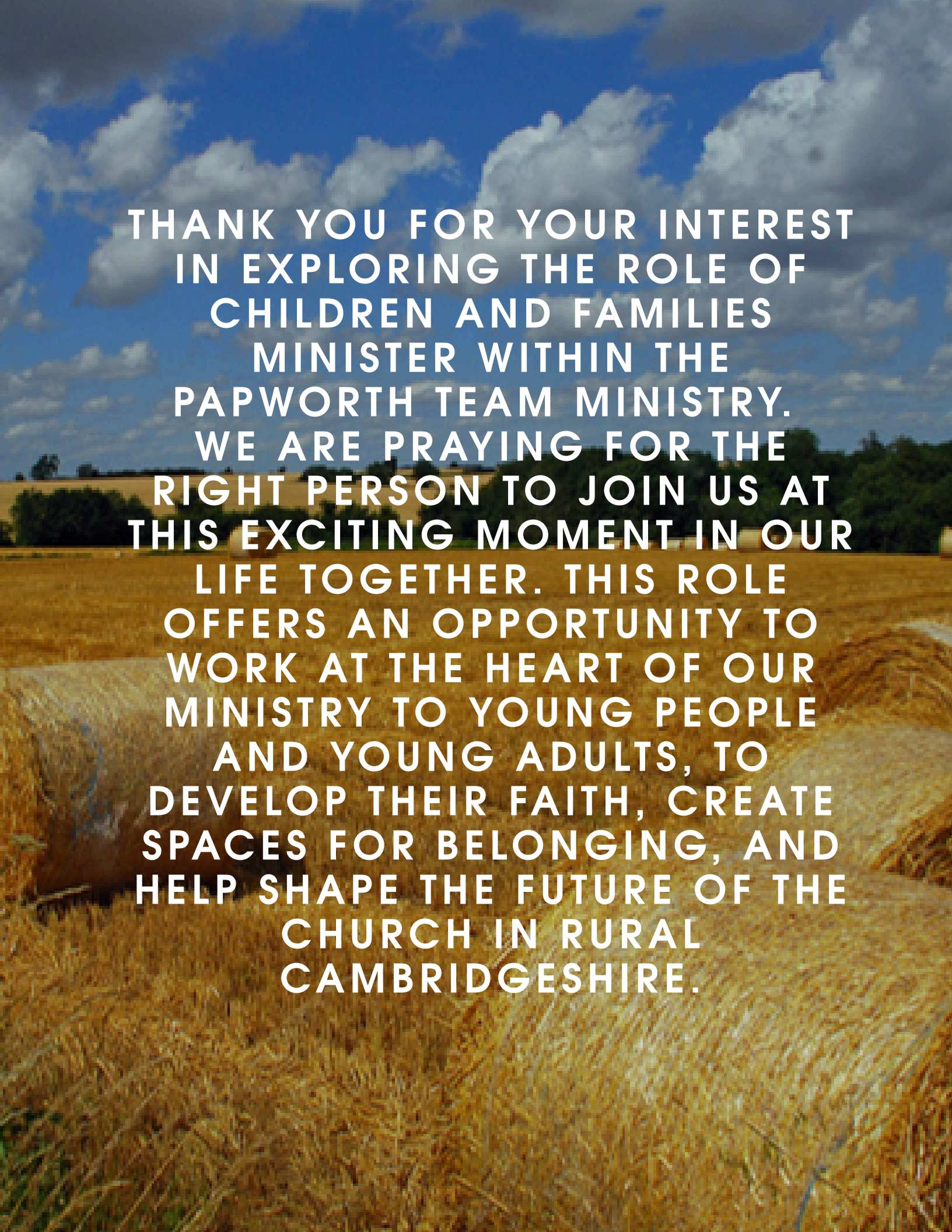
PAPWORTH
TEAM MINISTRY

CHILDREN AND FAMILIES MINISTER



THANK YOU FOR YOUR INTEREST IN EXPLORING THE ROLE OF CHILDREN AND FAMILIES MINISTER WITHIN THE PAPWORTH TEAM MINISTRY. WE ARE PRAYING FOR THE RIGHT PERSON TO JOIN US AT THIS EXCITING MOMENT IN OUR LIFE TOGETHER. THIS ROLE OFFERS AN OPPORTUNITY TO WORK AT THE HEART OF OUR MINISTRY TO YOUNG PEOPLE AND YOUNG ADULTS, TO DEVELOP THEIR FAITH, CREATE SPACES FOR BELONGING, AND HELP SHAPE THE FUTURE OF THE CHURCH IN RURAL CAMBRIDGESHIRE.

INTRODUCTION

We are delighted to be establishing a new post to support and expand our ministry with children and families across the benefice. This role has been made possible through the extraordinary generosity of three sources: the ongoing giving of our congregations, a charitable legacy gifted in memory of Leslie Gawn, and a grant from the Growing Faith Foundation, recognising our commitment to nurturing faith in children and young people through engagement with church, home and school.

Leslie Gawn was a deeply valued member of our community — a loving husband, father and grandfather, and a respected professional who contributed to landmark construction projects throughout Cambridgeshire and East Anglia for over four decades. He was known not only for his skill and professionalism, but for his warmth, kindness and faith. In honour of his life and witness, the Gawn family have chosen to support ministry that reflects Leslie's heart for family, belonging, opportunity and the blessing of future generations.

The establishment of this post arises from a shared hope: that children and families might grow in faith, flourish in community, and feel welcomed and known within the life of the Papworth Team. With the support of the Growing Faith Foundation, this role will help us deepen our engagement with local schools, support family-friendly worship, develop new initiatives for children and parents, and ensure that young families experience the Church as a joyful, safe and nurturing home.

We are profoundly grateful for the generosity that has made this ministry possible, and we look forward with anticipation to the fruit it will bear in the years to come.

Growing Faith Foundation
Church of England

FOREWORD FROM THE TEAM RECTOR

'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.' – Matthew 9:38

These words feel especially resonant for us in the Papworth Team Ministry in this season of life and mission. We believe we are standing at an exciting and hope-filled moment in our story, a moment of opportunity, growth and God-given possibility, and we are praying sincerely for the right person to be called to join us to take a lead in our ministry to children and young people.

