

**JOB DESCRIPTION**

**Raising Generations Director (with 0-11 Focus)**

**December 2024**

**Responsible to:** Clergy

**Workplace:**   St Barnabas Church

**Contract:**  0.6 (21 hours) over 3-4 days, including Sunday & Tuesday morning

**Salary:** 60% Pro Rata of £35-40K (dependent upon experience)

We are delighted that you are interested in applying for this role here at St Barnabas. We are a large bible-based and Spirit-led church in North London. ***Our 2030 vision is for the people of North London to encounter Jesus, become like him, and change the world.*** We have a multicultural membership, and a dynamic missional outlook, and are part of the New Wine movement. As a Diocese of London resource church, we plant churches, share resources and develop leaders.

This is a great opportunity for an experienced practitioner to play a significant part in helping us to achieve our vision in this new season. You would be working closely with the clergy and will have oversight of the Youth Pastor, the Sunday Kids Coordinator, the Refresh Coordinator (reaching young families with 0-2s) and the children’s administrator. If you have a vision to see this generation of children and young people released into the purposes of God as they grow as missional disciples and young leaders, and a vision for building and training teams of leaders who are equipped and released to use gifts in growing these children and young people, then this job could be for you.

You would find yourself in a supportive environment, as part of a large team of staff and amazing committed volunteers, in a wonderful, diverse church family. We are confident that St Barnabas is a great place to work, and we would invest in you and support you as you direct our growing Raising Generations team.

**Objective**

To oversee, grow and develop a new Raising Generations (0-18) team reaching and discipling our families, children and young people.

To pioneer new ministries in line with our vision that many would encounter Jesus, become like him and change the world.

To draw in the whole church to a vision of a church which supports parents in raising missional disciples, working with the clergy, staff and key leaders to help make this a reality! *Read “It takes a Church to raise a parent” by Rachel Turner for what we mean.*

**Main Tasks and Responsibilities**

***Leadership and oversight of teams***

* **Vision Building -** Develop, build and grow the overall Raising Generations vision in line with our church vision
* **Pioneering**- Taking a lead on pioneering ministry aimed at equipping parents of children aged 3-11 years to raise missional disciples.
* **Developing** - Work collaboratively with the staff members responsible for each ministry area to develop and share their distinctive vision for all ministries aimed at 0-18s and their families
* **Training** - Use your expertise to train, lead and model, equipping the whole team, as well as organizing training from suitable external ministries. Our hope is that we might use the Raising Generations ministry as a place where New Wine Discipleship Year students might serve and grow.
* **Oversight** - Oversee, support and encourage the staff team (paid and self-supporting) within the Raising Generations team: **Sunday Kids Co-ordinator** (0.2), **Children’s Ministry administrator** (0.2), **Refresh lead** (midweek parent & child ministry)(0.2) and **Youth Pastor** (full time)
* **Supporting** - Visit 0-18 St Barnabas ministries you aren’t personally leading, to offer support, encouragement and advice.
* **Introducing** - new ministries and initiatives within the life of St Barnabas
* **Accessibility -** Ensure our 0-18 ministries are accessible to children and young people with additional needs, drawing on advice where needed.
* **Intercultural** - Ensure our ministries celebrate and reflect our church membership - building intercultural Raising Generations ministries.
* **Safety** - Ensure the safety of Raising Generations ministries including overseeing (in collaboration with Raising Generations staff, operations team and safeguarding team): safer recruitment, ratios, risk assessments and fire safety.
* **Technology** - Use Churchsuite and other technology to ensure we have good systems and process across all 0-18 ministry areas that contribute to seeing vision become a reality.
* **Champion** - Champion the needs and concerns of children and young people at St Barnabas and beyond.
* **Collaborate** – Collaborate with the St Barnabas team of churches as appropriate (currently Church@Five, Families Church, Oakleigh Community Church and Faith House), pooling resources where shared vision allows.

