EPC is committed to the spiritual and personal development of the Children's Ministry Leader. We will encourage you to set aside time for prayer for this ministry, and we will support you through regular reviews, and providing opportunities to feedback your ideas to improve the mission of EPC.
4. Statutory holiday and benefits are provided, including the offer of a workplace pension.
5. Further details about EPC can be found at www.EastleighParish.com.
6. The Ethos of EPC is detailed at the foot of this document for your information.

Part Two: Person Specification

Values

The Children's Ministry Leader will share these key values with EPC:

1. Personal discipleship is more important than mere church attendance.
2. Reaching out to the lost and actively seeking to make disciples is more important than providing a consumerist response to church members (i.e. we don't want to run popular children's groups at the expense of making disciples).

Essential Criteria of the Successful Candidate

Essential Criteria	Explanatory Notes
<p>A personal commitment to a life of Christian Discipleship</p>	<p>This post carries with it a 'Genuine Occupational Requirement'. The Children & Families Minister must be a practicing Christian as described by the PCC's Ethos Statement (detailed at the foot of this document) because they will be representing EPC to those who come seeking its Christian faith.</p> <p>This personal commitment includes being an obedient disciple of Jesus Christ, understanding how to be filled with the Holy Spirit, and a proven track-record of making disciples and not merely encouraging church attendance.</p> <p>At interview, a candidate may be asked to explain how they have been 'transformed by the renewing of their mind' and do not live</p>

	<p>‘according to the patterns of this world’ (see Rom 12:2).</p>
<p>Enthusiastic about, and committed to, the community and Ethos of EPC in both public ministry and private life</p>	<p>Including having a strong love for the local church and being willing/able to model Acts 2:42 (‘be devoted to...’).</p> <p>Including (or pledging) to becoming a member of the worshipping community of Eastleigh Parish Church, and a regular, committed, serving, member of the EPC church family and willing to engage with all their traditions/congregations.</p> <p>Including taking a part in wider church-family life (see footnote [1]).</p> <p>Including holding an orthodox understanding of Christianity & Scripture, including on contemporary issues.</p>
<p>Good Bible knowledge, and a passion for the Bible, its teaching and personal application</p>	<p>Including being teachable and able to teach (2Tim 2:2).</p> <p>Including agreeing with ‘<i>Appointing Reliable People</i>’ document (included in applicant pack).</p>
<p>A well-developed prayer life and sense of personal spirituality</p>	<p>Including knowing how/where they are fed/resourced spiritually.</p> <p>Including being able to maintain a private prayer life and lead public prayers.</p> <p>Including being able to model and encourage best practice in prayer ministry, with both the children & adult team members.</p>
<p>DBS-Checked</p>	<p>Must be willing to submit to a DBS Check and to complete the appropriate level of safeguarding training, and, complete the</p>

	Church of England Confidential Declaration Form.
Existing knowledge and awareness of Safeguarding	At interview, a candidate will be asked to describe their understanding of key safeguarding principles, provide evidence of attending safeguarding training courses, where completed.
Love of people; families and children in particular	Through references and at interview, the candidate may be asked for evidence of their voluntary / previous engagement with children & families and about their ministry to / with them.
Ability to work well both in teams and alone	At an interview, the ability to maintain one's ministry alone may be discussed. The ability to both <i>lead</i> and to also be <i>led by</i> others when appropriate is vital. Have a 'muck-in' and 'can-do' approach.
Ability to recruit, train and maintain a volunteer workforce	At interview, the candidate should be able to articulate their experiences in working with volunteers.
Ability to prioritise well	Including excellent timekeeping and personal management skills.
Polite & personable nature with good communications skills	Includes being able to give and receive helpful instruction and feedback. Includes a good standard of written and spoken English.
Good awareness of issues surrounding health & safety in the context of public service – and a willingness to be	Includes ability to prepare and apply risk assessments appropriately.

creative in how one responds to this area of concern.	
Self-awareness	Is aware of personal gifting/strengths, and areas of weakness. Is able to recognise the impact that personal upbringing / experiences may have had upon oneself / one's worldview and on others.
Willingness to operate within the terms of EPC's policies and procedures	See EPC policies for further details (available upon request).
Competent IT skills	Competent use of electronic media; including desktop publishing, and at ease with the use of the world-wide-web, ZOOM, social media (e.g. Facebook and Twitter) etc. Note: "competent" not necessarily "expert".
Willingness to lead & embrace change when appropriate	In recent times this would have included a willingness to respond positively to the restrictions of lockdown; moving from in-person to a mixed mode of provision.
Understands & appreciates the setting in which we minister	Has a realistic understanding of Eastleigh and its community.

Desired Criteria	Further Notes
Budgeting skills	Able to plan ahead financially and make good use of limited financial resources.
Biblical training to undergraduate or higher standard	
Desire to attend further training	The PCC would be delighted to see how they might best facilitate this to

	suit your individual level of learning/context.
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Part Three: Ethos

Ethos of Eastleigh Parish

In order to help direct the overall mission, purpose, and vision of EPC, the PCC has adopted the following Ethos Statement:

"The Benefice of Eastleigh (in the Church of England Deanery of Eastleigh and Diocese of Winchester) is part of the One, Holy, Catholic and Apostolic Church, worshipping the one true God; Father, Son and Holy Spirit. The Benefice of Eastleigh professes the faith uniquely revealed in the Holy Scriptures and set forth in the catholic creeds, which faith the Church is called upon to proclaim afresh in each generation.

All activities and operations of The Benefice of Eastleigh will adhere to this ethos."

Part Four: General Notes

Key Information

1. For further informal conversation about this post, please contact the Vicar, Revd Ian Fletcher, on 07809 668 118 or email ian@eastleighparish.com
2. Completed application forms should be sent to ian@eastleighparish.com
3. You are warmly invited to visit Eastleigh Parish Church. If you require accommodation to facilitate your visit, please mention this to the Vicar, Ian.

[1] By this, we mean that they will show a general willingness to attend social events, such as a Harvest Barn Dance or Summer BBQ, as well as certain 'whole-church' prayer events. We would hope that the successful applicant would want to join a Discipleship Group in order to help further develop their own discipleship.