

Children's and Youth Ministry Leader

All Saints Church, Ilkley



All Saints, Ilkley is a large, vibrant & inter-generational evangelical Anglican parish church in the archdeaconry of Bradford and the Diocese of Leeds. We are passionate about helping people find connections with God – Father, Son and Holy Spirit and our church family plays an active role within our local community.



An exciting opportunity has arisen as we are looking to recruit someone to the post of Children's and Youth Ministry Leader who will both oversee our current ministries to the next generation and their families, and provide strategic vision for future opportunities.

The person appointed will be a key member of our Church Leadership Team – a committed team seeking to love and serve the church and community

We are looking for a committed Christian who can provide vision, energy, great organisation and excellent communication skills whilst being an accessible and relatable role model for our children and young people.

You will be an inspirational and passionate leader who is committed to growing other leaders and enabling our young people to become disciple-making disciples who are equipped to live for Jesus and share Him with others.

You could be ordained or lay but must come with at least 3 years previous experience of leading and working with children and young people in a church context.

Vision and Values

At All Saints, our heart's desire is to see an ever-increasing number of people coming into an ever-deepening relationship with God, overflowing with His blessing to our community and being a beacon for the Gospel. We try to do this through

- *Seeking and celebrating God's transforming presence.*
- *Being a loving and generous community.*
- *Growing and sharing our life-giving faith.*

We'd love you to come and be part of our future!

For a job description and application form, please go to

<https://www.allsaintsilkeley.org/482/Could-you-be-our-new-Childrens-and-Youth-Ministry-Leader>



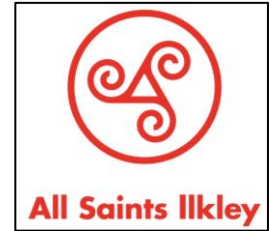
There is a genuine occupational requirement that the job-holder is a practising Christian and will be required to abide by and display the values and ethos of All Saints Ilkley.

The appointment is subject to an enhanced DBS Disclosure.

If you would value an informal discussion about the role, please contact Rev. Mike Coe on 07929717105 or vicar@ilkleyallsaints.org.uk

Job Description

Job Title:	Children's and Youth Ministry Leader
Reporting to:	Vicar
Direct Reports:	Volunteer team members
Full/Part Time:	Full time*
Salary	£28,000 (pro rata for part-time)
Time Requirement:	40 hours per week with flexible hours



** The advertised role is considered to be a full-time post, with funding on that basis in place for the next 3 years and the expectation that this post will become a permanent part of the All Saints Leadership Team, going forwards. We welcome applications from those wishing to work an alternative working pattern, but please discuss your desired working hours with Revd. Mike Coe prior to submitting an application to ascertain whether your proposed working pattern can be accommodated.*

Job Summary:

- The successful candidate will be responsible for setting a strategic vision for the development and delivery of All Saints' mission and ministry to children, young people and their families.
- It is anticipated that the post holder will review and reflect on our current provision and work with and through the various teams of dedicated and skilled volunteer leaders to plan and deliver future mission and ministry in this important area.
- To fulfil this role you will have a heart to see children and young people find connections with God (Father, Son and Holy Spirit), grow in their faith and develop their giftings.
- You will bring an understanding of the challenges and issues that children, young people and their families face today; and an ability to equip and support them in addressing those challenges and/or to signpost them to further specialist support available.

Person Specification/Requirements:

You will

- be a committed Christian with at least 3 years' experience of working with children in a church context.
- be an accessible and positive role model, to whom children and young people find it easy to relate.
- be skilled in enabling children and young people to find connections with God, grow in their faith and discover their giftings.
- be ready to step into a leadership role within the church.
- hold a relevant qualification in Youth Work, Teaching etc. or be prepared to commit to undertaking relevant study in this area.
- be self-starting, organised and possess excellent written and verbal communication skills
- be innovative, with an ability to plan, review and evaluate your own work and that of others
- be able to work flexible hours, as part of a team, deploying effective time-management skills to meet deadlines
- be comfortable using MS Office/outlook computer software

Job Description:

We consider the role as described to be a full-time post. The contract and staff handbook will contain all necessary details of terms and conditions. The role may be tailored to suit the gifts and skills of the person appointed but it will include:

Leadership

- Provide strategic vision and oversight of All Saints' Children's and Youth ministry, prioritising its resourcing, and identifying opportunities for further provision and outreach.
- Lead, equip and envision existing and future teams of Children's and Youth leaders drawn from the wider church family, as well as developing and nurturing leadership and disciple-making gifts within our young people themselves.
- Understand, and develop strategies to address, the reasons why children and young people are at risk of drifting away from God at particular times in their lives.
- Develop and implement a strategy to help equip parents to bring up children and young people in the Christian faith and to consider what parenting support might be needed.
- Work closely with the All Saints Leadership team to ensure that there is a good level of integration and unity between the topics covered and material used in the various Children's and Youth groups and the wider church to unify our overall focus in the context of our inter-generational church family.
- Support All Saints' in being an 'intergenerational church' by developing strong relationships with parents, children and young people, and by being an ambassador and advocate for young people enabling them to be fully involved in the life of the church community.

Pastoral

- Develop provision of pastoral support for children, young people and their parents.
- Promote the welfare, health and safety of children and young people by ensuring the church's Safeguarding Policy is understood and implemented, including where social media is used to communicate with young people.

