

Children and Families Worker: Job Description

JOB SUMMARY:

The St Barnabas Children and Families Worker is a new role created to encourage, enable and grow Christ-centred discipleship, mission & evangelism with children and families in St Barnabas church, local schools & wider community of Knowle West, with a particular focus on 5-11yr olds and their families.

The context of this role is the Priority Communities Network (PCN) in the Diocese of Bristol. This is a parish-based and focused project that looks to deploy substantial resource into churches in areas of disadvantage in the Diocese. The Church of England through the Priority Communities Programme is funding this role for St Barnabas, Knowle West.

REPORTS TO:

Rev Clive Hamilton (Priest in Charge) at St Barnabas, and indirectly to the church leadership and church council and the PCN project funding.

TERMS:

Salary £27,000 to £30,000 (dependent on qualifications or experience)

This is a fixed term contract (to 31st December 2028). The role is a full-time, 5-day flexible working week which includes evenings and weekends (37.5 hours per week) and Sunday. Part time working would be considered (0.75 FTE minimum). The employer and contractual location will be St Barnabas, Knowle West.

KEY RELATIONSHIPS (General)

- To maintain and develop your relationship with Jesus through regular times of personal prayer, study, and retreat.
- To play a full and active role in the worshipping life of the church family at St Barnabas.
- To be a fully participative member of the staff team: attending staff meetings, prayer times, and to play your part in building excellent working relationships.

KEY RELATIONSHIPS (Specific to this role)

- To meet regularly with your line manager for support and supervision, to help reflect on, and manage your workload; to structure the pattern of your normal working week and when needed to arrange time off in lieu for busy periods; to pray and plan strategic targets; and for personal/spiritual support and accountability.
- To develop positive and collaborative working relationships with staff, leaders, and volunteers at St Barnabas.

- With the church, serve local families through provision of discipleship, praying for them and supporting them.
- To seek to initiate, develop and maintain positive working relationships with local schools, as well as other children's providers in the area, working collaboratively where this is possible.
- To build good relationships and networks of support and encouragement with children's ministry leaders in local churches and wider Bristol.
- To collaborate with the Parish Safeguarding Officers and clergy, to ensure our Safeguarding Policies are implemented effectively in all areas of the children's ministry.
- To connect with, drawn on and use resources and support with the Diocese PCN & team, as well as our planned approaches of: 'Kid's Matter' parenting courses, Safe Hang Space after school club, and through a Müllers' church partnership.
- Working with the new Operations Hub Manager to develop our children and families outreach on social media.

RESPONSIBILITIES REGARDING MANAGEMENT & COMMUNICATIONS

- Maintaining good records and statistics, and sharing case studies and good news stories with the Diocese PCN Team
- Financial management of the Children & Families worker budget, with the support of our Operations Hub Manager

Children & Families Worker - Areas of Responsibility:

Starting where we are:

- Starting 'where we are' by understanding, analysing, and supporting the range of activities and initiatives already in place at St Barnabas, [for example, Food Bank, Thursday Warm Space, Messy Church, Sunday worship and Sunday Club, etc.]
- Contributing to existing worship activities including; taking a leading role in Messy Church (monthly Friday) and contributing to regular all age (Sunday) or ad hoc services, and looking for ways to further develop these in creative, inspiring, engaging, and nurturing ways.
- Strengthening existing Sunday Club provision and children's discipleship,
- Strengthening Family Fun Days
- Engaging with people and families who are more on the fringe and not yet fully integrated into church, listening and identifying ways to work positively and creatively with them.

Developing existing new opportunities for mission

- Supporting the development of new activities already planned such as the 'Kid's Matter' parenting initiative and our planned Safe Hang Space after school club (with 'World Sport Ministries'),
- Opportunities to use unutilised time in the church to run activities that support children and families (in specific or broad ways but also in faith),
- Building relationships with children's ministry support organisations, particularly Mullers.