This job description offers a snapshot of who we are and what God is already doing across our fifteen rural parishes. However, our hope is that the person who steps into this role will prayerfully discern, under the guidance of the Team Rector, the future direction of children under the age of 11 and young families. In what follows, we therefore offer potential applicants an insight into how we feel that this role could be inhabited but there is plenty of scope for the right person to shape and mould the job in a way is suited to their particular gifts, passions and experiences. Whoever you are, we are praying that God will bring the right person, someone called to share in the joyful, generous and hope-filled ministry unfolding here.

Our future holds rich promise:

- We have recently been selected as a national Growing Faith Hub, deepening our engagement with children, young people and households.
- We are developing a new ALM training pathway within the Diocese, nurturing vocation and releasing lay ministry across our parishes.
- We are strengthening partnerships with all our local schools and launching initiatives including Messy Church, a new worshipping community and a community centre in Papworth for gatherings, outreach and mission.
- We are blessed with dedicated lay leaders, excellent administrative support and a genuine culture of collaboration, trust and prayer.

If something within you stirs as you read this, if you feel drawn to help shape a ministry that is evolving, imaginative and open to the Spirit, we would be delighted to explore whether God may be calling you to join us.

Matt Phillips, Team Rector

OUR VISION

Over the past few months, we have been prayerfully discerning and shaping our shared vision for the Papworth Team. Through conversations, prayer, listening to the parishes, and reflecting together as a ministry team, we have sought to ask what God is calling us to prioritise in this next chapter of our life together. Again and again, the same theme has come through with clarity and conviction: we are called to be **Church for Everyone.**

This simple phrase has become the heart of our vision. It expresses our desire to be a church where every person, in every village, of every age and background, is welcomed, valued and able to participate fully in the life of faith. To help us grow into this vision, we have identified three key areas of development, which will guide our planning and prayer in the months ahead:

We invite everyone to belong, build community, and experience God's love together, welcoming especially our children and young people.