***Disciple making***

* Teach, lead and support in Under 5s and Kids Church (anticipated: two-three Sundays per month)
* Teach, lead and support in youth ministry (anticipated: once per half term)
* Preach or lead in adult/all age services (anticipated: once per term)
* Plan and lead children’s and young families’ outreach initiatives e.g., Messy Church, Light party, After-school Clubs, Holiday Clubs, etc. as appropriate.
* Work with the clergy, youth pastor and other staff in planning and leading seasonal and all age services including Christmas and Easter.
* Share the Christian faith in schools and other community organisations alongside clergy, youth pastor, community pastors and partner ministries.

***Pastoral***

* Developing warm and caring relationships with children, young people and their families, creating a sense of belonging
* Being a good listener, supporter and encourager to staff, volunteers, parents and children
* Working alongside the pastoral team, clergy and staff to provide pastoral care to children and their families

***Leadership yourself***

* Maintaining life-giving patterns of encounter with Jesus through personal worship, prayer, Bible reading and Church fellowship
* Being secure in one’s faith and maintaining a rhythm of healthy time off and sabbath
* Seeking to continually grow in the gifts and fruits of the Spirit
* Taking the opportunity to develop as a leader, whatever your experience, and the opportunity and freedom to start new things and to be released in leadership

***Meetings***

* Being a key member of the staff team (Tuesdays)
* Regular oversight and development meetings with Raising generations team (coordinated between you)
* Weekly staff prayers (Tuesday morning)
* Monthly church prayer meetings (Wednesday evening)
* Monthly supervisions with supervisor
* Other irregular staff meetings as required

***Other***

* Thoughtfully leading children and young people into encounters with the Holy Spirit, in line with our children’s prayer ministry policy
* Be willing to be first trained and provide first aid
* Working with church safeguarding officers and team to ensure adherence to safeguarding policies and good practice in 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. You will also be the designated ‘children’s champion’.
* Network with local 0-18s 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
* Attend New Wine conferences along with the church family
* Help to oversee and ensure the smooth administration of the above, including communication with all stakeholders, whether parents, carers, or children via media and social media as appropriate
* Sharing the heart, theology, values and the vision of St Barnabas Church as a charismatic evangelical Anglican church within the New Wine network

**Person Specification – Raising Generations Pastor**

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| ***Requirements***  | Desirable  | Essential  |
| The right to work in the UK  |    | X  |
| Two satisfactory employment references and a clear enhanced DBS check1  |    | 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 (www.eauk.org/about-us/basis-offaith)  |    | X  |
| To be (or become) a committed member of St Barnabas, regular in Sunday worship, and actively involved 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 biannual staff retreat   |    | X  |
| ***Skills, knowledge and experience2***    |
| Kind, caring and a pastoral heart  |    | x   |
| Inspirational, collaborative, pro-active leadership skills  |    | X  |
| Committed to personal discipleship and growth in the Christian faith  |    | X  |
| Ability to plan and implement vision and strategy  |    | X  |
| Ability to identify, train and release leaders and servers |    | X  |
| Significant experience in Christian children’s and young families’ ministry or a suitable equivalent    |    | X  |
| Experience in Christian youth ministry or a suitable equivalent    |   | X |
| Ability to share the good news of Jesus to children and young families in an accessible, age- appropriate way, disciple 0-11 year olds and support families in discipling their kids  |    | X  |
| Preaching experience and ability |  |  |
| Ability to include and celebrate children and young people from diverse backgrounds and abilities |    | X  |

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| Skill in dealing with and understanding of a broad range of pastoral issues   |    | X  |
| A commitment to helping all children & young people belong   |    | X   |
| Expert skills in supporting children and young people with additional needs    | X   |    |
| Experience in working with and encouraging parents | X |  |
| Experience of managing a team   |    | X  |
| Comfortable with contemporary charismatic corporate worship (e.g. New Wine/Vineyard/Bethel) and with leading children and yoi 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 and the 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   |    |

**Notes**

1. Plus for non-UK residents, a criminal record check or ‘Certificate of Good Conduct’ and anything else required by our current safer recruiting procedures.
2. This job description does 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.