

Children, Youth & Families Leader



Join the team

Welcome from the Vicar

Thank you for your interest in this Children, Youth & Families leadership role in our churches in Salisbury and Laverstock.

We're looking to appoint and support someone who is committed to communicating faith in Jesus Christ to the next generation. Teaching the scriptures, helping people come to Christ and grow as disciples are high priorities for us.

We are, historically, quite different churches. Now that we are united in ministry together we have the opportunity to serve a diverse community to which we are delighted to bring God's word.

In our leadership teams, we have three retired but active clergy, two lay worship leaders, a part time administrator and many volunteers. We are not large, with about 150 across our worshipping communities, including some families children and teenagers. You would help us shape and build this ministry.

We have initial funding in place for 3 years (full time) but it is our firm commitment to invest in children, youth & families ministry long term. Do have a chat with us if you would like to consider the role part time.

We think Salisbury is a great place to live, with a vibrant arts culture, and it has good rail links to London, the South Coast and the South West.

More importantly, we think St Mark's and St Andrew's is a brilliant place to serve, to learn & grow and use God's gifts as a leader and as a follower of Jesus.



Please do pray about whether you might be called to join us as we play our part in serving Jesus, each other and our world.

Andy Bousfield

Our two parish churches

Salisbury St Mark's and Laverstock St Andrew's stand together in evangelical ministry to city, suburb and village in the North and East of the city. We gather in three Sunday morning congregations, at our two main centres, each service having it's own distinct flavour and purpose: a home for everyone.

St Mark's **Sunday@10** holds contemporary and tradition together and runs Sunday Clubs for children fortnightly, and an evening worship service.

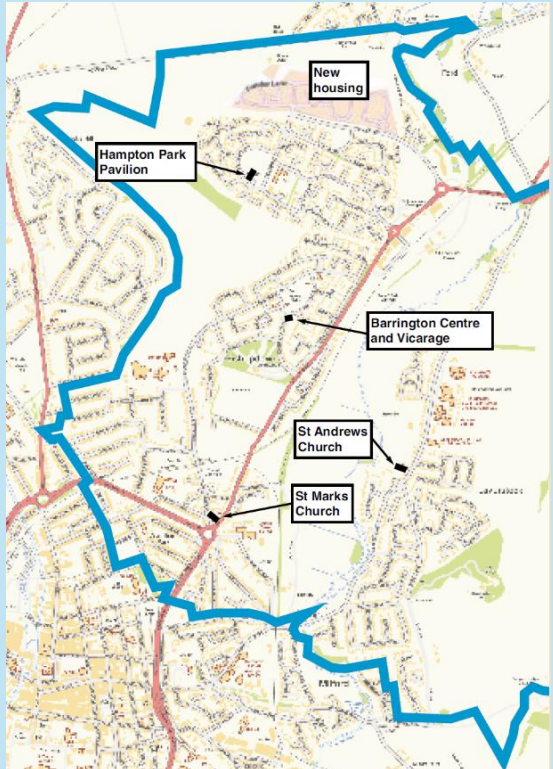
St Andrew's **Breakfast@9** is a fresh expression for all ages, with food.

St Andrew's **Communion@10.30** is an organ-led robed Common Worship service.

The parish also hosts **Church on The Green**, a monthly Sunday afternoon outreach service serving families at Hampton Park Pavilion and supports an after school club there.

Within the parish we have 9 schools: primary, secondary, state and independent, and we partner with The Bridge Youth Project and other churches to work across the city.

We stand on the promise that Jesus will build his church as we hold out his word, call on him in prayer, and serve and welcome people with compassion.



Engagement with young people & their families

We are seeking to be active in three communities. At **St Mark's** we run a toddler club and a teenage food club as well as our Sunday Clubs splitting primary and secondary children. At **St Andrew's** we support a secular toddler club, run an after-school drop in and have developed home grown nativity services. **On the Green** in Bishopdown we partner with others to run an outreach service 'Church on the Green' and support ministries to families. Our Children and Families Leader will have full scope to shape this work.

Job Description

As this is a new role, the post holder will be responsible for working with both churches in strengthening and pioneering work with 0-18s and their families. This is a full time appointment of three years initially. We will consider applications to undertake the role part time or as a job-share. We will consider ordained and non-ordained candidates.

Reports to: The Vicar

Works With: the two churches' leadership teams and the PCC, Breakfast@9 Team, Church on the Green Team, St Mark's Sunday Club volunteers, Parish Safeguarding Officers, Salisbury Youth Hub, The Bridge Youth Project and local schools.

Key responsibilities

1. Vision & Strategy

- Develop and implement a compelling vision and strategy for children's, youth and families ministry.
- Champion young people within the wider church community.
- Contribute to overall church leadership and vision.

2. Leadership

- Oversee and develop existing ministries to children and their families.
- Create new environments where young people can encounter Jesus
- Encourage participation in wider church activities, residentials, camps and ventures.

3. Discipleship & Evangelism

- Equip young people to read Scripture and follow Christ.
- Encourage and equip young people to share their faith.
- Build relationships with families, schools and in the community.
- Participate in missional initiatives in schools and the wider community, building partnerships with other groups serving young people locally.

4. Team Building & Volunteer Development

- Train and support volunteers in these ministries.
- Foster a healthy and supportive team culture.
- Ensure safeguarding training and best practices are upheld

5. Pastoral Care

- To be involved as appropriate in pastoral care and to respond to wellbeing needs.
- Work with safeguarding leads to ensure safe ministry environments.

As part of a small parish staff team the post holder will carry out additional responsibilities as needed and contribute flexibly to wider objectives of the parish.

Person Specification

We are looking for someone with experience of and passion for sharing God's word. They will be actively walking with the Lord, and looking to exercise spiritual gifts in their ministry. They will be able to engage and communicate well. They will be open to learning and developing their ministry. They will be able to lead teams of volunteers and be self motivated. Could it be you?

Essential Requirements:

- A committed Christian with a strong personal faith and active spiritual life.
- Alignment with the parish's foundational values.
- Experience of Church ministry including the ability to teach the Bible to young people.
- Good communication and teaching skills.
- Proven ability to build and lead teams.
- Organisational and administrative ability.
- Safeguarding awareness and commitment to best practice.

- Eligible to work in the UK.

Desirable:

- Theological training (formal or informal).
- Experience of working in schools.
- Ability to build partnerships with other organisations.

There is a genuine occupational requirement that the postholder is a committed Christian.

Final Information

Time Commitment:

- Full-time - 40 hours a week (including weekend working and some midweek evenings)
- Flexibility required for camps, residentials, and special events.

Accountability & Development

- Regular supervision with line manager.
- Ongoing leadership development and review.

Safeguarding

This role is subject to:

- Enhanced DBS check.
- Safeguarding training.
- Ongoing compliance with Church of England safeguarding policy.

Pay and benefits package

- £27,000-£34,000 depending on training and experience.
- Six weeks of annual leave plus bank holidays.
- A reading week and a ministry week to be counted as work.
- The possibility of renting a small property with affordable rent suitable for a single person or couple without children.

To discuss the role please contact Andy at vicar@stmarkstandrew.org