



Families, Youth & Community Worker

A centre of worship and mission,
and a beacon of God's love to the
community

Employment Details

Employed by: St Paul's Parochial Church Council

Line-Managed by: Vicar

Job Type: Fixed-term (three months probationary period) Hours: 18 hours per week (0.48FTE)

Exact days and times to be agreed with successful candidate.

Salary: £28,000 - £31,000 Pro Rata negotiable depending on qualification / experience.

Pension: NEST

Corporation pension scheme, currently 3% employer's contribution, 5% employee contribution.

Holiday: 25 days + 8 banks holidays

Place of work: St Paul's Church, Coronation Road, Southville, Bristol BS3 1AS

Applications

Please complete the application form and return to revjacquiean@gmail.com **Friday 28th August 5pm**

Interview: **TBC**

Start date: as soon as possible.

Role Purpose

The Families, Youth & Community Worker will help St Paul's build meaningful connections between children, young people, families, schools and church. Working alongside the Vicar and volunteer teams, they will nurture relationships, create opportunities for belonging and faith exploration, and create opportunities for families to connect with church life and explore faith.

The role will help deliver and grow key ministries including our toddler group, schools work, family activities and youth drop-in, while building relationships with children, young people, parents, schools and volunteers. A particular focus will be creating bridges between home, church and school, enabling children and young people to flourish spiritually, socially and emotionally within a supportive Christian community.

About St Paul's

St Paul's is a welcoming, growing and outward-looking evangelical and charismatic Anglican church in Southville (BS3), at the heart of one of Bristol's most vibrant and creative communities.

Over the last decade, St Paul's has grown from a small congregation into a multi-generational church family. We are committed to sharing the love of Jesus, serving our local community and helping people of all ages encounter and follow Christ. We value worship, prayer, discipleship, hospitality and community engagement, seeking to be a church that is both rooted in faith and actively involved in the life of our neighbourhood.

Our current staff team consists of the Vicar, an Operations Manager and a Curate (currently on maternity leave), supported by a dedicated team of volunteers and church leaders.

Current Activities Include

- Sunday worship, including children's and youth ministry.
- Home groups and discipleship groups.
- Alpha and other faith-exploration courses.
- BS3 Foodbank Outlet.
- Bristol Churches Winter Night Shelter.
- Community groups and social activities.
- Seasonal outreach events and community celebrations.

Opportunities for Growth

We are excited to explore fresh opportunities for engagement with children, young people and families, including:

- Early years and toddler ministry.
- School partnerships and school's ministry.
- Community-based family activities.
- Youth engagement through our Crypt space.
- New forms of outreach, belonging and discipleship for local families.

Our Building and Community

St Paul's is blessed with a flexible and well-used building that supports a wide range of worship, community and outreach activities. Alongside our main worship space and church hall, we have a dedicated children's classroom (the St John's Room), youth spaces within our Crypt, and office facilities including workspace for the postholder.

The Crypt provides exciting opportunities for ministry with young people and is already used for a variety of community activities. It offers flexible spaces for youth work, mentoring, gatherings and creative projects.

As part of our commitment to hospitality and community engagement, the church upgraded its audio-visual systems in 2024 and is currently investing in improvements to our kitchen and coffee bar facilities. These developments will increase our capacity to host events, welcome visitors and create spaces where relationships can flourish.

Our churchyard occupies a unique position on one of the busiest walking routes between South Bristol and the city centre. Thousands of people pass by each week, creating natural opportunities for visibility, invitation and community engagement.

Southville and BS3

St Paul's serves the vibrant and growing community of Southville and the wider BS3 area. Known for its independent spirit, creativity and strong sense of community, the area is home to thriving local businesses, schools, cafés, arts venues and community organisations.

The neighbourhood continues to evolve, with significant residential developments bringing new families into the area each year. Alongside long-established residents, this creates exciting opportunities to build connections across generations and backgrounds.

Key Areas of Responsibility

Early Years (0–5)

- Coordinate and oversee the weekly toddler and pre-school provision (Little Rocks).
- Recruit, support and organise volunteers for early years activities.
- Ensure safe operation of sessions, including registrations, safeguarding procedures and communication with families, and wider publicity.
- Keep in Contact and occasionally visit the monthly *Daddin'* toddler group.
- Develop opportunities for parents and carers to build friendships and connections with church life.

Children and Families (5–11's)

- Plan and coordinate regular family-focused events throughout the year. Examples may include film nights, seasonal celebrations, family socials and community activities.
- Develop opportunities that help connect families with one another, the local community and the life of St Paul's.

