**Children’s and Youth Minister**

**ROLE PROFILE**

**Report to:** Vicar

**Responsible to:** The PCC, reporting on a monthly basis.

1. **Develop and implement ministry based on the church vision, and evaluate all outcomes against the Children’s and Youth strategy:**
* Establish clear goals for the C&Y Ministry at St James’ in collaboration with the Church Leadership
* Schedule events and programmes that will lead towards achievement of these goals.
* Undertake an evaluation of current children and youth ministry activities against the strategy developed and make changes/redefine those activities were necessary.
* Take a leading role in the full adoption of the St James’ Safeguarding policy for children and youth.
1. **Training and Support for Volunteer Leaders**
* The C&Y Minister will have oversight of all Children and Youth Sunday and midweek groups, and in that context:
	+ Recruit volunteers from the St James congregation
	+ Encourage the volunteer leaders through healthy leadership interactions
	+ Making expectations and responsibilities clear
	+ Facilitate training opportunities
	+ Encourage all volunteer leaders and helpers to be active worshippers in the life of St James’ as a fundamental part of their role within the Children’s and Youth ministry.
1. **Outreach**
* Develop and maintain contact with the community of the village and wider community, for the purpose of sharing the gospel. This will include developing an effective relationship with Hemingford Grey School, Secondary schools and Children and Youth Organisations locally, and at the Diocesan and National level as appropriate.
1. **Leading groups**
* The emphasis of this role is to train and encourage volunteer leaders of all groups and may require leading *any* of the groups when necessary.
1. **Communication with the Church Family**
* Encourage prayer for children and youth the C&Y ministryActively promote and inform St James congregation and its wider communities, about activities for children and youth in a timely manner.
1. **Pastoral care**
* The C&Y Minister may need to work with individual families as an advocate for Children and Youth. This will include (but not be limited to):
	+ Setting aside time for individual families and providing mentoring assistance. Such work will require an awareness of local voluntary and professional resources and the input of pastoral supervision.
	+ Promoting the welfare of children through the application of child protection guidelines.
	+ Encourage volunteers to engage with pastoral care of families.

**Co-ordination**

1. The Children’s and Youth Minister will coordinate all aspects of the C&Y program in collaboration with the vicar.
2. The Children’s and Youth Minister will attend staff, leadership and PCC meetings as agreed with the vicar and PCC.

**Personal Support**

Time will be given for continuing education, networking with others, national and diocesan specialist children’s ministry activities. The church is fully committed to the personal spiritual development and life of worship of its Children’s and Youth Minister.

You will be expected to take responsibility for your own spiritual and professional development with the on-going support of the Vicar and PCC.

**Priorities at the start of employment**

The role holder will take a leadership role in developing the children and youth ministry for the Parish of Hemingford Grey to facilitate the Vision of ‘Lives Transformed by Jesus’. Fulfilling the expectations of this job description will be achieved through the co-ordination and development of volunteers. Developing an effective team, that will lead different aspects of the Children’s and Youth Ministry, will be an essential early objective for the role-holder.

**PERSON SPECIFICATION**

Essential requirements:

* A committed Christian who can fully align with the St James’ [Basis of Faith](http://churchbytheriver.org.uk/wp3/about-us/welcome/what-we-believe/) and with a vocational calling to work with children and young people.
* Demonstrated ability to meet the key objectives of the post, which are to provide bible-based guidance and instruction to St James’ children and youth and also have an effective outreach to this age group in the wider community.
* The successful candidate will be a capable leader/coordinator able to facilitate the work of volunteers in this area and have significant experience and a demonstrated passion in this area.
* Fully aware of the safeguarding requirements of the role and successfully obtaining enhanced DBS clearance.
* Able to reside in the Parish of Hemingford Grey.

Desirable requirements:

* Nationally recognised formal training in the area of children and youth Christian ministry.

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