Developing new opportunities

- Explore offering activities in local schools, (assemblies and classes, and seasonal or themed events),
- Identifying new relationships with schools and other community partners to create meaningful connections, development opportunities and referral pathways (e.g. pre or after schools' activities based in the church or at school),
- Exploring and initiating new forms of church (e.g. Bubble Church, Forest or Muddy Church or other expressions of new faith /church communities),
- Explore new types of family events or days or other ad hoc activities aimed at connecting and building lasting relationship with children and families.
- Explore other forms of activities that strengthen families and aid parenting.

Bringing it together and making it last

- Helping to inspire, motivate, lead and develop existing and new volunteers to work with children's and families, and working as part of existing teams to develop these in an integrated and coordinated way.
- Helping foster intergenerational relationships within the church and intergenerational worship.
- Working, along with other church staff, to build flourishing and long-term connections with community partners.
- Working with the newly appointed church operations manager in developing publicity and social media presence.
- Ensuring that an integral part of all you do is the identification and development of appropriate missional opportunities, and looking for ways in which faith could underpin and support activities so they leading to transformational and lasting change for people and church.

Person Specification

We hope to find someone with energy and experience, willing to join our committed and passionate team to continue the development of growing and flourishing in our community

We seek an engaging, sensitive yet passionate worker with:

- a heart for children's ministry and passion for supporting families,
- a strong, life sustaining and Christian faith,
- a prayerful attitude to work, and an openness to the leading of the Holy Spirit,
- a positive style of communication appropriate to children and families,
- an ability to inspire and sensitively lead volunteers,
- an ability to make fruitful connections with local people, organisations and schools,
- an open attitude to develop our existing and growing links with the young families and the wider community we serve,
- an ability to be a self-starter, take initiative, and innovate.

Qualification & Experience

EXPERIENCE	
Essential Criteria	Desirable Criteria
<ol style="list-style-type: none"> Has a proven track record of church-based children's & families ministry, schools ministry, or equivalent transferrable skills. Has experience and understanding of safeguarding & safer recruitment, Has experience and understanding of confidentiality and GDPR Has experience and understanding of H&S and risk assessment. 	<ol style="list-style-type: none"> Urban ministry leadership experience Experience of leading people to faith in Christ A working knowledge of the Church of England structures and traditions.

SKILLS / ABILITY	
Essential Criteria	Desirable Criteria
<ol style="list-style-type: none"> 1. Ability to relate & communicate well with all ages, in variety of settings. 2. Enthusiastic advocate for intergenerational ministry. 3. Good self-awareness & desire to work well with others. 4. An ability to establish good working relationships with local community stakeholders & organising community events 5. The ability to work collaboratively as part of a team sharing learning and ideas. 6. Is well organised and able to deal with administrative and communication tasks using good computer skills. 	<ol style="list-style-type: none"> 1. Educated to A Level 2. Theological training and/or children's & families training 3. Knowledge of IT platforms such as; Microsoft 365, Canva, Eventbrite, ChurchSuite, 4. Good social media skills 5. Preparing risk assessments, and first aid training. 6. Experience of worshipping in Anglican Church(es)
PERSONAL	
Essential Criteria	Desirable
<ol style="list-style-type: none"> 1. A vibrant, life-giving and life-shaping Christian faith, rooted in a local church. 2. Vision & enthusiasm for children and families to meet Jesus and be transformed by relationship with him. 3. An awareness of contemporary culture and the issues which affect this age group and community, especially those from areas of social disadvantage. 4. A heart for local churches particularly in areas of social disadvantage. 5. Flexibility to work evenings and weekends. 6. Able to travel independently across the parish and Diocese. 	<ol style="list-style-type: none"> 1. Urban church experience. 2. Experience and heart for working in urban estates.



GENUINE OCCUPATIONAL REQUIREMENT

This post is subject to an occupational requirement that the postholder be a practising Christian under part 1 of Schedule 9 of the Equality Act 2010

SAFEGUARDING

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

HOW TO APPLY

For an informal conversation regarding this post please contact Rev Clive Hamilton at revclive@hamiltonc.uk

Applications should be made by completing the application form, which is available at:

Please send applications to: jobs@bristoldiocese.org

Closing date for applications: Tuesday 21st May 2025, 9:00am

Interview date: Thursday 29 May 2025