

SENIOR YOUTH & CHILDREN'S PASTOR Parish of Brentford

We're praying and looking for the person whom God is calling to be a senior Youth and Children's Pastor in the Parish of Brentford (Diocese of Kensington, London). We are looking to appoint someone full time (37.5 hours per week), but we are willing to consider part time (a minimum of 25 hours) and are offering a salary range of 26-30K depending on experience, for a three-year contract.

1. BRENTFORD

Brentford is a developing, multi-cultural area of West London, very close to Kew Gardens and Chiswick, a short drive from Osterley House and Gardens, with good transport links into central London. It has a real sense of community, great schools, and a premier league football club!

2. THE PARISH & STAFF TEAM

We're a lively open evangelical Church of England Church in Brentford, West London with an established youth ministry and Sunday school, which has been developed by a youth apprentice and clergy team over the past 3 years.

Our parish vision is to build community where people meet Jesus and our values are that everyone is welcome, everyone matters, and everyone's involved. We are two churches (St Paul's & St Faith's) in one large parish of about 35,000 people, with a staff team and a supportive church family who want to see the youth and children's work grow. Currently, regular worship at St Faith's is paused, as we pray for a fresh vision and a new plant in that part of Brentford. We're experiencing an exciting period of growth and you'd be part of this!

3. TRAINING, SUPPORT & DEVELOPMENT

We have a staff team with an operations manager, a bookkeeper, a communications manager, a curate, clergy, and Jo who runs Spire Café. We'd be keen to connect you with other youth workers in the local area and support you with a small budget to attend a youth conference annually. We'd like you to keep abreast of wider learning and attend London wide training events and would encourage mentoring / supervision as part of your paid role, and can help to arrange this if necessary.

4. YOUTH & CHILDREN OVERVIEW

To give you a flavour of what has already grown in terms of youth and children:

Kids Café is on Tuesday mornings at Spire Café from 9am – 10.30am for pre-schoolers and their carers, term time only. We reopened post Covid in September 2021 and have since met 192 children, with an average of 35 children each session. Kids café is free play, and finishes with a story, a song, nursery rhymes and a prayer. It has the potential to be more missional, possibly with messy church style crafts, or could be developed into a preschool service.

Three30: For the academic year 2021/2022 we opened Three30, an after-school club for secondary aged children with a regular attendance of about 8 young people. There is scope to develop this or to think creatively of other ways to engage young people, perhaps with music/tech, or sport.

Sunday Services

We have an average of 28 children come to the main 10.30am service each week, from babies right up to older youth. We have 83 regular children we meet on a Sunday morning, who we know and are in contact with.

Brentford Youth

We have a regular 24 young people coming along to our youth group, and an average weekly attendance of 14-16 young people on a Sunday from 5 – 6.30pm. In addition, we've taken them on camps (Satellites run by "Youthscape"), weekends away and have taken them to events and other services.

We'd like you to consolidate and grow our youth ministry and support our Children's work. We're looking for someone to join our team, taking responsibility for co-ordinating our work amongst young people, building their faith, and reaching other young people who don't yet have faith. There is so much potential to reach others, that we'd like this role to be both about discipleship and mission. We want to develop the role around your interests and passions, so this can take shape in a variety of ways.

5. THE JOB DESCRIPTION

CHILDREN Key Tasks & Responsibilities:

1. To disciple the children of our church family (numbering around 28 on an average Sunday). This includes:
 - Oversee Sunday groups from crèche to year 10 (*3 hours every Sunday*). This includes planning the Curriculum (we use Energize) and involves doing the rota and ensuring cover is in place.
 - Leading a session most weeks in Younger Kids, Middle Kids or Younger Youth.
 - Building relationships with parents and volunteers.
 - Leading the forward direction of the children's work, in collaboration with the staff and clergy team.

- Working with safeguarding coordinator and staff team to oversee safeguarding in all areas relating to children and youth.
2. Build and manage relationships with volunteers who help to lead Sunday school. We meet with Sunday School leaders and helpers once a term for feedback and encouragement.
 3. To identify and cultivate opportunities for mission amongst children and families, including, planning one off events e.g. Light parties, Christmas Experience or an after school club for the primary school.
 4. To work with the staff team, to participate, and take weekly assemblies at local schools. We currently just do this at our local primary school but would like to visit others.
 5. To work with the staff team to participate in, plan, and lead Sunday all age services. This includes an opportunity to lead services and preach.
 6. To take the lead in running the Kids Cafe. This involves setting up, overseeing the admin, singing a song, reading a story, and engaging with the pre-schoolers and their carers. *(3 hours a week, term time only.)*

CHURCH YOUTH Key Tasks & Responsibilities:

We'd like you to take responsibility for Brentford Youth on Sunday mornings during services, and Sunday evenings from 5 - 6.30pm.

