

Children and Families Worker Holy Trinity Old Hill & Forge Group

The Diocese of Worcester 2030 Vision is to create Healthy and Sustainable churches which grow Kingdom People within our local communities. This will be realised across the Diocese by: doubling the number of children and young people worshipping in our churches; creating 100 new worshipping communities; and to Invest in renewal of around a dozen churches

Overview of the role:

As part of the churches who are receiving national investment, this role is tasked with significantly increasing the number of children and their families worshipping in the parishes of Old Hill and the Forge Group, so that young people and families flourish as Kingdom People and disciples.

Who are we?

In 2020, Holy Trinity's assistant curate (Rich Hackett) was licensed to and moved to the churches in the Forge Group as Priest in Charge. Since then he and the Vicar of Holy Trinity (Nick Gowers) have met regularly and been exploring how the churches can work in partnership whilst respecting their individual theological traditions. The Strategic Ministry and Mission Investment Board has provided £850k to see significant growth in discipleship across all the churches, with a particular focus on Holy Trinity providing resourcing for engagement and discipleship in the Forge Group.

The five year initiative will see us develop new worshipping communities and grow the number of people on a healthy discipleship pathway across all ages. The children's and families worker will have a particular responsibility for the outworking of this amongst primary age children and their families.

Our churches are situated to the south of Dudley, and are all in the 7-13% most multiply deprived neighbourhoods in the country. There are lots of needs and lots of opportunities, with 8 local primary schools, 1 of which is Church of England. We enjoy good relationships 6 of the local schools, 3 of which receive Open the Book, and have started to build relationships with a 7th.

Rev Nick Gowers is Vicar of Holy Trinity which is an evangelical church situated on the main street of Old Hill, and has an average weekly attendance of 120 adults and 25 children and youth. Holy Trinity's mission is "finding hope and love together in Jesus." Our values are captured in five mottos: "Less of me, more of Him", "Bible fed, Spirit led", "We share, we bear, we care," "I grow, you grow, all grow," "Looking out, reaching out, going out." Our 5 year vision is to be a church of 200 intercultural intergenerational disciples on a typical Sunday by the end of 2028. The church is open most week-days, providing services such as Food Bank, Debt Advice, Food for the Soul lunchtime worship, Youth Group and Youth activities, facilitated through our 2 Community Workers, Youth Worker, and Church Administrator. Holy Trinity PCC, with its track record of employment will be legally employing this post. <https://holytrinity.org.uk/>

Rev Rich Hackett is Priest in Charge of The Forge Group which is 3 churches, of middling to high Anglican Tradition. St Andrew's has an average weekly attendance of 30, with around 25 Baptisms a year, and a Church of England school next to it, St Peters, currently has 14 average weekly attendance, but has a very busy church hall hosting baby/toddler groups and a theatre company, and there's a new housing estate just down the road. The church backs onto the local canal, and the local nature reserve is accessible from the towpath. St John's is currently 14 average weekly attendance with another 20 in our Junior Church which comprises of children and young adults. "We have a lot of opportunities but need people with the wisdom and expertise, to realise the right ones, generate energy to get things started, and grow a team to enable them to succeed in helping people make the step onto their discipleship journey" <https://www.denchurches.com>

How can you help?

The successful applicant will take the exciting lead role in achieving the project outcomes of growing disciples among children and families.

The applicant needs to be comfortable working sensitively and appropriately across the diversity of churches and people within this project whilst recognising they are employed by the PCC of Holy Trinity with its particular

tradition. The role is at level 4: “Leads other leaders” level in the Holy Trinity Leadership Responsibility Structure, and will involve setting up and running ministries as well as identifying, training and equipping others to take on leadership.

Job description

Post: Children and Family Worker (5 year full-time post with 6 month probationary period).

To be split 60:40 between the Forge Group and Old Hill.

This role is initially to be funded by a national church investment, but we will be exploring opportunities to fund the role beyond this.

Area of work: Holy Trinity Old Hill with the Forge Group Cradley Heath, Netherton and Darby End.

