



Children's Pastor

The Parish of All Saints Lindfield (ASL) is looking to appoint a suitably gifted and/or experienced person to the post of Children's Pastor (CP). Ministry to children and their families is a major priority of our church life and we are looking to see further growth and development in this area. The main thrust of the role is to oversee and develop our church-based children's work, All Saints Kids (ASK), and outreach amongst children in the community. Ideally, we are looking for someone with 3-5 years' experience of working with children in either a voluntary or paid capacity or else someone who is clearly gifted in this area.

1. Background

Lindfield is a sizeable village, with a population of around 7000, situated on the outskirts of Haywards Heath in mid-Sussex and is less than an hour from London and half an hour from Brighton on the south coast. Most age groups are well-represented in the village: young families (including two primary schools in the parish), a large number of commuters, substantial numbers of retired and elderly.

All Saints is the (Anglican) parish church and has been clearly evangelical for many years and is part of the local Sussex Gospel Partnership. We are known for a strong emphasis on biblical teaching and expository ministry. Our Electoral Roll is 421 and we have an average Sunday attendance of 450 over four services. Work amongst children and youth is a major thrust of the ministry at ASL.

The Church has recently completed a major re-ordering project ("ASPIRE") which has improved the flexible space in the church building. We also have an adjunct building, an old pub called "The Tiger", purchased in 1916 and refurbished in the 1980s which acts as the base of the church's operations.

Please visit our website (www.allsaintslindfield.org) to find out more about our church. In particular you will gain a flavour of what goes on in our "For Lindfield" magazine, available via the 'Latest News' page.

2. Purpose of the job

The purpose of the job is:

- to lead and develop our Sunday children's work (0-11s).
- to lead and develop our midweek outreach work with children and parents working alongside existing teams to refresh the vision for this ministry.
- to partner with families in the spiritual growth of their children.

3. The immediate context

- ASL has put a high priority on work with children and families over the years, both in its Sunday and midweek work. In September 2019 we relaunched our Sunday morning children's work to embrace a new model - loosely based on the Willow Creek Promiseland model. We have a pre-school group for 0-4s and a Primary aged group for 4-11s. A Pathfinders group (11-14s) is led by our Youth Pastor. The CP will oversee the 0-11s age group, but will normally be present within the 4-11s group. On Sundays, we begin all together in church and the young people leave for their groups after the first 10-15 minutes. We have over 75 children on the books, though weekly attendance is variable. There is a good and enthusiastic team of children's leaders who are looking for inspiring leadership and equipping.
- Midweek work with children and parents is focused on a variety of "bridge-builder" groups collectively known as "Daytime Tiger". These consist of: Noah's Ark (Wednesday mornings for parents/carers and toddlers), Rainbow (Wednesday afternoons for first time mums and their babies), Twins Club (twice monthly meeting for multiples). On a Thursday, there is a morning crèche, enabling mums to attend Coffee Plus - a growing fellowship group for younger women.
- We have good links with local schools and a small, but committed team drawn from the three churches in Lindfield, undertake weekly assemblies at Lindfield Primary Academy and Blackthorns Primary Academy.

4. Key elements to the job

1. *Inspire and encourage the Sunday children's work (All Saints' Kids - ASK)*
 - a. Plan a teaching curriculum "that declares the whole counsel of God", and source appropriate teaching material suitable for the relevant age groups.
 - b. Be the main leader within the 4-11s group on a Sunday morning, able to deliver engaging children's talks and creative learning sessions.
 - c. Identify, recruit and train leaders, and ensure they are pastorally cared for and encouraged by meeting with them regularly.
 - d. Be part of the wider ministry team which plans and delivers all age services.
 - e. Innovation: explore and develop new ideas for ASL to better reach out and build up children and families.
 - f. Promote children's ministry as part of the overall vision and strategy of ASL.
2. *Lead and envision the midweek children's work (Daytime Tiger)*
 - a. Identify, recruit and train team members and ensure they are pastorally cared for and encouraged by meeting with them regularly.
 - b. Be part of the Primary School Assemblies Team.
 - c. Envision: to consider how we reach out more effectively to children and families, eg. after school clubs.
3. *Partner with families in the spiritual nurture of their children*
 - a. Encourage and resource church families to disciple their children.
 - b. Help new families feel settled and those on the fringe to become more committed to church life.
4. *Lead and co-ordinate our seasonal/occasional outreach events*
 - a. Eg. Holiday Clubs - but all creative events should be considered.
 - b. Overseeing events such as Hallowe'en alternatives, Christingle-making etc.
5. *Other*
 - a. Bring fresh and creative thinking to children's and families ministry and lead us into new opportunities for outreach.
 - b. Be able to communicate well with children, parents and volunteer leaders, being proficient with e mail and general computing.
 - c. Understand and work within all the relevant legislation and best practice relating to the safeguarding of children (including Disclosure & Barring Service (DBS) checks, Parental Consent, Health and Safety, Risk Assessments, First Aid, Food Hygiene and Data Protection).

