

Emmanuel Croydon

Families Pastor

Job Description and Person Specification

Title:	Families Pastor
Contract and hours:	Permanent (with initial probation period) 20 hours per week. Sundays as a work day. The majority of hours will be in or immediately following school hours, and evening meetings.
Accountable to:	Emmanuel PCC and Vicar
Line Manager:	Associate Minister for Children, Youth and Families
Salary:	£14,271 (FTE equivalent is £26,401)

Role purpose:

This leadership and pastoral role is responsible for our ministry with young families, enabling Emmanuel Church Croydon to prayerfully seek after our vision outcomes:

Emmanuel Church - Our Vision

To make disciples who follow Jesus each day, across all age groups, to transform lives, families, communities and workplaces

Outcomes we are praying for and seek after are:

- Opportunities for families to have touch points with people at Emmanuel which give them the opportunity to hear about, and develop, a Christian faith
- Families experience and become part of Church, connected to peer support, prayer and discipleship groups
- Parents, carers and families maturing as followers of Jesus
 - with a deep understanding of the Bible
 - confident to share their faith with friends, family and work colleagues
- Parents, carers and families living out the radical love of Jesus by
 - always being open to people outside of Church life
 - serving the poor, vulnerable and marginalised
- Whole life discipleship that is sustained throughout the different stages of family life

To achieve our vision we are committed to building and sustaining relationships between families and across generations to enable the teaching and discipling of parents and carers.

We are open to new, challenging and creative ideas, including: how and what we do on Sundays; how we connect with families across groups and activities during the week; how we work with and serve our partners and community organisations.

Areas of focus:

- Initiating and developing an inclusive programme of small prayer and discipleship groups for parents and carers, across Emmanuel's ministry and community activity
- Initiate and support 1:1 relationships for parents and carers that grow and sustain peer support which inspires faith and discipleship, especially at key life stages (e.g. meal rota at birth of a new baby) and at transitions in family life
- Recruiting and supporting teams of volunteers to lead and staff activities supporting successful and dynamic succession planning.
- Collaborating with the Clergy, and leadership/strategic group to implement Emmanuel's vision, meeting regularly to pray, and review progress.
- Collaborating with the Sunday worship and welcoming team, identifying opportunities to integrate community activity and Sunday worship so that all families experience Church and are not removed from it - creche and all together services
- Acting as Deputy Safeguarding Officer - including a responsibility to support the Vicar to ensure the Diocesan safeguarding policy is fully adhered to, that all leaders and helpers are DBS approved, and safeguarding concerns are dealt with as they arise
- Ensuring equality, diversity and inclusion.
- Taking regular time away from ministry each week and while on annual leave.
- Regular monitoring, against our vision outcomes, reporting the PCC and APCM

Responsible for:

- Regularly praying with others for whole families to come to know Jesus
- Toddlers and Bumps and Babies
 - Oversight leadership, support of volunteers
 - Providing pastoral care to families (including practical care e.g. a rota for meals)
 - Organisation of termly services and special events
 - Administrative support
- Mums homegroups Oversight and leadership development,
 - Recruiting, envisioning and supporting a team of leaders and volunteers
 - Ensuring good quality resources for Mum's home group leaders
- Sunday worship
 - Follow up families who bring children for baptism
 - Develop Sunday morning crèche provision to include some age appropriate worship and teaching e.g. singing time, story time, craft time
 - Creatively integrate families and worship across activities and community groups
- Messy Mondays
 - Part of the Messy Monday leadership team – overseeing the growth and development of Messy Monday
 - Share planning, preparing and leading monthly Messy Mondays events. Supporting volunteers
- Mums' Breakfast/Afternoon Tea – organise a volunteer team, speakers, buy food etc.

- Parenting Courses
 - involvement as appropriate
 - to collaborate with experienced leaders to deliver teaching and mentoring for parents across age groups
- Saturdads:
 - Work with volunteers to develop other ways of making contact and building relationships with young families
- Caterpillars:
 - Renewing, if appropriate, the pre-school group for children with special educational needs
- Church festivals and Mayhem
 - Focus on engagement with the whole family and community e.g. Mayhem café
- Wider duties:
 - Creatively communicating with families to share vision, create community and achieve our vision outcomes
 - Contributing to facilities management and maintenance e.g. opening up for bookings and contractors etc.
 - Contributing, from time to time, to Church life in other prioritised areas as directed by the Vicar.
 - Identifying your own personal development and training needs, for discussion with your line manager at annual review, implementing as agreed and reporting back.

Person specification - Criteria	Essential/ Desirable
<p>Qualifications</p> <ul style="list-style-type: none"> • Degree level qualification in any subject • Theological training (e.g. diploma) 	<p>Desirable</p> <p>Desirable</p>
<p>Knowledge and skills</p> <ul style="list-style-type: none"> • An experienced relational and collaborative leader/teacher with excellent pastoral and interpersonal skills. Demonstrable ability to relate well to families in a variety of contexts, from different social backgrounds and across age groups or life stages • An experienced team builder and leader able to speak and lead effectively in both large and small group situations for families and children • Sympathy with the doctrine and practice of the Church of England • A good delegator – able to empower and hand responsibility to volunteer group leaders, while offering support and direction at key times, e.g. planning and recruitment • An evident drive for introducing people to Jesus and growing both churching and unchurching families in discipleship • Experience of successfully communicating the Christian faith in a way which is relevant to and inspires families and children, able to resource/write high quality teaching material • Technical communication skills, including but not limited to: <ul style="list-style-type: none"> ○ Competent in Microsoft Office ○ Administrator of Church Suite ○ Able to appropriately and effectively use social media • Highly organised, demonstrable self-starter able to effectively self-start and self-motivate. • Able to exercise good judgement especially in the context of conflicting pressures and workload • This role is subject to Enhanced DBS disclosure 	<p>All Essential</p>
<p>Personal attributes</p> <ul style="list-style-type: none"> • A committed Christian and follower of Jesus • Vibrant life of personal prayer and meeting God in Scripture • A leader by example • Collaborative, sociable with a good sense of humour • Flexible, adaptable to change • Resilience, able to see things in perspective • Self-aware, able to ask for help and support 	<p>All Essential</p>