

# Children's Pastor

Role Pack



# St Barnabas

transforming lives • changing the world

*St Barnabas is a vibrant charismatic evangelical church, with a very multicultural membership and a focus on reaching out to our community with the transformative love of Jesus.*

In our Sunday children's ministry our aim is to enable our children from all their diverse backgrounds, as members of the Body of Christ, to respond to Jesus' invitation to meet with him in vibrant worship, heart-felt prayer and transformative biblical teaching. We want to equip them to lead in both church and secular contexts. We long to see children and families released as disciples and to see 'all parts of life' as an opportunity for mission. We are passionate about encouraging families to pursue prayer and community within the church, and to see God in the midst of their relationships outside church. We want our All Age Services to be places where non-church goers can connect with God and become followers of Jesus.

## **Who are we looking for? Could it be you?**

*We are seeking an experienced person to lead our children and families ministry. We are on a journey to remodel every level of our church's leadership to reflect the diversity of our membership and so we particularly welcome applicants from global majority backgrounds.*



Historically we have over 200 children on our register for Sunday ministry and many more attending irregularly and as part of outreach ministries (such as our toddler groups). For this role we are seeking someone with a pastoral heart who is excited post-restrictions to reform our children's ministry after a challenging year where most children haven't been able to come to church. You will have significant prior experience in a children's ministry role or have transferable skills working with children in the third sector or in another professional capacity e.g. as a primary school teacher.

We recognise we have a hefty job description and person specification, we do not expect that the successful candidate

will be experienced in every area. Please do not let this put you off! This is a key appointment for us and we want the person God is calling to the role. We recognise that experienced leaders may have family or other responsibilities. Please do apply and raise flexible working with us at interview and it is something we will carefully consider. Likewise, please do apply if you feel you have the skills and calling for this role but have a non-traditional route into leadership.



## What can we offer you?

- An opportunity to use your gifts for God
- A wonderful, beautiful group of children!
- A team and community that will support you and encourage you
- A collegiate culture with regular line management
- A lovely working environment with views over London
- Fantastic children's spaces with a wide range of (recently beautifully reorganized!) toys, equipment and resources
- A realistic budget to enable the ministry
- Necessary expenses fully reimbursed in a timely way and the technology needed for your ministry

## About our area

The church is a recently refurbished and converted large office building with 4 floors situated at the top of the North Finchley High Road. Normally the local area is full of busy independent shops, cafes and restaurants where you can sample delights from Greek bakeries, Persian restaurants or Japanese food shops as well as pop into Waterstones, Boots and other useful places! We are around the corner from a small play park and close to several primary schools with stacks of missional opportunity. It was a significant journey of faith and commitment in moving from the original church building – and we're looking forward to what God has in store. The new location and building have greatly improved our space for children and we still have untapped potential for mission and outreach using the new space God has blessed us with!

## What our Interim Children's Pastor says...

*"When I moved here the thing that was most surprising was seeing London buses overtaking tractors! I love that you can enjoy the amazing food, culture and transport links whilst being a short walk from open countryside as well as lovely large open spaces like Hampstead Heath and Alexandra Palace. During lockdown, the nearby green space has been such a gift as a place to pray and unwind. I am looking forward to meeting the new children's pastor and showing them around."*

If you would like to discuss the role before applying please contact Andy Gliddon our Director of Ministry by email: [andygliddon@stbarnabas.co.uk](mailto:andygliddon@stbarnabas.co.uk) or phone: 07946 110485





## JOB DESCRIPTION



**Responsible to:** Director of Ministry  
**Workplace:** St Barnabas, 913 High Road, North Finchley, and meeting people in the local community  
**Contract:** Permanent full-time  
**Salary:** £26,000 to £27,000

### Objective

To lead a team of volunteers who reach out to and disciple 0-11 year olds and their families at St Barnabas North London.

### Main Tasks and Responsibilities

#### *Pastoral*

- Developing warm and caring relationships with children and their families, creating a sense of belonging
- Being a good listener and supporter to parents and children
- Helping children to form friendships with each other that will sustain them as they enter the youth
- Be an encourager, calling out children's gifts and helping them to grow in confidence
- Treating children with the love, grace and kindness of Jesus
- Being a mentor and role model - showing children how to love one another and God
- Working alongside the Members Pastor and clergy to provide pastoral care to children and their families

#### *Discipleship*

- Enable children to be the "church of today" through using the gifts and skills that God has given
- Help children encounter Jesus through the Holy Spirit
- Teach children the good news of Jesus Christ
- Use your excellent knowledge of children's emotional, cognitive and spiritual development to disciple, teach and care
- Empower children to live an intentional missional lifestyle
- Reach out to children who don't yet already know Jesus, drawing them into God's family
- Support parents/carers in discipling their children and in pastoral care