Joint reporting into: Rev's Gowers and Hackett

Normal place of work: Holy Trinity Church (40%) and split between St John's and St Andrew's (60%)

Works with: Parish Safeguarding Leads, Ministry Area Leads at Holy Trinity

Direct Reports: Activity Volunteers, Children's Ministry Team Leaders at Holy Trinity

Salary:

Overall objective:

- To increase significantly the number of children and their families worshipping in the parishes of Old Hill and the Forge Group, so that young people and families flourish as disciples.

Key tasks

- To assess relevant current practices and activities and ideas for new ones and produce a strategic plan on how progress will be made towards the bid goals
- Assess and develop links with the local primary schools across Old Hill and the Forge Group.
- Develop and implement effective, sustainable and transferable children's engagement and discipleship pathways so that children and their families become disciples in either existing or new worshipping communities,
- Play a leading role in planning, developing and delivering new activities for children and young people in the parishes that contribute to the overall engagement and discipleship pathways. Working from initial connections for example Open the Book or Baptism enquiries and will include in-school classes and assemblies, class visits to churches, before/after school activities, and new worshipping communities that are appropriate for the respective communities and churches.
- Recruit, envision, train and encourage volunteers to strengthen or establish ministry with children and young people and their families, all in collaboration with church leadership and as part of the volunteer's engagement in healthy sustainable discipleship.
- As the Children's Ministry Lead within the Holy Trinity structure, play a full part in the fortnightly Ministry Leads Meeting, oversee the teams within the Children's Ministry Area, and provide equipping and development for children team leaders across Holy Trinity and the Forge Group, giving them genuine responsibility and space to run their ministries.
- Uphold high safeguarding standards in line with the local policies which are derived from our diocesan safeguarding team. Use the appropriate reporting process to highlight any issues with the local safeguarding officer.
- Engage with diocesan, local and national groups as required by the role and person.

Who we're looking for:

A self-motivated, experienced children and family worker who can hit the ground running, with a proven track record of engaging, and discipling young people into existing churches and new worshipping communities.

This post is subject to an occupational requirement under Part 1 of Schedule 9 to the Equality Act 2010 due to the representational aspects of the role within the Diocese of Worcester that the post-holder be a committed Christian, lay or ordained, and an active communicant member in good standing within the Church of England or of a Church which is in Communion with the Church of England, or a Church that is a member of the Churches Together in Britain and Ireland, Churches Together in England or the Evangelical Alliance.

Essential:

- Broad and deep experience of communicating and engaging with children, families and schools.
- Proven experience of planning and developing sustainable initiatives to spark interest in faith, and lead children and families into discipleship.
- Experience of identifying, developing and inspiring people to grow into leaders who can take over the running of initiatives, honouring their giftings whilst sensitively managing expectations of all those involved.
- Have experience of the issues of Safeguarding particularly in respect to working with children and young people.
- Demonstrable skills in organisational effectiveness and delivery, to realise outcomes over periods of numbers of years.
- Can assess and adapt as necessary to generate new opportunities, whilst not losing sight of the Big Picture outcomes.
- Clear communication skills, both orally and in writing.
- Be prepared and willing to work outside normal office hours, as work in the evenings and at weekends (especially Sunday) will be core to the effectiveness of the role.
- Will require a satisfactory outcome of Disclosure & Barring Service enhanced plus barred list disclosure.
- Be able to travel between parishes and schools within the areas covered by parishes of the Forge Group and Old Hill.
- Demonstrable skills in motivating and inspiring change preferably in a community setting
- A natural and effective networker and mentor
- Able to work across the diversity of churches in the bid

Desirable

- Previous experience of or the ability to present information, reports and strategies to a diverse audience.
- A good standard of I.T. skills particularly in applications such as, or similar to, Microsoft office.
- Development and familiarity with current developments, initiatives and offerings, in the theory and practice of children's work.
- Able to inspire the trust of a diverse audience to gain buy-in to initiatives.
- Can demonstrate continuing professional development in a related discipline.
- Previous experience in long term placements

