**Holy Trinity, Darlington, Children’s & Families Worker**

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| **Job Profile** | |
| **Hours** | 35 p/w |
| **Wage** | £23,500 |
| **Annual Leave** | 28 days (including statutory holidays) |
| **Pension** | Auto enrolled in pension scheme |
| **Term** | 3 year contract with potential for extension |
| **Probation Period** | 3 months |
| *The post is funded for 5 years, although building financial sustainability into the programme is part of our vision, so there is scope for extending the post beyond the 5 years.* | |
| **Key Relationships** | Priest in Charge, Holy Trinity PCC, Holy Trinity families and children, St. Cuthbert’s Church, schools and community groups, Diocese of Durham. |

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| **Job Summary** |
| Holy Trinity Church is looking for an enthusiastic and skilled Children’s and Families Worker to build a thriving children’s and families ministry within Holy Trinity and the wider community. Some of the role is developing the current provision, but much of it is developing new ministries (this being our biggest need) through engaging with various parts of the local community. Holy Trinity has a desire to put children, young people and families at the heart of its mission and ministry, therefore the postholder will need to be comfortable working at both operational and strategic levels. Above all we are looking for someone to come and join the Holy Trinity family and work alongside us to transform the lives of children and families through developing and nurturing relationships with Jesus. |

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| **Background** | |
| Holy Trinity is an all age church community of ordinary people full of life and energy seeking to grow in number and discipleship in the midst of the complexity of modern life. The parish and church are in the edge of Darlington town centre. It has a mixed demographic of Edwardian/Victorian streets and terraced housing, of middle class and working-class people. Within the parish there are: a youth and community centre, 2 primary schools, a Sixth Form college, a number of day nurseries, a hospice and Darlington’s main hospital – Darlington Memorial Hospital.  In the past few months Holy Trinity has discerned its vision for the next 5 years as ‘Holy Trinity aims to be a flourishing, active and diverse congregation, serving our community and rooted in God’s love’. Alongside the vision, 6 values to live by have been identified as: relevant and engaged; prayerful and joyful; creative and inclusive.  The Children’s & Families Worker will focus on the first and most important priority area: Children and families. The expectation is that the other 5 priorities would also be reflected in their work with children and families. The 6 priority pieces of work are:   * Children and families * Building the involvement and leadership of the laity * Creating an intentional presence through events and festivals * God’s creation * Differentiated ministry * Growing in prayer and faith | |
| **Team** | |
| The Priest-in-Charge at Holy Trinity, Rev’d James Harvey joined Holy Trinity in April 2021 and has been developing plans to continue Holy Trinity’s aspirations since. He is also Priest-in-Charge at St. Cuthbert’s Church in Darlington, which has recently been named a Resourcing Church. The Children’s & Families worker would be managed and work very closely with James who describes his style as ‘warm, affirming and releasing’. You would also be part of the Resourcing Church team and on occasion support some of those wider initiatives. You would join Holy Trinity Church at an exciting time as the church seeks to open new doors and reach its vision of being a flourishing, active and diverse congregation. | |

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| **Key Duties and Responsibilities** |
| **Mission**   * Pioneer children’s outreach - identifying opportunities to work with local schools and/or local community, including a toddler group * Lead and develop a new initiative aimed at 8-12 year olds to enable them to encounter Jesus * Be part of the church’s baptism outreach and help shape its development   **Church**   * Oversee the Junior Church provision and create a stimulating and engaging environment for all families with children at Holy Trinity * Design and lead creative all age services * Support and be a valuable member of the existing Messy Church team * Develop and grow teams of volunteers and leaders to facilitate the children’s and families ministry * Develop strategies to support parents and families, both pastorally and in faith building   **Culture**   * Be part of putting the church’s vision and values into practice by developing a culture within Holy Trinity where children, young people and families are included at the heart of church life * Help children of all stages of faith to pray and learn about Jesus in meaningful ways to them   **Schools Work**   * Deepen relationships with local schools (not CofE schools) including offering assemblies, creative and dynamic school visits, after school, clubs and special services   **General**   * Work alongside, and support where appropriate, the development of children’s ministry at St. Cuthbert’s Church * Network with other churches and at times collaborate with them to run joint projects or events |
| *The main duties and responsibilities of your post are listed here, however changes may occur over time. You will be consulted about any changes to your job description before it is changed.* |

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| **Genuine Occupational Requirement** |
| *Due to the nature of working in a specifically church leadership context, the post holder must be an active communicant member of the Church of England, or a full member of a church belonging to Churches Together in Britain and Ireland or the Evangelical Alliance. This post is exempt under paragraph 3 of Schedule 9 of the Equality Act 2010. The Diocese of Durham supports and promotes the aims of the Church of England.* |

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| **Person Specification** | | | |
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| The table below also identifies how the criteria will be assessed. Please ensure that you demonstrateand evidence, as a minimum, the ‘A’ criteria on your application form. | | | |
| **A Application Form**  **I Interview**  **A & I Application Form & Interview** | | | |
| **Qualifications, education and experience** | | | |
| 1 | Experience of missional activities | Essential | A & I |
| 2 | Previous experience of working with children and families  Experience of Messy Church and how discipleship is expressed within Messy Church  Experience of running holiday clubs for children | Essential  Desirable  Desirable | A & I  A  A |
| 3 | Experience of working in schools | Desirable | A |
| 4 | Experience of building and working with teams of volunteers | Essential | A |
| 5 | Previous experience of leading services and giving talks | Desirable | A |
| 6 | Experience of working with a wide range of ages, socio-economic backgrounds, and educational experience. | Essential | A |
| 7 | Knowledge of safeguarding principles and procedures (although training in this will be provided) | Essential | A |
| **Character and gifting** | | | |
| 8 | Active Christian faith as described in the Genuine Occupational Requirement. | Essential | A & I |
| 9 | A passion for children and reaching out to those outside the church | Essential | A & I |
| 10 | A passion for the place of children, young people and families in the local church | Essential | A & I |
| 11 | A willingness to undertake additional training as required, and committed to ongoing learning. | Essential | A |
| **Skills** | | | |
| 12 | Strong written and oral communication skills including presentation skills and confidence with IT and social media | Essential | A & I |
| 13 | Confident at developing good relationships with a wide range of people – children, parents, teachers, congregation members | Essential | A |
| 14 | Ability to present the message of Jesus in clear, succinct and creative ways to all ages, especially children | Essential | A & I |
| 15 | Ability to deliver dynamic assemblies to largely unchurched school children  Storytelling skills | Desirable | A |
| 16 | A level of operational excellence as well as a well-evidenced strategic level of thinking. | Desirable | I |
| 17 | An innovative problem solver and initiative taker | Essential | A & I |
| 18 | Good interpersonal and organisation skills | Essential | A & I |
| **Personal attributes** | | | |
| 16 | Embody Holy Trinity’s values of: relevant and engaging, joyful and prayerful, inclusive and creative | Essential | A & I |
| 17 | Be committed to developing others, particularly those with leadership potential, including children and young people | Essential | A & I |
| 18 | Able to work flexible day, weekend and evening hours | Essential | A |
| 18 | Enthusiastic, open to change and embodies a healthy sense of fun | Essential | A & I |