We all have a part to play; every gift matters as we serve one another and our wider community with compassion and purpose.

Together we are inspired to grow deeper in faith, learning to follow Jesus and live out His hope in our daily lives.

ABOUT THE PAPWORTH TEAM MINISTRY

The Papworth Team Ministry consists of fifteen rural parishes in west Cambridgeshire. We are a collaborative benefice with strong local leadership, thriving village communities, and an increasing number of young families, particularly in Papworth Everard. Whilst we anticipate that the individual appointed to this post will therefore work across the whole team, connecting with children and young families in Papworth Everard will be a key priority. As the biggest village in our team, we are increasingly developing Papworth as the 'hub' of Benefice life, which can resource and nurture other parishes. The expansion of our church offices in Pendrill court in Papworth, and the creation of a new multipurpose gathering space for church events in the heart of the village is also part of this vision.

From January 2026, the Papworth Team has been selected to become a national Growing Faith Hub in the Church of England, which recognises our commitment to integrating church, home and school in the discipleship of children, youth and young adults. This designation affirms our direction of growth and innovation as we seek to nurture faith across the generations.

As a team, we believe that we seek to develop excellent administrative systems, committed lay leadership, and a healthy financial structure. Central to our identity and vision is our desire to be Church for Everyone who lives in our Benefice.This includes creating spaces where everyone is invited, providing opportunities for everyone to be involved in serving and finally, helping create opportunities for everyone to be inspired to grow in their love and knowledge of Christ and the desire to build his kingdom here in rural Cambridgeshire.

Further information about each of the churches in our Team can be found on the Papworth Team website.

THE GROWING FAITH LEARNING HUB

We are delighted to share that the Papworth Team was recently successful in securing funding from the Growing Faith Foundation to become a Growing Faith Learning Hub. This exciting development recognises our commitment to connecting church, home and school, and to nurturing a culture in which children's spirituality is recognised, valued and encouraged. The person appointed to this role will be actively involved in shaping this work, ensuring that the voices and experiences of our younger children help guide our ministry and community life.

A key focus of this post will be helping to co-create, develop and implement the Voices of Spirituality Framework—our central Growing Faith initiative. This is not a framework to be delivered to children, but one to be built with them. We believe that children are young theologians, capable of profound spiritual insight, and we are committed to helping them develop the language, confidence and freedom to explore faith in authentic and life-giving ways. The postholder will:

- help create and shape the Framework through direct engagement with children and families
- create listening spaces where children feel safe to express their spirituality and wonder
- support reflection and creative exploration in schools, churches and homes
- weave children's insights into worship, prayer and community practices
- encourage and equip families to develop spiritual rhythms and practices at home

This ministry sits at the heart of our vision to be a Church for Everyone—where every child is welcomed, every family is nurtured, and every voice contributes to shaping our shared life of faith.

We look forward to welcoming someone who will bring warmth, creativity, sensitivity and joy into this ministry—someone who delights in children, sees their potential, and will help them grow in confidence, belonging and relationship with God. The person who joins us will play a vital role in helping our churches continue to flourish as intergenerational, spiritually rich communities where children and adults learn from one another in faith.

THE ROLE: CHILDREN AND FAMILIES MINISTER

The Children and Families Minister will help shape and support our ministry with children aged 0–11 and their families across the benefice. Your ministry will build trusted relationships, nurture children's spiritual curiosity and belonging, and create joyful, meaningful opportunities for prayer, worship, reflection and community for the youngest members of our church family. This role will play a key part in our Growing Faith Hub, helping to develop and embed a 'Voices of Spirituality Framework' across church, school and home.

