



About Christ Church

Christ Church is a really exciting church family to be a part of. In the last few years, the Lord has been continually surprising us and working powerfully in our weakness – he's been bringing people into his family, growing us as disciples and building us in unity. Our parish is home to around 9000 people and includes Hillsborough Football Stadium, two primary schools who we have great links with, and three of Sheffield's most deprived estates. We get around 50 people at a service on Sunday, where we alternate between having All Age services one week, and Communion Services with a Sunday Club the other week. We also have lots going on throughout the week like Bible studies, a toddler group, youth group and a warm space. The new Minister for Children, Youth and Families (CYFM) will enjoy being welcomed into a messy but beautiful family, which is visibly dependent on Jesus!

About the role

The purpose of the post is:

1. to have a 'leader of leaders' building and overseeing a youth and children's team of volunteers and parents, training them and working alongside them
2. to facilitate the life-changing message of Jesus being shared with children and young people in our community
3. to build a community of young people as part of the wider church family - following Jesus Christ, growing in their knowledge of him, and equipped to share the gospel with others
4. to be a right-hand partner with the Oversight Minister (Vicar), and key member of the leadership team – sharing whole-heartedly in all the ministries of Christ Church as we and the post-holder grow together

Key responsibilities

Identify, nurture and oversee leaders and volunteers in the children's and youth ministries

- Coordinate, train and encourage the current team
- Identify and recruit new members as need arises
- Care and pray for the spiritual needs of team members

Oversee age-appropriate Sunday work at Christ Church HWB

- Work to provide Bible-based, age-appropriate and engaging Sunday sessions (both all-age and Sunday Club) that build up children in the church family and attract visiting children from the community
- Work with families and the team to make sure the provision is appropriate and inclusive for children with a range of backgrounds and needs

Sustain and grow the church's schools' work

- Work with others in delivering and developing the existing work at Parson Cross and Hillsborough Primaries (assemblies, mentoring and school services)
- Grow a team of volunteers to share in these activities and support the schools in other ways (reading, governorship, mentoring etc.)
- Grow the secondary school work at Chaucer School in partnership with the ecumenical youth network

Build, sustain & grow a number of 'ways in' for children, young people and their parents not yet ready to come on a Sunday, for example...

- Our existing mid-week youth group
- 'Criss Cross', our existing baby and toddler group
- Occasional outreach events such as a Bright Light Party, Easter Eggstravaganza and Nativity service
- Homework clubs or other before / after school provision
- Volunteering clubs coordinating children and young people who want to serve our community
- Maintaining contact with families who bring children for thanksgiving or baptism services

Build, sustain & grow a number of 'ways on' for children and young people who want to grow as disciples of Jesus

- Along with other children and youth leaders, to support, resource and partner with Christian families in their role as primary 'disciplers'
- Work with others to maintain the integration of young people into, and transition through, the life of the whole church family
- Age-appropriate mid-week Bible study and discipleship sessions
- Social activities that build intentional Christian relationships
- Work with the vicar to lead baptism or seekers courses for children, young people and their parents as the need arises

Work to ensure the highest standards of safeguarding are established and followed

- Work closely with the Parish Safeguarding Officer (PSO) to grow a culture of safeguarding and keep up to date with the Parish Safeguarding Dashboard
- Oversee Safer Recruitment for the children's ministries
- Ensure the appropriate Safeguarding Training is done by children's volunteers
- Develop and update Risk Assessments for activities involving children and youth, and support others in this

Regularly and frequently pray, committing all of the above to God, and asking him to use it for the growth of his kingdom and the glory of his name in S6 and beyond

- Hold all this in private prayer
- Attend staff and church family prayer meetings
- Be ready to lead the staff and congregation in praying for this work

Other Responsibilities

The CYFM will be a staff member of Christ Church and will work closely with other members of the team, both paid and volunteers. The post will definitely entail other duties, including:

- attendance at all normal acts of worship at Christ Church
- membership of a Fellowship Group where you can read and discuss God's word, worship him and pray and be prayed for
- active contribution to the Leadership Team and the PCC
- prayerfully and proactively helping the Vicar and the lay leaders in the church to discern, develop and deliver all the ministry and mission of the church. This will include:
 - Planning and leading church services
 - Teaching and preaching (in partnership with the vicar) – initially at all-age services
 - Planning and leading events
 - Being willing to grow beyond your current comfort zone as a disciple of Jesus and a servant-minister to his people
 - Investing in relationships with the church family – joyfully and intentionally
- always complying with best safeguarding practice, and acting in accordance with our Safeguarding and Vulnerable Adults policies, working in close partnership with the Parish Safeguarding Officer
- Undertaking other duties by agreement between the post holder and manager. Significant changes that may affect the role and responsibilities of the post or the job description would be managed through an agreed process in consultation.

