



The Parish Church of
St Michael and All Angels
FELTON



- JOB TITLE:** Families & Children's Worker
- CONTRACT:** Average 15 hours/week, flexible, 2-year initial term.
Salary £10,000 (0.40 of FTE: £25,000)
- LOCATION:** St Michael and All Angels, Felton, Morpeth, Northumberland.
- REPORTING TO:** St Michael's PCC Children and Youth Work Lead.

PURPOSE OF JOB

- Inspire children to know, love and follow Jesus.
- Enable children to discover their spiritual gifts and find opportunity to exercise them.
- Support parents and carers and their children in the village and surroundings from infancy to completing primary education and moving on.
- Integrate children and families into St Michael's church life and new expressions of the Body of Christ in the community.

PRINCIPAL ACCOUNTABILITIES

1. Extend and consolidate the present children and families work and be responsible for developing new pioneering projects that include:
 - a. plan and develop with the existing church team activities for children from 0-11 years, to include Food & Fun carers and toddlers group and Junior Church, but not limited to in-church activities or Sunday services.
 - b. raise the profile and involvement of children and young people in St Michael's.
 - c. partner with parents to help them disciple their children, recommending resources and encouraging faith-based conversation and action to take place at home
 - d. establish a baptism family support group at St Michael's, interacting with baptism families and encouraging them to connect with St Michael's.
 - e. work with Felton Church of England Primary School and potentially Swarland Primary in providing inputs to school assemblies and RE curriculum including *Open the Book* and making the church building available for school celebrations.
 - f. help our children transition into secondary education (Duchess Community High School in Alnwick) and Christian groups for 'tweens' and teens managed by Ignite.



2. Be present out and about in the parish, especially through school's work and being known and trusted by families in the area.
3. Support & work with the Priest in Charge on matters relating to children and families, especially their mission and ministry within the parish and community
4. Participate in and contribute to worship services at St Michael's one Sunday a month as part of your paid work. You will be welcome to become a member and regular worshipper, but we are aware that a small village church may not offer the fellowship and teaching you need.
5. Nurture and develop our team of volunteer leaders and helpers, including
 - a. being conversant with the Diocesan Safeguarding policies and to ensuring they are adhered to at all times
 - b. co-ordinating opportunities for training, implementing best practice in children and family ministry and model good practice to others
 - c. recruiting volunteers in line with the Diocesan Safer Recruitment policy
6. participate in review meetings pastoral support and prayer
7. attend professional meetings where you will provide helpful insight or information.
8. have an awareness of the data protection act and ensure that all reasonable effort is made to protect confidential and/or sensitive information
9. be responsible for ensuring that any safeguarding concerns are raised with the safeguarding leads for the diocese and the parish immediately to protect children and/or vulnerable adults.
10. undertake relevant training and professional development.
11. work with Ignite's Schools and Youth Leader to introduce older children to Ignite youth groups.

The post holder will, at times, be the public face of the church, it is considered that there is an Occupational Requirement (OR) for the postholder to be a communicant member of the Church of England, or of a Church in communion therewith or of a member Church of the Council of Churches for Britain and Ireland or of Churches Together in England, or of a member Church of the Evangelical Alliance.



SKILLS AND EXPERIENCE

- passionate for outreach to families and children helping them to have a personal relationship with Jesus Christ
- able to communicate the message of the Gospel in an inspiring and accessible way
- understand the importance of safeguarding and safe practice in children's work
- have relevant knowledge and experience (paid or unpaid) of children's ministry and outreach work with families
- able to engage with and relate to diverse families and individuals
- proactive and capable of identifying and developing opportunities
- organised and flexible in approach, able to manage a diverse workload and personal responsibilities through effective time management
- computer literate including online communications and social media
- hold enhanced DBS check

COMPETENCIES

Achievement Drive – A desire to meet or exceed standards, welcoming feedback, and seeking to improve.

Time Management – staying focused on goals over an extended period of time and monitor and manage your time commitments balancing your employer's expectations with your capacity to deliver in an effective, stress-free and timely manner and to raise concerns if necessary.

Relationships – The ability to understand the perspectives, feelings and concerns of others and initiate, build and maintain relationships in a mutually beneficial way. Recognise one's own feelings and those of others and manage emotions effectively.

Problem Solving – The ability to investigate and analyse a problem or situation, identifying implications and key underlying issues and work on possible solutions.

Independence – A belief in one's capability to select an appropriate approach to a situation. This includes confidence in one's judgement or opinion and showing resilience in adversity. Know when to seek the support and advice of others.



Adaptability – The ability to adapt one’s behavioural style or method of approach where necessary to achieve a goal. Responds to change with a positive attitude and demonstrates a willingness to learn new ways to accomplish objectives.

Teamworking – The willingness and ability to work co-operatively and collaboratively with others toward a shared goal, contributing actively to the team. Builds positive relationships and a sense of achievement and pride within the team.

ST MICHAEL’S AND IGNITE

Felton is a small village. For several years children have transitioned around age 10/11 into youth groups meeting mainly on weeknights and managed by Ignite in Alnwick. With young people coming from Alnwick and the surrounding villages and rural area, numbers are sufficient for several active groups and most of the young people know one another from attending the Duchess Community High School in Alnwick. These groups are led by an ecumenical team and a part-time Schools and Youth Leader funded and managed by Ignite.

St Michael’s Families and Children’s Worker will be wholly funded by St Michael’s church PCC and will report to and be managed by the Families, Children and Youth lead person nominated by the PCC. Their legal employment and payroll processing will be the responsibility of the charity Ignite. St Michael’s and Ignite have a close relationship including an Ignite Trustee from St Michael’s church and a close and practical relationship with Ignite’s Schools and Youth Leader.

A DYNAMIC AND EVOLVING CONTRACT

The Diocese of Newcastle and parishes in our area are in a process of ‘Transformation’. We are also currently in a ‘vacancy’ which means, at the time of writing, we have no vicar. We believe a new Priest in Charge will be appointed during 2022. The church has a strong lay leadership team and is well supported by the Bishop and Archdeacon. We have a track record in growing our children’s and youth work in the church. This has been challenging during the pandemic and church closure and while we have continued our Junior Church provision online and outdoors some re-building will be required, not least in supporting and encouraging parents to engage or re-engage. We expect to see the work with families and children in Felton and the area grow.

Once established there may be opportunities for extending the reach of our Families and Children’s Worker to other village primary schools, churches and communities by offering support and guidance as appropriate and by working with Ignite’s Schools and Youth Leader. Any such extension will require consideration of additional hours and or additional staffing.