Youth Engagement (11–18)

- Coordinate the weekly Crypt drop-in for secondary-aged young people.
- Foster a welcoming and inclusive environment where young people can belong and build positive relationships.
- Ensure appropriate volunteer staffing, equipment, registrations, safeguarding procedures are in place and ensure publicity / communication with young people.
- Encourage young people to participate in the wider life of the church and support those who wish to explore faith further.

Schools Ministry

- Support schools with projects and resources linked to the Christian faith, such as Easter and Christmas activities, prayer spaces and school visits (eg, Easter in a Box)
- Support in the delivery of assemblies, lessons and other school-based activities.
- Work with school staff and church volunteers to identify, develop and deliver appropriate schools ministry opportunities as they arise.

Leadership & Administration

- Meet regularly with the Vicar for support, supervision and planning.
- Recruit, equip and encourage volunteer teams.
- Provide support, communication and training for volunteers.
- Ensure all activities are conducted in line with safeguarding requirements.
- Maintain appropriate records, permissions and risk assessments.
- Manage agreed budgets responsibly.
- Follow church policies and procedures.

What Success Looks Like

After 2-3 years we would hope to see:

- A thriving parent/carer and toddler community.
- A sustainable after-school youth presence in the Crypt.
- Families feeling welcomed, known and connected within the St Paul's community.
- Regular engagement with local schools through assemblies, lessons, visits and seasonal projects.
- A well-supported and growing team of volunteers.
- Strong connections between schools, community activities and church life.

PERSON SPECIFICATION

Occupational Requirement

It is a Genuine Occupational Requirement under Schedule 9 of the Equality Act 2010 that the postholder is a practising Christian. The successful applicant will demonstrate a personal commitment to Jesus Christ, be actively involved in a local church, and be able to support and advance the vision and mission of St Paul's Church.

An enhanced DBS check will be required.

Essential Knowledge and Experience

The successful candidate will:

- Have a personal and active Christian faith and be committed to spiritual growth through prayer, worship, Bible study and church involvement.
- Demonstrate an understanding of the mission of the Church and a passion for helping children, young people and families explore and grow in faith.
- Have experience of working with children, young people and/or families, whether in a church, school, community or voluntary setting.
- Work confidently and sensitively with people from a wide range of backgrounds, cultures and life experiences.
- Understand the pressures, opportunities and changing realities of family life, and how the church can respond with care, support and welcome.
- Have experience of recruiting, supporting or working alongside volunteers.
- Have a good understanding of safeguarding practices and a commitment to promoting the welfare of children and young people.
- Be able to plan, organise and deliver programmes, activities or projects effectively.
- Be confident working independently whilst also contributing positively to a wider staff and volunteer team.

Essential Skills and Competencies

The successful candidate will:

- Relate naturally and positively to children, young people and families.
- Be a gifted relationship-builder who enjoys engaging with people of all ages.
- Communicate the Christian faith clearly, appropriately and sensitively in both church and community settings.
- Be able to create welcoming and inclusive environments where people feel valued and connected.
- Have good organisational and administrative skills.
- Be able to prioritise workload and manage time effectively.
- Communicate confidently in person and in writing.
- Be competent in the use of IT, social media and digital communication tools.
- Demonstrate initiative, creativity and a willingness to pioneer new opportunities.

Desirable Knowledge and Experience

It would be advantageous if the successful candidate:

- Has experience of youth work, children's work or family ministry within a church context.
- Hold a relevant qualification in Theology, Youth Work, Children's Ministry, Education, Community Work or a related discipline, *or* be willing to undertake appropriate training and development, with support, to gain relevant qualifications and skills.
- Has experience of schools ministry, collective worship or educational settings.
- Has experience of helping new ministries, projects or initiatives grow and become established.
- Has experience of working in areas of social and cultural diversity.
- Has experience of managing budgets or grant-funded projects.

Personal Qualities

The successful candidate will:

- Be prayerful, spiritually mature and open to the leading of the Holy Spirit.
- Be enthusiastic, approachable and encouraging.
- Be a team player with a collaborative leadership style.
- Be able to listen well and demonstrate pastoral sensitivity.
- Act with integrity, discretion and good judgement.
- Be adaptable and willing to respond to emerging opportunities.
- Be reflective and committed to ongoing personal and professional development.
- Have resilience, perseverance and a healthy sense of humour.