

## ROLE PROFILE

**Job title:** Kids and Families Pastor

**Hours:** Full-time (37.5 hours worked Sunday-Thursday. Sundays are 8.30am - 1pm).

**Reporting to:** Vicar

**Principal location:** Central Church Bristol

**Enhanced DBS check required:** Yes

**Special conditions of employment:** There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010. We also ask that the successful candidate, if not already, belongs to Central.

**Rate of pay:** 26k to 29k (dependent on experience)

**Holiday:** 25 days per annum (6 Sundays) plus bank holidays.

**Pension:** Automatic enrolment into the NEST pension scheme. Both employee and PCC pay in 4% of your pensionable earnings each month.

**Probation period:** 6 months

**Other expectations:** Whilst the role will usually be Sunday to Thursday, the role holder will need to be available to work some other key dates, such as special services (e.g. Good Friday & Easter), annual meetings, and New Wine/Focus. It is expected that staff members will be active members of Central Church - praying at prayer meetings, serving on team, giving financially, and growing as part of a Connect Group.

## JOB SUMMARY

Central is a growing church in the centre of Bristol that longs to be Jesus-centred, Bible based and led by the Holy Spirit. Our heart is to see our city bearing fruit for Jesus, and joining the team here means joining a diverse church family that sincerely loves one another and loves God. We are in a new season after the appointment of our vicar Tim (who started in late 2023) and are a church of approx. 85 adults and 30 children. Our 10.30am service averages 70 adults and 20 children, and our midweek toddler group engages 50 families and averages 35 children each week.

We are recruiting a Kids and Families Pastor who is passionate about pursuing Jesus and seeing the kingdom of God advance through ministry to children and families. We long to see our children's work taken to the next level and for someone to build on the existing foundation and to sustainably bring direction, cohesion, training and vision. We also long to be more consistent and effective in reaching out to our city so that children and families might come to follow Jesus for the first time. We believe children are not just the church of tomorrow but are the church of today, and we want to 'tell the next generation the glorious deeds of the Lord, and His might, and the wonders that He has done' (Psalm 78).

You will be a self-starting individual, who loves children, is excited to join our team and is committed to modelling whole of life discipleship to kids and empowering families to do the same.

## KEY RESPONSIBILITIES

- Oversee Central Church’s mission and ministry to children aged 0-11, leading growth in numbers and depth of discipleship.
- Grow and develop our Sunday morning children’s ministry (Sunday Club) alongside our key volunteer coordinators and wider volunteer team.
- Lead, co-ordinate, train, and grow the team of volunteers for Sunday Club, Tower Tots and other outreach activities/events.
- Oversee, plan and lead family-focussed aspects of Sunday services, working to expand capacity and grow the number of children and families involved.
- Plan, lead and develop our midweek toddler group Tower Tots, working to increase its missional impact and reach.
- Encourage and resource parents and carers to disciple their children at home, e.g. running courses to equip parents.
- Identify and cultivate new opportunities for mission to non-Christian children and their families in the local area, including building appropriate and strategic relationships with schools and developing new opportunities for engagement.
- Work with the vicar and associate leader to plan events, meetings, and services.
- Manage the budget for the children’s and families work.
- Manage any interns within the kids ministry, developing them and releasing them into appropriate levels of leadership.
- Work with the wider team to strategically develop Central Church’s ministry to young people (11-18), and to ensure a smooth transition as children grow older.
- Ensure that kid’s team volunteers are recruited safely, following the safer recruitment policy, and that all regulatory requirements regarding safeguarding and health and safety are met, attending training as required.
- Assist in managing DBS checks for volunteers, working closely with the Safeguarding Officer.
- Handle ad hoc tasks and other project work that enhances the ministry and mission of Central Church.

## PERSON SPECIFICATION

### Faith

- Has a mature, personal faith and relationship with God.
- Believes and embodies the truths of God’s word and is committed to the Bible being our source of truth for kids and families.
- Is committed to the vision, purpose, and goals of Central Church, and is passionate about making Jesus known.
- Is willing to accept and sign our Leadership Commitment.
- Has a passion for reaching children with the gospel and seeing them grow into all that God has created them to be in Christ.
- Is committed to ministry in the power of the Spirit.
- Is committed to playing an active part in a local church.

### Personal Qualities

- Humble - “I’ve got loads to offer but it’s not about me, it’s always about Jesus and the vision”.
- People smart - “I know how I impact others and can manage that well”.
- Hungry - “I want to get stuff done to see God’s Kingdom come”.
- Alive - “I’ve got enthusiasm, commitment and sense of humour”.

### **Essential Experience**

- Experience in leading, teaching and inspiring groups of children.
- Experience of leading, motivating, developing and empowering volunteer teams.
- Experience in working with children and their families.

### **Desirable Experience and Qualifications**

- Qualification in a child/education related area.
- Experience of working and leading in a church environment as either staff or volunteer.
- Experience of organising and managing rotas in Churchsuite.
- Experience of producing resources and designs in design applications (e.g. Canva/Photoshop).

### **Skills**

- Ability to create a dynamic and fun environment for children of different ages and backgrounds.
- Good with people, and ability to recruit, lead and pastor volunteer teams.
- Ability to communicate biblical truths in a fun and relevant way for children.
- Committed to the spiritual and emotional development of children.
- Ability to teach and support children to be filled, led and empowered by the Holy Spirit.
- Ability to manage a budget.
- A self-starter able to work on their own initiative and manage their own workload well.
- Confident in interacting with parents and caregivers.
- Adaptable to new opportunities and able to proactively engage with unexpected challenges that can occur in church life.
- The ideal candidate will possess good IT skills, including familiarity with G-suite and online tools used for scheduling and communication.
- Good organisational skills and comfortable within a team office environment.
- Ability to run an event from initial planning to review.
- Understands the importance of safeguarding, inclusion, confidentiality and behaves accordingly.

## **APPLICATION PROCESS**

To apply, please send the following to [tim.jones@centralchurchbristol.org](mailto:tim.jones@centralchurchbristol.org) by **5pm on Friday 8th November 2024** :

- A CV of no more than three pages covering your previous work experience and relevant skills.
- A one or two-page cover letter detailing any sense of calling to the post and a vision for kids in a church like Central.
- The details of one character referee and one professional referee (this should include your most recent employer).

An interview will take place in person on **Monday 11th/Tuesday 12th November** and include a 5-10-minute all-age talk on a passage of your choice. For more information about the role or process, contact Tim Jones (our vicar) using the email address above.