Person Specification

Domain	Essential criteria	Desirable criteria
Christian convictions	Personal commitment to the Christian faith uniquely revealed in the Bible and set out [a] in the catholic creeds and historic teaching of the Church of England and [b] in the Doctrinal Basis of the Evangelical Alliance.	A critical awareness of the scope and implications of these convictions and of other Doctrinal statements of faith. An understanding of the Church of England.
Christian discipleship	A deep and growing love for God and the gospel of Jesus Christ, and dependence on the power of the Holy Spirit. A clear testimony of the work of Jesus Christ, by his Spirit, in the life of the applicant. A commitment to live the life of a disciple of Jesus Christ as set out in the Christ Church code of conduct. A sense of calling to a post where the main outcome is to see Children and Youth become and grow as disciples of Jesus Christ.	
Theological learning	A record of structured and deliberate theological learning at church, regional, or nationally recognised level. The ability to reflect on the implications of that training for practice as a CYF Minister.	A nationally recognised qualification in theology.
Children, Youth, and Families (CYF) training.	A record of structured and deliberate CYF training at church, institutional, regional, or nationally recognised level. The ability to reflect on trained practices theologically.	A nationally recognised qualification in CYF work. Specific training or modules on CY mental health. Specific training or modules on the CY impact of social media.
Youth and children's work experience	A record of work (paid or not) in one or more formal CYF posts or school-teaching posts in the UK or elsewhere – where the major part of the role is face-to-face work with children and youth across the whole of school age (5-18). The ability to provide good references from the post(s).	An excellent record of employment from a post with tasks and challenges similar to the current post. The experience of leading a child or young person to faith in Jesus Christ.

	The ability to reflect on learning in and from practice in the post(s). Evidence of lively and faithful bible teaching and preaching experience to children and young people across the whole of school age.	
Teamwork attributes and experience	A record of employment as part of a team that includes volunteers. The ability to provide good references from other members of that team. The ability to reflect on team dynamics and the applicant's own tendencies as part of a team. The ability to work under authority and to learn from others on the team.	A clear record of identifying, recruiting, inspiring, nurturing, supporting and training a team.
Leadership attributes and experience	Experience as the leader of a team in any context – Christian or secular. The ability to provide good references from one or more members of that team. The ability to reflect on leadership styles and the applicant's own tendencies as a leader.	An excellent record of employment from a leadership post with tasks and challenges similar to the current post.
Safeguarding attributes, training and experience	An open and honest 'confidential declaration' that doesn't highlight any barriers to working with children and young people. A clear enhanced DBS check. Evidence of satisfactory completion of safeguarding training required for the post – which will change from time to time. A commitment to safeguarding the wellbeing of children and young people – working with other staff and agencies where this is required.	Previous experience working in a designated Safeguarding role.
IT training and experience	Familiarity working with computers and other electronic devices. Familiarity with widely used software such as Excel, Word, PowerPoint or their equivalents.	Evidence of the ability to train others in the use of IT.
Generic training and experience		A valid driving licence. Evidence of any other skills or experience which the candidate can show to be relevant to the Job Description.

Terms of work

Line management

The CYFM is accountable to the Parochial Church Council (PCC), but will report to the Vicar.

Hours

- The CYFM will work 37.5 hours per week – working flexibly across the whole week including weekends and evenings, diary to be agreed in advance with the Vicar.
- There will be holiday entitlement of 30 days a year (in addition to Bank Holidays), with a maximum of 6 Sundays off a year, to be agreed in advance with the Vicar.
- This is a permanent position, but does still depend on grant funding. We currently have 13 months grant funding in place, and a further 12 months' salary in our reserves. However, we expect to apply for further grant funding and have budgeted to make a growing contribution from the church General Fund until the post is no longer grant-dependent.

Accommodation

The CYFM will be responsible for his or her own accommodation. There is plenty of rented accommodation or accommodation to buy in the area; church members (and the outgoing CYFM) can assist with looking for accommodation.

Supervision and support

- The Vicar will be the primary supervisor.
- An experienced Evangelical Children's and Youth Minister from the neighbouring parish (Oughtibridge Parish Church) has also kindly offered to provide mentorship.
- The post-holder will attend weekly staff meetings and regular catch-ups.
- There will also be formal sessions at least monthly with the Vicar, with additional input on request or as the need arises, particularly in the early weeks.
- There's a good, informal network of local Evangelical Youth Workers that the CYFM will be put in touch with.
- The CYFM would also be encouraged to further his or her professional development by attending ongoing training and conferences as appropriate; a grant of up to £500 per year is available from the church towards this.

Financial terms

- The pay is linked to the nationally-determined teachers' salary scale at point M1 (Currently £32,916 FTE).
- Pension: the post-holder will be auto-enrolled and may contribute up to 5% from their salary. The PCC contributes a matching amount up to 5% into an agreed pension plan, and/or salary sacrifice scheme.

- All expenses in connection with church work will be reimbursed from the church general fund (e.g. church mobile phone, resources, travel costs).

Procedures

- Safeguarding: The CYF Minister will be subject to the parish policy, which involves full DBS checks and enhanced disclosure.
- The employee handbook includes the existing church employment-related policies.