7. To disciple the youth of our church family (numbering around 10 on an average Sunday morning and 14-16 on a Sunday evening). This includes leading a session most weeks and building relationships with parents and volunteers.
8. To identify and cultivate opportunities for mission amongst youth, including, planning one off events.
9. To encourage youth participation in our Sunday services, perhaps building up to regular youth led Sundays, or a Sunday evening youth service or even a youth congregation/church plant.
10. To take youth to a camp every summer, and plan other trips throughout the year.
11. Managing the volunteer and leader rota for Brentford Youth and liaising weekly with leaders. Planning curriculum with clergy, and leading youth sessions weekly.
12. To provide pastoral care, friendship and encouraging teaching to the young people of the church and to promote leadership amongst them.

SCHOOLS Key Tasks & Responsibilities

(Currently about 4 hours per week, but a developing area)

We currently take weekly assemblies for St Paul's primary school. We'd like to be able to take assemblies at other local community schools, so this is an area to develop. Up until recently we had youth workers at a local secondary school, leading 'table talk' and engaging the young people in bigger questions about life. This could develop into leading a CU (discipling the young people with faith) or could remain largely missional.

13. To work with the staff team, to participate, assist in, and take weekly school assemblies at local schools.
14. To go into the local Church of England Secondary School once a week to lead a lunchtime session with different year groups. (2 hours a week)

GENERAL key tasks & Responsibilities (6 hours of admin/meetings)

15. To prepare an annual budget proposal and monitor expenditure of the agreed budget, and an annual APCM report.
16. To contribute to weekly staff meetings (2 hours).
17. To meet weekly with the Rector (1 hour).
18. Contribute to the wider vision and strategy in the Parish of Brentford.
19. Weekly preparation of materials for youth, assemblies etc. (3 hours).

6. THE PERSON SPECIFICATION

ESSENTIAL

- An Occupational Requirement exists for the post-holder to be a practising Christian in accordance with the Equality Act 2010.
Please note that we strive to be inclusive, particularly of LGBTQI+
- Commitment to be a regular worshipper in the Parish of Brentford.
- Dedicated to growing in their personal relationship with God through prayer, Bible study and engagement with the Holy Spirit.
- Experience of working with young people, preferably in a church setting.

DESIRABLE

- Youth work qualification or other formal training.
- Strong team player, able to work well and build relationships with the rest of the team and with parents, volunteers and church members.
- Has the necessary leadership skills to recruit, train, and work with volunteers.
- An effective self-starter. Able to generate and suggest ideas, with a 'can-do' attitude.
- The ability to learn new things, whether with technology or new initiatives.

- Effective and creative communication skills, including IT skills and ability with social media.
- Able to work occasional evenings as needed. It would help if you lived locally, but this isn't essential.
- To be someone who can receive and respond to feedback well, who is teachable and open to learning.

7. TERMS AND CONDITIONS

Employer: The employer is the Parochial Church Council (PCC) of the Parish of Brentford. You will report directly to the Rector, Rev Sarah Guinness.

Salary: 26-30K (assuming 37.5 hrs a week). This is negotiable, depending on experience.

Hours of work: This post is available for between 25hrs and 37.5 hours a week, and the Job Description could be amended to reflect fewer hours. The working pattern is open to some flexibility e.g., to work around caring responsibilities and will be agreed with the successful candidate.

Some evening work will be required, e.g., to attend a PCC meeting or training, for which time off in lieu will be given.

The role will involve working at Easter, Pentecost and Christmas Services as well as at church weekends away or summer youth camps.

Time working outside core hours will normally be compensated with time off in lieu, in accordance with the Parish Time off in Lieu Policy.

The annual leave entitlement is 28 working days in a full calendar year (if you work full time), plus statutory and other public holidays. The employee will also be entitled to one retreat day per term after agreement with the line manager.

Probation: The appointment is subject to the satisfactory completion of a 6-month probation period.

Notice periods: two weeks on either side, during the probation period. After that, if you want to resign, a minimum of two months' notice is required in writing. Should the PCC decide to terminate the employment, it will give one week's notice per complete year of service, with a minimum of 4 weeks and a maximum of 12 weeks.

Pension: The post holder will be auto enrolled in a contributory pension scheme (The People's pension).

Sick pay: Statutory sick pay arrangements apply.

The appointment will be subject to obtaining a successful Enhanced Disclosure from the Disclosure and Barring Service and references.

8. TIMESCALE OF APPOINTMENT

Applications must be received by 5pm on Friday 11th November.

Please complete the application form, which is on our website. Interviews will be held for shortlisted during the week beginning 14th November.

If you'd like an informal chat about the role, please phone Rev Sarah Guinness on 07973766952.

The Start date is flexible and subject to negotiation.

A small relocation allowance is available if the candidate must move to take up the position.