	DISCIPLESHIP	CHARACTER	ROLE SKILLS	PEOPLE SKILLS	HT DNA
LEADS SELF	<ul style="list-style-type: none"> • Following Jesus • Commitment to own growth (course group) • Personal pattern of devotional life (Bible & prayer) 	<ul style="list-style-type: none"> • Reliable and committed • Teachable and wanting to learn • Self-controlled 	<ul style="list-style-type: none"> • Basic organisation • Learn the role • See what needs doing without being asked 	<ul style="list-style-type: none"> • Treats others how they would want to be treated • Listen to others at every level • Able to work with others (team player) 	<ul style="list-style-type: none"> • Know the church mission & mottos • Completed the welcome course • Aware of who the go-to people are (safeguarding, maintenance)
LEADS BY EXAMPLE (e.g. Children's/Youth team members)	<ul style="list-style-type: none"> • Living out faith through service • Able to articulate their own testimony and explain the Gospel • Actively seeking to grow in the understanding of the Bible 	<ul style="list-style-type: none"> • Loving other team members • Increasing self-awareness • Servant-hearted 	<ul style="list-style-type: none"> • Active listener (consults) • Able to unite • Able to focus (and stay focused) 	<ul style="list-style-type: none"> • Calm, trustworthy and approachable • Ability to step in and support the leader • Can take and give instructions 	<ul style="list-style-type: none"> • Lives out "Gather, Grow, Give, Go" in 3 sessions per week • Puts mottos into practice in group context • Knows the relevant policies and procedures
LEADS OTHERS (e.g. Team leaders)	<ul style="list-style-type: none"> • Intentionally seeking and developing growth which is valuable to others • Commitment to growth of others • Recognising your gifts and applying them for growth 	<ul style="list-style-type: none"> • Clear awareness of areas for personal character growth (Where does God need to work in me?) • Empathetic and approachable • Flexible 	<ul style="list-style-type: none"> • Communicate clearly • Plan, organise and delegate clearly • Motivate and trust others 	<ul style="list-style-type: none"> • Wisdom as when to make decisions boldly and in line with church mottos, not needing to escalate constantly • Constant, clear, concise instructions • Nurtures unity with care and respect 	<ul style="list-style-type: none"> • Knows the organisational chart • Know how we develop leaders through the leadership pathway • Articulates the vision, mottos, mission and how it informs how a group runs
LEADS OTHER LEADERS (Ministry area leads)	<ul style="list-style-type: none"> • Able to teach others, keeping hold of the deep truths of faith • Growth of other leaders to those Biblical standards • Recognising, encouraging and developing the gifts of others 	<ul style="list-style-type: none"> • Patient and calm • Honest and truthful with love • Secure in own identity and gifting in Christ 	<ul style="list-style-type: none"> • Working with other ministry leaders with a whole church view. • Helping others to make good decisions (not make them for them) • Mentoring & Coaching others 	<ul style="list-style-type: none"> • To Communicate the vision with conviction (empower leaders) • Advise, guide and step back. Let leaders lead (no micro-managing) • Resolving conflict with courage and determination 	<ul style="list-style-type: none"> • Owns the DNA of Holy Trinity and CofE context • Contextualises vision, mission, mottos and leadership pathway • Oversight of policies and procedures
LEADS BY VISION	<ul style="list-style-type: none"> • Inspires others through their Biblical teaching and faithfulness leading to Kingdom growth • Commitment to own growth in order to inspire others • Clear and confirmed call to ministry 	<ul style="list-style-type: none"> • Highest level of personal integrity - with patience and love • Perseverance and courage • Foresightful with wisdom 	<ul style="list-style-type: none"> • Holding corporate vision • Strategic Communication • Being held and holding to account 	<ul style="list-style-type: none"> • Being able to lead leaders with conviction and strength (not a people pleaser) • Create and communicate a vision that grows the church • Personal integrity and authority that is respected 	<ul style="list-style-type: none"> • Championing the mission, mottos and vision • Overseeing implementation • Works with the PCC in reflecting on and developing the vision