Mission and outreach

- Shape and develop our children's and youth ministry outside of the church
- Co-ordinate and develop our existing links with local schools
- Where possible support and encourage Children's and Youth ministry in other local churches and the wider South Craven & Wharfedale Deanery

All Saints Leadership Team membership

- Operate as a key member of the All Saints' Leadership team, working collaboratively on shared goals and supporting wider ministries of the church as appropriate.
- Provide support to fellow All Saints Leadership Team members
- Act as a positive role model and lead by example
- Communicate with the Leadership Team, the PCC and the wider church family as required.
- Have regular supervision and annual reviews with your line manager.
- Undertake further training for personal and professional development.

Scope and Limits of Authority:

- The Children's and Youth Ministry Leader will have responsibility for the development and delivery of a strategic vision for All Saints' mission and ministry to children, young people and their families.
- Proposals for the development of or changes to existing provision and the creation of any new projects will be discussed and approved by the line manager (and the PCC) if appropriate
- The post-holder will manage a delegated budget, reporting to the Treasurer and the PCC in relation to spend against that budget.

What we offer the successful candidate:

- An attractive salary
- A 3 year+ post in a leadership role as part of the All Saints Leadership Team
- An enthusiastic and supportive church family and existing volunteer children's and youth work teams already in place across all age groups
- Opportunity for you to grow your leadership skills
- Support for building connections with Children's and Youth leaders locally and more widely
- A commitment to support your wider development in line with your God-given calling. (Previous children's and youth Leaders at All Saints have gone on to ordination or to working with para-church Christian youth organisations.)
- A great place to live, within a friendly community, well-served by local amenities. Ilkley was named as the '[Best Place to Live in the UK](#)' by The Sunday Times in 2022 – topping a list of 70 locations!

General:

- All Church employees must conduct themselves in a manner which is consistent with and supportive of the mission and purpose of the church.
- Unsocial hours are a normal part of this post. The post holder will be expected to work evenings (but no more than 7 evenings in any two week period) and Sundays will normally be a working day. Appropriate rest days (including time off in lieu of working on Sundays) will be planned in advance and agreed with the line manager.
- You will be required to work flexibly in co-operation with your Line Manager and the All Saints Leadership Team and at such times as are reasonably necessary for the conscientious discharge and proper performance of your duties.
- Your pay will be £28,000 per annum, paid monthly in arrears into a bank or building society account specified by you. Your pay scale will be reviewed annually with effect from 1st January of each year.
- The position is not eligible for overtime payments. Hours that exceed the normal working week can be taken as time off in lieu as agreed with the line manager.
- Your paid annual holiday entitlement is 30 days pro rata plus Bank Holidays to be taken as agreed with your Line Manager.
- You will be automatically enrolled in the employer contributory scheme which is the church workers pension fund under the pension builder scheme (PBS). All Saints pays an employer's contribution of 7% with an employee's contribution of 3% of pensionable salary. Further details will be provided on request or at commencement of employment.

For more information please visit our [website](#) or contact: Revd. Mike Coe (07929717105, vicar@ilkleyallsaints.org.uk)

Assessment Criteria

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Applications should be made on the application form below.

Please submit your application no later than Friday January 6th 2023 to Geri Huang-Faulkner (Church Administrator) - office@ilkleyallsaints.org.uk

Applications will be assessed against the following criteria

An initial sift will be undertaken, based on the essential criteria shown below.

Applicants who satisfy the essential criteria will then be assessed against the wider criteria shown as ‘desirable’ below and in relation to the evidence provided as to the comparative strength of their ‘essential’ experience, knowledge and skills.

Applicants who are successful in the application process, will be invited to interview in mid/late January 2023 – exact date to be advised.

Key to assessment

E = Essential Criteria **D** = Desirable but not Essential Criteria

Experience

ref		E	D
a	At least 3 years’ experience of working with children and/or young people in a church context	✓	
b	Be a committed Christian with a track record of being an accessible and positive role model, to whom children and young people find it easy to relate	✓	
c	Ready to step into a leadership role within the church, working collaboratively on shared goals and supporting wider ministries	✓	
d	Experience of delivering successful outcomes through leading, equipping and envisioning others		✓
e	Experience of building productive connections with schools, community groups or other organisations		✓
f	Experience of developing children’s or young people’s ministry outside of a church context		✓
g	Experience of cross-community or inter-church children’s and youth ministry		✓
h	Experience of planning, managing and reporting against a delegated budget		✓

Knowledge

ref		E	D
i	Hold a relevant qualification in Youth Work, Teaching etc. or be prepared to commit to undertaking relevant study in this area	✓	
j	A formal theological qualification		✓
k	A track record of learning from self-reflection and continuous personal and professional development		✓
l	Understand the needs and issues faced by children, young people and their families	✓	
m	Have a good working knowledge of safeguarding law and practice including role and professional boundaries when working with children and young people	✓	
n	Familiar with how to access on-line resources and apps and how to make appropriate use in their ministry?		✓

Skills

ref		E	D
o	Skilled in enabling children and young people to find connections with God, grow in their faith and discover their giftings	✓	
p	Able to work with others to develop a compelling strategic vision and plan effective delivery		✓
q	Skilled in integrating children and young people's provision into the wider context of an intergenerational church		✓
r	Able to easily build positive and pastoral relationships with children, young people, their parents and wider church family members	✓	
s	Self-starting, organised and innovative, with excellent written and verbal communication skills, with an ability to plan, review and evaluate your own work and that of others, providing support where needed	✓	
t	Able to work flexible hours, on own initiative and as part of a team, deploying effective time management skills to meet deadlines.	✓	
u	Comfortable using MS Office / Outlook computer software		✓