KEY RESPONSIBILITIES

Ministry, Mission and Discipleship

- Build warm, trusting relationships with children and their families
- Develop understanding of our local context, listening for needs and opportunities
- Help children express spirituality in age-appropriate and creative ways
- Support and facilitate activities such as toddler groups, family services, Messy Church and seasonal events
- Encourage children's voices to shape worship, prayer and community life
- Engage in the development and implementation of the Voices of Spirituality Framework as part of the Growing Faith Hub
- Ensure accessibility and inclusion for children with SEND and additional needs
- Encourage intergenerational connection and belonging

Communication

- Maintain strong communication with families, schools and church communities
- Share information clearly about events and ministry opportunities
- Contribute to church communications, newsletters and social media where appropriate

Team Development

- Recruit, equip and support volunteers to assist in children's ministry
- Encourage gifts of service, creativity and leadership in both adults and children
- Work collaboratively with clergy, lay ministers, teachers and church members
- Contribute insights from children's engagement to ministry team reflections and planning

Safeguarding and Safety

- Ensure compliance with safeguarding policies and procedures
- Maintain a culture of safe practice, accountability and child-centred care
- Attend required safeguarding training

ACCOUNTABILITY

Supervisor: The Incumbent.
Responsible for: Volunteers.
Working With: Papworth Team Council, Parochial Church Councils, Youth and Young People, The Ministry Team, Volunteers.

TRAINING AND DEVELOPMENT

The successful applicant will be expected to participate in all appropriate training and development opportunities as directed. As a Benefice in the Diocese of Ely, there is also an expectation that applicants should be willing to participate in relevant Deanery and Diocesan networks and complete the necessary safeguarding training.

SALARY AND TERMS

- This is a part time post for 16 hours per week, initially on a 24 month contract.
- Salary: £32,000 per annum (0.4 FTE). The post holder will be employed by the Papworth Team Council, which equates to £12800 per annum.
- Travel and ministry expenses will be reimbursed.
- The successful applicant will agree their working pattern with the Team Rector. It is anticipated that regular working on Sunday afternoons and some evenings will be required.
- The successful post holder will receive a pro-rata paid holiday allowance of 25 days per calendar year, which equates to 10 days (or 5 weeks) per calendar year.
- No accommodation is provided

OTHER REQUIREMENTS

This role is subject to an enhanced disclosure from the Disclosure and Barring service. This is a full-time post with a 6-month probationary period.

PERSON SPECIFICATION

ESSENTIAL

- It is a requirement of the job that you be a baptised Christian, with a recent track-record of church membership and active Christian faith (an advantage is this was in a CofE parish).
- Experience working with children and families
- Warm, relational and approachable personality
- Ability to lead and develop volunteer teams
- Confident communicator
- Ability to work independently and collaboratively
- Emotional maturity and self-awareness
- Good organisational ability
- Driving licence and access to transport

