



Windsor Baptist Church Job Description for the post of Children's & Family Worker

Title:	Children's & Family Worker
Reports to:	Youth Pastor, on behalf of WBC Office-bearers
Hours of work:	Part Time - 27 hours <i>(if desired by the successful candidate, up to full-time hours could be discussed)</i>
Length of contract:	Permanent (subject to a 6-month probationary period)
Terms & Conditions:	£26,000 - £28,000 pro-rata and based on experience

CONTEXT

In 2018 we appointed a Children's Worker to bring greater leadership and vision to the existing ministry with a clear focus on 0-11s and their families.

Over the last 6 years, we have seen much change within Windsor (a growing church family, development of an online ministry, settling into a new building and welcoming 30+ nationalities through our doors to name a few) and we have been richly blessed by our Children's Worker's faithful and humble service as families are welcomed, cared for and disciplined in the way of Jesus.

The current post holder finished with us in July 2024. Therefore, we are seeking to appoint a successor who demonstrates an openness to God, a passion for *specifically children's ministry* and the skills/experience to invest in and further develop this growing ministry among our 0-11s and their families.

PURPOSE OF ROLE

To lead 0 – 11 year olds into a growing relationship with Jesus, through partnering with parents, enabled by our church family living out the Gospel.

NOTE: There is a genuine occupational requirement that the post-holder is a Christian. The post is subject to an Enhanced Access NI disclosure and References.

KEY AREAS OF RESPONSIBILITY

LEADING

- to develop, communicate and implement a vision and strategy for Windsor Kids (0-11s) that complements and aligns with the vision for Windsor Youth (11-18s).
- to work closely with the youth pastor, wider staff team and point leaders to ensure effective communication, coordination and continuity of ministry with 0-18s and their families.
- to play an active role in the staff team and life of the church (specifically through a gathering, a group, a team and prayer), contributing to and developing all-age worship/formation.

CONNECTING

- to relate well with families, team members and our wider church family - representing the needs & challenges of family life and helping foster a sense of belonging and togetherness.
- to work with staff, team members and parents to support 0-11s and their families, especially around key transitions in their journey.
- to provide and/or signpost to appropriate care, when required.
- to proactively foster our relationship with Fane Street Primary School.
- to foster our relationship with Baptist Youth.

DISCIPLING

- to take a lead in discipling children (0-11s only).
- to coordinate a team of point leaders to develop and deliver ministry across the various programmes.
- to work with our Community Worker to better understand and meet the intercultural needs of families.
- to provide a catalyst for outreach in the communities served by Windsor, particularly around Christmas, Easter and Summer.

EQUIPPING

- to build, resource, train and support teams to effectively deliver ministry.
- to ensure all Access NI checks and necessary training is completed by all serving within Windsor Kids (with the support of the Church Safeguarding Officer).
- to provide opportunities for parents to be equipped for family discipleship.
- to be responsible for ongoing personal development, study and growth.

MANAGING

- to develop and work within an agreed budget.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	5 x GCSEs (or equivalent) at Grade C or above	Third level qualification Qualification relevant to the role – e.g theology, primary teaching
Experience and knowledge	Two years experience, in a paid or voluntary capacity, in children's work (0-11s) in a church context, showing a pastoral heart and passion for children's ministry Demonstrates a clear understanding of and commitment to the needs of children (0-11s) and their families Experience in leading, training and developing people within a church context Experience in providing pastoral care to children (0-11s) and their families Experience of managing a budget	Experience of starting and/or point leading a ministry in a church or para-church setting Experience leading a children's small group (0-11s) Experience in coordinating events involving 100+ people Experience of building and maintaining relationships with other agencies – e.g schools Experience of living in a different country or working with people from different countries and cultures
Skills	Excellent communication, organisational and prioritisation skills Strategic thinker with a clear vision Able to work on own initiative, while working at part of a leadership team to inspire, equip and lead others. Able to teach & engage children (0-11s) Able to relate to people from a diverse range of backgrounds Pastoral skills	Online communication skills, including social media Experience of designing graphics and/or resources
Personal / character	Evangelical Christian commitment Demonstrates a growing faith in Jesus and dependence on the Holy Spirit Agree with the doctrinal beliefs of the church and a willingness to work within the ethos of the church (see Our Church Constitution) Views the role as a calling	Willing to live within an 10 mile radius of the church Supported by a Spiritual mentor

No applicant will be shortlisted for an interview unless the application form clearly demonstrates that they meet **all** the essential criteria. Windsor Baptist Church reserves the right to shortlist applicants for interview based on the essential criteria only or on the essential and desirable criteria.

PERSONAL DEVELOPMENT

An openness and commitment to grow in knowledge and competency is important. The post-holder would be expected (and released) to engage in appropriate training through courses, conferences and in particular, theological study.

SESSIONS

27 hours broken into 3-hour sessions, gives 9 sessions to be worked per week.

The post-holder must use 1 session on a Tuesday morning (staff meeting); 1 session on a Thursday morning (Parent & Toddler Group); 1 session on a Friday evening (Friday Night Shine) and 1 session on a Sunday morning. 1 session is assigned for personal development, leaving 4 sessions to be worked flexibly – not working more than 2 sessions in a row.

Any other part-time job needs to be compatible with this post.

APPLICATION DEADLINE

**Please submit a completed application form (saved to PDF format) to:
office@windsorbaptist.org by Monday 7 October 2024, 5.00pm.**

No extensions will be offered.

Any applications received after this deadline will not be accepted.

If you wish to post a hard copy, please do so well in advance to arrive by the deadline. using the postal address: *FAO JOB APPLICATIONS — The Majestic, the home of Windsor Baptist Church, 208-212 Lisburn Road, Belfast BT9 6GD*

INTERVIEWS

All shortlisted applicants will be invited for an interview on **Tuesday 22 October 2024** in the evening.