5. Person Profile

The person we are looking for will be:

1. A committed Christian who takes care to nurture his/her own relationship with God as a personal priority and who is seeking to grow in their personal discipleship.
2. A person who is fully in tune with the definite evangelical ethos of All Saints Church – the Evangelical Alliance Basis of Faith is a good guide.
3. A person who can command respect for their personal integrity, reliability and good Christian character.
4. A person who is able to think with vision about mission to children and be creative and innovative in that work.
5. A person who is committed to building and establishing children and families in their faith and seeking to make lifelong disciples.
6. A person who has confidence to lead others and is able to teach the bible to children.
7. A person who is aware of the pressures on young families and able to offer support and encouragement.
8. A person who is committed to, and gifted in, building teams – we are not looking for a one-man/woman-band.
9. A person who can work with a diverse team under the overall leadership of James Clarke as Vicar.

6. Key Relationships

1. Within the church family: the CP will see him/herself as an integral part of the wider church family: e.g. attending church prayer meetings, being part of a Connect Group, committed to being a full member of the church.
2. With Vicar & Churchwardens: The Churchwardens (as representatives of the PCC) are the CP's employer. The CP is employed to work under the authority of the Vicar, and is ultimately answerable to him. The CP will be line managed by the Assistant Minister (Hugh Bourne) and will meet regularly with him to discuss and pray for the CP's ministry in all its aspects.

3. With Church staff: The CP will be a full and key member of staff working alongside clergy and other staff members. S/he will attend the weekly staff meeting and staff prayers.

The present staff consists of Vicar (James Clarke), Associate Vicar (Stuart Silk) and Assistant Minister (Hugh Bourne), Assistant Minister for Music (Chris Steynor), Youth Pastor (Jonny Payne), Church Manager (Steve Norris), Assistant Church Manager (Sarah Hagger), Pastoral Assistant for Women (Antonia Easley), Pastoral Assistant for Seniors (Carrie Britton).

4. With the Church Manager and Parish Safeguarding officer to ensure best practise in safeguarding.
5. The CP will be in overall charge, under the Vicar, of all aspects of children's ministry including All Saints' Kids and Daytime Tiger groups.

7. Contract and Start Date

The position is currently available and we are hoping to have the CP in post as soon as possible, though we are prepared to wait until the end of Summer 2020 for the right person.

8. Hours, days off and holiday

This is a full-time post, working six days a week, which requires hard work and considerable personal flexibility. We would expect a normal working week to be around 40 hours. It is recognised that this will include some evening meetings and working outside the normal 9 to 5 routine. Sunday is considered a working day. There will be one full twenty-four-hour period off per week (to be agreed), and a period of forty-eight continuous hours once a month (to be agreed).

The CP will have an annual holiday entitlement of 36 days, plus statutory Bank Holidays (or days in lieu when Bank Holidays are church festivals, e.g. Good Friday, Christmas Day). Up to 5 Sundays can be taken off in a year. Annual leave is to be agreed with the Assistant Minister and planned in conjunction with other members of the staff team. Team members are encouraged to make full use of days off and annual leave.

9. Salary

The salary will be between £24000 and £29000, depending on previous experience, training and qualifications. The PCC reviews salaries annually. Reasonable working expenses are paid. There is a 8% Employer's contribution to a pension provision.

10. Application Procedure

Those wishing to apply are asked to provide:

- A CV including relevant training and experience.
- A testimony of your coming to faith and subsequent growth, development and significant influences in your Christian journey. *(not more than 500 words)*
- Your response to the Job Description and your vision for children's ministry. *(not more than 500 words)*
- The names, addresses, telephone numbers and e-mail addresses of three referees. Ideally, we would like to hear from someone whom you have worked under, someone who has worked alongside you and someone whom you have supervised or overseen. At least one should be a church leader.

An Occupational Requirement exists for the post-holder to be a practising Christian in accordance with the Equality Act 2010.

This post is subject to enhanced DBS disclosure.

Applications should be sent to the Church Office; All Saints Church, The Tiger, 122 High Street, Lindfield, West Sussex RH16 2HS. Alternatively, they can be sent by e-mail – allsaints@lindfield.info.

Applications should be received by 4pm on Friday 21st February 2020.

Successful candidates will receive further information about interviews following a shortlisting process.

If you would like further information about the role, or to request a visit please contact Hugh Bourne (Assistant Minister) - hugh.bourne@lindfield.info