DESIRABLE

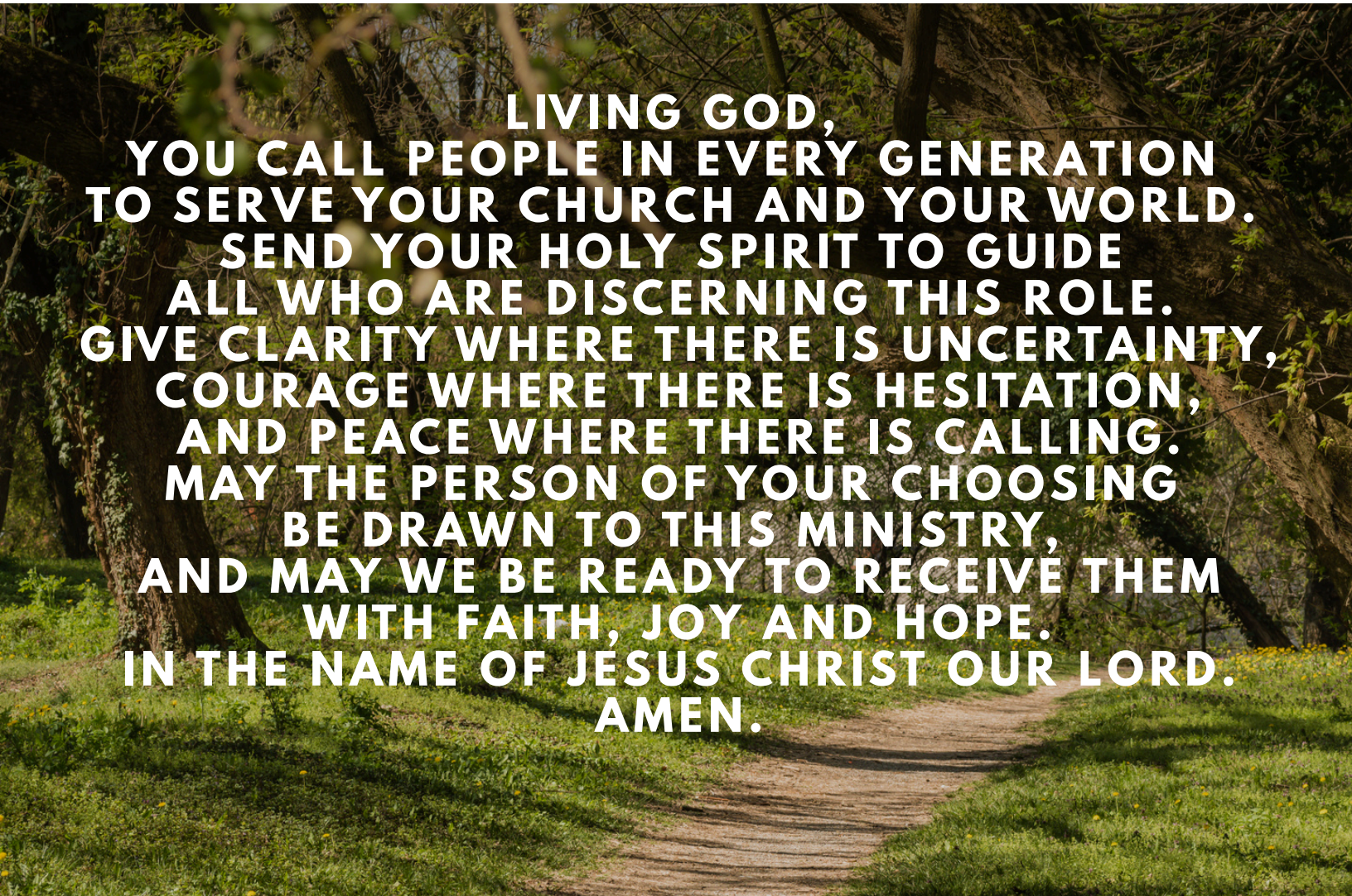
- Theological or ministry training
- Experience with schools-based ministry or parachurch organisations such as GENR8, Youth for Christ or WCYYM.
- Experience developing worship or prayer with children and families
- Understanding of safeguarding principles
- Ability to use social media effectively in ministry

SAFEGUARDING AND ACCOUNTABILITY

- This role requires an Enhanced DBS check
- Full safeguarding training must be completed
- Accountability to the Team Rector

NEXT STEPS

If you feel a stirring of interest or a sense of prompting as you read this pack, we would encourage you to take the next step and get in touch. You may wish to begin with an informal conversation with the Team Rector, Matt Phillips. Please email matt@papworth.team or call 01954 604889 to arrange an informal conversation. Matt would be delighted to hear from anyone who senses that God may be inviting them to explore this role further.

We are committed to a prayerful and relational approach to discernment and appointment. Throughout the process, we will seek to listen to God, to one another, and to your own sense of calling. We believe this ministry will be shaped as much by the person appointed as by the aspirations of the Team, and we look forward to discovering what God has in store.

To submit an application for the post, please complete an Applicaiton Form, which is available from our website and email it to recruitment@papworth.team. The closing date for applications is **midnight on Sunday January 18th 2026**. We anticipate that interviews will take place on Saturday January 24th 2026.