

# High Street Baptist Church - Tring

Growing in the message and challenge of God



## Job Description

**Job Title:** Youth and Children's Worker

**Reporting to:** The Senior Minister(s)

**Salary:** £28,000-£30,000 pa according to experience

**Pension:** Scheme available

**Hours:** 37.5 a week including Sundays and some evenings. The role requires flexible working, and hours will be agreed with the Line Manager.

**Annual leave:** 25 days plus Bank holidays

**Location:** High Street Baptist Church / Home working may be possible for some of the hours (to be agreed)

There is a genuine occupational requirement that the post holder is a Christian as permitted under the Equality Act 2010.

High Street Baptist Church is committed to safeguarding children, young people and adults at risk. We will require that all necessary safeguarding checks, including an enhanced DBS check, are completed before the successful applicant starts in the role.

This is a permanent position subject to successful completion of a 6-month probation period.

## Introduction to High Street Baptist Church

High Street Baptist Church is a welcoming and visible presence in the heart of Tring, with a strong commitment to sharing the love of Jesus in ways that are authentic, accessible and relevant to everyday life. While we gather for worship on Sunday mornings, we believe church is something we live out throughout the week — in our homes, workplaces, schools and neighbourhoods.

Our long-term vision is captured in the word **GROWTH: Growth, Relationship, Outreach, Worship, Transformation, Hope**. We long to see people grow spiritually and numerically as disciples of Jesus, carrying faith into every part of life and exploring fresh expressions of church through witness, mission and social action. We are also proud to be an A Rocha Gold Eco Church, and we place a high value on accessibility and disability awareness across all that we do.

Children and young people are already a valued and vibrant part of church life at High Street Baptist Church. On Sundays, around 20–25 children and young people aged 0–16 regularly

attend Junior Church, including several with additional needs. Alongside this, we run an established Monday evening Youth Group, thriving midweek toddler and baby groups, and maintain links with local schools and a range of community events throughout the year.

Further information about the church is available on the church website.

We are members of the Baptist Union of Great Britain and are committed to its declaration of principles. [https://www.baptist.org.uk/Groups/220595/Declaration\\_of\\_Principle.aspx](https://www.baptist.org.uk/Groups/220595/Declaration_of_Principle.aspx)

The Youth and Children's Worker will be a member of our staff team, consisting of the Senior Ministers, Assistant Minister, Church Secretary and Administrator.

### **Purpose of Role**

To work with the Leadership Team and church membership to shape and deliver a compelling vision for children's and youth ministry, building on the strong foundations already in place.

To provide leadership for the oversight, development and day-to-day delivery of a flourishing ministry for children and young people, both within the church and across the wider community.

To teach, lead, nurture and encourage children and young people as they grow in Christian faith, confidence and whole-life discipleship.

To inspire, equip and grow a strong volunteer team, encouraging each person to use their gifts and talents to serve as positive role models for children and young people.

### **Key Responsibilities**

- Lead and shape our children's and youth ministry, playing an active part in the existing programme while also pioneering new opportunities to reach children and young people in the local community and share the Gospel with them.
- Build strong relationships with local schools and youth organisations, seeking opportunities to serve alongside them in partnership and extend the kingdom of God.
- Work collaboratively with children's and youth workers in other local churches to strengthen relationships, share resources and help build a vibrant Christian youth community in Tring.
- Ensure engaging, age-appropriate and relevant activities are in place for children and young people on Sundays and midweek, with the team well equipped and resourced to deliver them effectively.
- Contribute creatively to the planning and delivery of occasional All-Age Services.
- Encourage and support children and young people to discover and use their gifts and talents within the church, helping them take an active part in the life of the church.
- Communicate the vision, needs and opportunities of children's and young people's ministry to the wider church, helping to inspire meaningful multi-generational integration.

- Organise and, where appropriate, lead children and young people in attending regional events and residential.
- Recruit, support, train and develop the team of leaders and helpers serving children and young people.
- Maintain strong communication with the children's and youth teams, lead team meetings, delegate responsibilities appropriately and support the preparation of session resources.
- Share in the pastoral care of children, young people and the volunteer teams who support this ministry.
- Build positive, trusted relationships with the parents and carers of children and young people involved in our activities.
- Welcome new families warmly as they join the church and help them become part of the wider fellowship.
- Oversee the resourcing, provision and purchasing of equipment and materials for this ministry area.
- Manage the administration associated with children's and youth ministry efficiently and effectively.
- Ensure safeguarding policies and procedures are followed consistently and that Special Educational Needs adjustments are thoughtfully considered wherever needed.
- Attend regular supervision sessions, staff meetings, prayer times and other meetings as required.
- Maintain a healthy personal spiritual life, including regular worship, rest and biblical study, to grow as a disciple and sustain the demands of ministry.

### Person Specification

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Enhanced DBS Disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant training</li> <li>• Food Hygiene</li> <li>• First Aid</li> <li>• Driving Licence</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Current active member of a Christian church</li> <li>• Experience of working with children and young people</li> <li>• Experience of safeguarding procedures and practices</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with young people in other environments, e.g. school</li> <li>• Experience of leading a team</li> <li>• Experience of managing volunteers</li> <li>• Experience of Office365 and managing social media accounts</li> </ul>

<p><b>SKILLS</b></p>	<ul style="list-style-type: none"> <li>• Able to bring a sense of vision, innovation and creativity to this ministry area</li> <li>• An excellent team leader who can delegate</li> <li>• Ability to motivate and engage others to assist in the ministry</li> <li>• Good communication skills with the ability to relate to and command respect of all ages and people from a range of disciplines and be a good listener</li> <li>• Well organised with strong administration skills and the ability to handle a wide variety of demands and prioritise</li> <li>• Competent with the use of digital technology platforms and modern technology in general</li> </ul>	
<p><b>CHARACTER</b></p>	<ul style="list-style-type: none"> <li>• A Spirit-filled follower of Jesus, displaying a strong personal relationship with God</li> <li>• A strong desire to share biblical truth and the good news with children and young people both inside and outside the church</li> <li>• A passion to see all children and young people growing in their faith journey and achieving their full potential</li> <li>• Understanding of and sympathy with the ethos of the church</li> <li>• Approachable</li> <li>• Creative</li> <li>• Self-motivated, able to use their initiative and work independently</li> <li>• Willingness to continue to learn and be accountable</li> </ul>	