#### *Leading yourself*

- Maintain life-giving patterns of personal worship, prayer, Bible reading and Church fellowship
- Maintain a pattern of healthy time off and sabbath
- Seek to continually grow in the gifts and fruits of the spirit

#### *Leading others*

- Recruit and equip teams of volunteers for all children's ministries
- Use your knowledge to lead and train others in best practice in teaching including in the provision for children with additional needs
- Oversee (leading as required) all Sunday and midweek children's ministries: Kids Church, Under 5s Church and Kids Grow Group
- Assist in overseeing (leading as required) children's outreach initiatives such as Messy Church
- Work with local primary schools, developing good relationships with their senior staff
- Work with the clergy in planning and leading seasonal and all age services
- Work with the St Barnabas team of churches (currently church@five, Oakleigh Community Church and Faith House) to help them provide high quality children's ministry
- Introduce new children's initiatives within the life of St Barnabas
- Champion the needs and concerns of children at St Barnabas and beyond

#### *Staff Meetings*

- Regular oversight and development meetings with staff and volunteer Children's and Families team members
- Weekly staff prayers and Church: Worshipping Community meetings
- Monthly supervisions with Line Manager
- Other irregular staff meetings as required

***Other***

- Work with church safeguarding officers to ensure adherence to safeguarding policies and good practice in the area of child protection. St Barnabas is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.
- Network with local children's ministers and secular organisations where suitable to resource and be resourced including New Wine, HTB, Diocese of London and others with whom St Barnabas has links
- Help to oversee and ensure the smooth administration of all of the above, including communication via assorted social media
- This job description and person specification do not form part of the employee's contract of employment and with consultation the precise duties and responsibilities of any role may be expected to change over time

## PERSON SPECIFICATION – CHILDREN’S PASTOR

Please check the following list of characteristics before making an application.



<b>Requirements</b>	<b>Desirable</b>	<b>Essential</b>
Any offer of employment will be subject to the individual demonstrating the right to work in the UK, and completing satisfactory pre-employment checks, including two satisfactory and contactable employment references, and where appropriate, a satisfactory Enhanced DBS with Barred List Check or for non-UK residents, a satisfactory criminal record check or Certificate of Good Conduct		X
There is an Occupational Requirement under the Equality Act 2010 for the applicant to be a committed Christian		X
To adhere to the Statement of Belief of the Evangelical Alliance ( <a href="http://www.eauk.org/about-us/basis-of-faith">www.eauk.org/about-us/basis-of-faith</a> )		X
To be (or become) a committed member of St Barnabas, regular in Sunday worship, and actively volunteering in the life of the church and its ministries		X
To take an active part in weekly staff prayers, any team away days and a biennial spiritual retreat for all staff		X
<b>Skills, knowledge and experience</b>		
Kind, caring and a pastoral heart for children and their families		X
Inspirational, collaborative, pro-active leadership skills		X
Committed to personal discipleship and growth in the Christian faith		X
Ability to plan and implement Children’s Work vision and strategy		X
Ability to identify, train and release leaders and servers in children’s ministry		X
Experience in church children’s ministry or a suitable equivalent		X
Ability to share the good news of Jesus with children in an accessible, age-appropriate way, disciple 0-11 year olds and support families in discipling their kids		X
Ability to help integrate children and families from diverse backgrounds into church life		X
Skill in dealing with and understanding of a broad range of pastoral issues		X
A commitment to helping all children belong		X
Expert skills in supporting children with additional needs	X	
Experience of managing a team		X
Comfortable with contemporary charismatic corporate worship (e.g. New Wine/Soul Survivor/Bethel) and with leading children into an experience of the Holy Spirit		X
Ability to self-reflect with good self-awareness and emotional competence		X
Good team player and delegator with excellent interpersonal/communication skills		X
Highly confidential and trustworthy		X
Highly organised with good time management and scheduling skills with ability to multi-task and complete jobs		X
Ability to work with initiative and minimal supervision, working well and remaining calm under pressure		X
Fluent, clear and concise spoken and written English		X
Experience of Office 365, Facebook, Youtube, WordPress, Instagram and video editing (or ability with similar digital office and media software and willingness to learn)		X
Ability to network beyond St Barnabas		X
Creative skills		X
Understanding of the ethos, mission and organisation of the Church of England	X	
Experience of a church management system e.g. ChurchSuite	X	
Experience of managing a budget	X	
Professional or academic qualifications in working with children	X	