



PARISH OF TIDENHAM
Children, Youth and Families Missioner
Job Description & Person Specification

Job Title	Children, Youth and Families Missioner*
Salary and hours	£22-27K, depending on qualifications and experience plus 5% pension contribution and payment of valid expenses. A full time post. 37.5 hours. Part time considered. With the exciting possibility of one of the days being allocated for ministerial training/study. Flexible hours including Sunday mornings and some evenings with at least a clear 24 hours off each week.
Holiday	Equivalent of 7 weeks (including Bank Holidays)
Special conditions	Initial fixed term of three years due to funding available The post is subject to an enhanced DBS check
Reporting to	A member of the Youth & Children's Team (<i>to be confirmed</i>)
Reporting to job holder	Volunteers
Work Base	Home / Parish
Proposed start date	September 2021

Overall Purpose(s) of Post
<ul style="list-style-type: none"> • Discipleship: To encourage and facilitate the faith development of children, youth and families so they might journey from being attendees at activities/events to disciples within the life of the church. • Evangelism: To demonstrate and communicate the transforming message of Jesus Christ relevantly, authentically and creatively to the children, youth and families and the communities of the Parish of Tidenham. • Wellbeing: To discern and address the fallout from the Covid Pandemic with children, youth and families; facilitating wellbeing and re-engagement with church and community. • Worship: To discern and develop God given opportunities for worship and community ministry among children, youth and families. • Vocation: To grow, lead, equip and enable a team of volunteers to deliver the children, youth & families ministry within the church and community, and nurture one's own vocation. • To promote the Parish Vision 'Living Life Together in the Flow of God's Love.'

Context of the role
<p>The Parish of Tidenham is in the most South Westerly corner of Gloucester Diocese, on the Welsh border between the Rivers Severn and Wye, and essentially serves as a suburb of Chepstow. It is part of the Forest South Deanery and is a Benefice in plurality with the United Benefice of St Briavels with Hewelsfield to the north.</p> <p>The Parish itself could be said to be a 'community of communities' as each village has its own identity and life, ranging from the rural and farming community of Tidenham Chase, to Sedbury</p>

with its 1,200-pupil secondary school, to the Army Barracks in Beachley by the Severn Crossing which houses the 1 Rifles. There are 4 schools in the Parish (a C of E Primary, a Primary Academy, an Independent School 0-13 yrs and a secondary school with 6th form). There are many voluntary and community groups and several community meeting spaces.

Tidenham Parish is an eclectic C of E parish (population approx. 6,000) with 192 on the electoral roll and churchmanship ranges from evangelical and charismatic, to more traditional, mildly catholic and liberal! There are three church buildings, offering services ranging from traditional Eucharistic worship and BCP to informal contemporary worship. There are also 2 fledgling Fresh Expressions. Sunday church attendance across the Parish averages 140. The Parish has one PCC.

Our motto as a Parish is, ‘where the river flows everything will live’ (Ezekiel 47:9), which is a verse that speaks very much to our geography, and a hope as we live through and beyond the Covid Pandemic. Our Vision is **‘Living Life Together in the Flow of God’s Love’** (see attachment) and connects well to the Gloucester Diocesan LIFE vision. As the mission document suggests the Parish has a strong emphasis on doing **relationship** well: **Transforming Worship, Authentic Discipleship, Building Up Capacity, Loving Community and Engaging Mission**. This works itself out with a strong emphasis on lay ministry, pastoral care, wellbeing and engagement/re-engagement in and with the community post Covid.

In addition to the PCC the Staff team currently comprises of the Vicar, 2 Curates, an Ordained Local Minister, 2 Readers, a Youth Co-ordinator, Administration Assistant and a Children & Families Minister. There are also 5 volunteer Lay Pastoral Assistants and many other volunteers.

As part of the vision for the Parish we are looking for a Children, Youth and Families Missioner to be a part of the Team here in Tidenham. The CYFM (Children, Youth and Families Ministry) is a key priority for the Parish of Tidenham with the Children, Youth and Families Missioner having important responsibilities to connect and reconnect with, and minister to, children, youth and families in the Parish through and beyond Covid.

	Responsibilities and Accountabilities	Nature and Scope of Role
1	To lead the planning and delivery of Sunday provision for children and youth, plus take a lead in the new monthly family worship, missional engagement and community activities and events.	This includes: <ul style="list-style-type: none"> • Leading and developing the new Fresh Expression ‘Worship Without Walls’ outdoor intergenerational family worship. • Co-ordinating Splash (Church children’s ministry), re-engaging with individuals who have become disengaged through the Pandemic. • Overseeing the delivery of provision for the Youth and Creche aged children. • Maintaining and developing relationships and connections with families when children move through different stages/ages. • Creative imagination around the traditional feasts and festivals of the church by leading events and creating resources for children and youth. • Being a lead organiser of outdoor prayer activities & trails e.g. Scarecrow & Nativity Trail, prayer stations.

		<ul style="list-style-type: none"> Working constructively with other members of the team, volunteers, community and other churches.
2	To build on the Gloucester Diocesan Flourish Whole Life Discipleship Initiative by helping parents & carers as well as children and young people to make the connections between faith and everyday life and deepen their discipleship.	<p>This includes:</p> <ul style="list-style-type: none"> Paying particular attention to discipleship and preparing children and young people for taking their place in the world as resilient disciples. Strengthening and extending links with families expressing interest in and engaging with Baptism, First Communion & Confirmation. Assist in addressing the challenges of engaging parents/families/20-40s in the life of the church. Listening to the everyday life experiences of families and collaboratively discerning where God is at work and how we might respond. Being involved in running and developing the new Life Groups for parents, carers and families.
3	To run the 2 Parish Toddler Groups in Tutshill and Sedbury, and the brand-new Parent and Baby Group.	<p>This includes:</p> <ul style="list-style-type: none"> Building positive relationships with parents, carers, children and volunteers. Re-engaging with families who have become disengaged through the Pandemic. Pastorally supporting new parents, carers and families who have wellbeing needs that have arisen as a result of the Pandemic. Thoughtfully developing the spiritual input for those involved and exploring ways of encouraging church engagement and faith development. Managing budgets, advertising and recruiting volunteers. Being able to effectively engage online. Ensuring compliance with all Parish and Safeguarding policies and procedures.
4	To assist in supporting the wellbeing of families with pastoral needs.	<p>This includes:</p> <ul style="list-style-type: none"> Being alert to pastoral needs and joining in/up with pastoral care and wellbeing initiatives in the Parish. The role is not a counselling role. Supporting families going through difficult times e.g. bereavement, relationship breakdown, job stress, unemployment, illness, caring and loneliness. Working with partner organisations within the community e.g. Schools, Nurseries, Beachley Barracks & Sedbury Space.

5	To further develop links with the local schools, promoting Parish events/activities – forming new connections.	<p>This includes:</p> <ul style="list-style-type: none"> • Liaising with Tutshill C of E Primary, Offa’s Mead Primary, St John’s on the Hill Independent School and Wyedean Secondary School. • Regularly visiting and working closely with the schools to provide pastoral support and encourage wellbeing and spiritual development. • Developing the opportunities for transition support from primary to secondary. • It will involve overseeing and delivering corporate worship / assemblies, relationship building, supporting transition, promoting/advertising and recruiting and working with volunteers. • Positive relationship building with individuals, groups and organisations through regular face to face contact/dialogue, posters/letters and use of email and social media.
6	To oversee the engagement with young people in the church and wider community.	<p>This includes:</p> <ul style="list-style-type: none"> • Listening to and engaging with young people and building relationships. • Providing opportunities for young people to grow in personal faith and belonging, and learn to apply their faith in everyday life. • Providing opportunities to deepen faith with some life changing experiences e.g. youth camps, residential weekends and fun activities! • Working with staff, volunteers and partners in the church, local community and the Deanery.
7	To work as part of a team.	The post holder will be expected to model good team working and good relationship in general as they work interdependently with the staff team and volunteers.
8	To recruit and support volunteers for the children’s provision.	<p>This includes:</p> <ul style="list-style-type: none"> • Correctly adhering to all Parish policies and procedures; working effectively with the Diocesan Safeguarding Team, Incumbent and Parish Safeguarding Officer to ensure exemplary practice with regard to safeguarding of children and vulnerable adults. • Attending required training and updates. • Being an advocate for Safeguarding training to volunteers.

		<ul style="list-style-type: none"> • Ensuring all volunteers working with children and vulnerable adults are recruited safely and in line with national and Parish requirements, liaising with the Parish Safeguarding Officer in effectively maintaining appropriate files and paperwork. • Ensuring that any incidents of concern are raised immediately by post holder or volunteers; reporting them via the correct channels to Parish Safeguarding Officer and other agencies as befits the situation. • Ensuring that any volunteers or staff working with children and vulnerable adults are supervised and supported appropriately.
9	Personal and professional development.	<p>The post holder would be expected to attend to and invest in their own personal relationship with God.</p> <p>Due to the role having a strong focus on faith development and leading worship this role comes with a fantastic opportunity to undertake part time ministerial training through the Diocese of Gloucester.</p> <p>Opportunities to undertake other training, supervision and support and joining in staff meetings/activities.</p> <p>Linking with the Deanery and Diocese including the Diocesan Children and Families Forum.</p>
10	Other duties.	<p>This job description sets out the expected duties of the post at the time it was drawn up.</p> <p>Such duties may vary from time to time without changing the general character of the duties or the level of responsibility involved.</p>

Generic Responsibilities

1	To ensure that all health and safety instructions are followed and that care is taken to ensure safety for self and colleagues, reporting concerns immediately
2	To ensure the highest standards of safeguarding practice
3	To undertake as requested other duties as may reasonably be expected

***This post carries an Occupational Requirement for the role holder to be a practising Christian under the provisions of the Equality Act 2010.**

PERSON SPECIFICATION

Attributes	Essential (or expected to train/qualify to that standard as appropriate)	Desirable
General	<p>A person with very good pastoral understanding and sensitivity, able to relate warmly to parents/carers and children of all ages.</p> <p>Is a person of spiritual maturity and passionate about their Christian faith and will model it authentically.</p> <p>Has an affinity with the Parish Vision committed to prayer, worship, discipleship, community & mission... and doing relationship well.</p> <p>Has vision, energy and creativity and who has a heart for children, young people and families.</p>	Holder of a full UK driving licence.
Qualifications and Training	<p>Experienced (preferably in a professional capacity) in working with families and children and / or youth.</p> <p>Degree in relevant subject area, or qualification by experience.</p>	Biblically / theologically skilled and passionate about discipleship and faith development.
Knowledge, skills, abilities and experience	<p>Self-motivated and willing to work alone and as part of a team.</p> <p>Organised with good eye to detail.</p> <p>Good interpersonal skills.</p> <p>Competent with technology and various social media platforms.</p> <p>Able to lead a gathering in both small and large settings.</p>	Share a particular skill, such as sport, music or the arts.
Personal Qualities	<p>A real 'people-person', good at making contacts and networking.</p> <p>Efficient and reliable.</p> <p>Approachable, welcoming and friendly.</p> <p>Actively looking to develop and refine your gifts and skills.</p>	A keen sense of humour

28 April 2021. DT