

CHILDREN & YOUNG PEOPLE'S MINISTRY LEADER

OVERVIEW

An exciting opportunity has arisen for an experienced children and young people's leader to join a dedicated lay and clergy team to deliver and oversee the development of ministry to children and young people for the Richmond Team Ministry (RTM), in Richmond upon Thames. The generous remuneration package includes rent-free accommodation in a 2-bedroom house in the centre of Richmond.

We seek someone who:

- has a natural gift with children and young people and is able to create an environment in which children can thrive in their Christian lives;
- has a vision for incorporating children and young people into the liturgical life of the church;
- can work collaboratively, planning and leading children's activities that engage a diverse team
- committed to working as part of a wider ministry team to grow the congregations;
- will encourage volunteers from a variety of backgrounds to ensure children have access to opportunities for spiritual growth;
- is outward looking, and enjoys working with local schools and groups throughout the year to build and secure links which promote Christian values in children's daily life;
- shares a vision for an inter-generational, inclusive Church.

About Richmond Team Ministry

Richmond Team Ministry (RTM) is a Church of England parish of three churches in the town of Richmond-upon-Thames: St Mary Magdalene, St Matthias and St John the Divine. Each church has its own Team Vicar, with each church expressing its own personality and style. Liturgical styles range from liberal catholic to traditional. We are a member of the Inclusive Church network.

Sunday congregations average from around 30-120 people with approximately 10-20 children well-known to each church. The Team is well served by 3 full-time stipendiary clergy, a curate, a Southwark Pastoral Auxiliary (SPA) and a Lay Reader. The Parish Office is staffed by a part-time Parish Administrator, a part-time Bookings Administrator, a full-time Property Manager and a full-time Verger-Caretaker.

The Team seeks to be confident in proclaiming the gospel while encouraging people to discuss the challenges of Christian faith in the context of the complexities and diversity of the modern world. Doubts and questions are not regarded as negative, as they can be preludes to growth.

Each of the three churches worships in its own distinctive way:

- St Mary Magdalene is central in tradition
- St Matthias is liturgically mainstream and creative
- St John the Divine reflects the modern liberal catholic tradition

The Eucharist is celebrated in all three churches on Sundays as well as several times during the week. All three churches have choirs, which combine for Team services at several points through the year.

As a Ministry Team there is a shared vision for the Parish of Richmond upon Thames.

We celebrate God's love for all by ...

- **Extending Christ's inclusive welcome**
- **Exploring faith honestly with an open mind**
- **Placing people and planet at the heart of our mission**

Life at RTM for Children and Young People:

Sundays are busy with at least five acts of worship each Sunday across the three churches in the Parish. Previously Junior Church took place each week in all three churches, with volunteer leaders, supported and resourced by the Children and Young People's Ministry Leader. Currently, Junior Church is less frequent and relies on lay leadership.

We currently offer:

- a children's area in each church, with toys, books and craft opportunities
- Junior Church from time to time, led by a volunteer
- relevant self-led activities made available each week.

Attendance of CYP at each church fluctuates on any Sunday. Typically, between 5 and 10 children aged 3-11 attend when the provision of Junior Church has been publicised and there is a growing number of secondary school age children who attend sporadically. This has an impact on planning for Junior Church activities. As with other churches, we are faced with the challenge of retaining young people as they get older.

RTM is associated with all six schools in the parish, including Christ's, the local Anglican secondary school. Several church members serve on the governing body and are committed to providing opportunities for pupils to make links between school and church life. Many local families visit the churches in association with the schools, and key events in their child's life. Our vision is to see both the established families in the church, and the many who visit, have a lasting reason to continue to bring their children to church.

Many people in Richmond are time poor and that also applies to the young people. However, there is an openness to exploring faith, both through the schools and through the work of the church.

Our Vision for Children and Young People in RTM:

We believe it is important for our children to learn to participate in, integrate into and appreciate our regular forms of worship, enjoying the music, movement and colour and increasing their understanding of the liturgy.

We also seek for children to be able to develop their own spiritual growth with specially designed and age-appropriate activities and equally we seek to enable the congregations to change and adapt to increase our inclusivity. Our children's ministry seeks to develop their spirituality, enabling them to communicate and discuss their faith confidently. We are keen to develop the inter-generational interaction and relationships which are already evident.

Our vision of Junior Church is that it encompasses as much as an adult service – in other words, not just teaching, but also worship, spiritual growth and fellowship - mediated through music, art, and drama as well as the spoken word.

With a CYP Ministry Leader in place, we plan to return to the format that has worked successfully in the recent past: Two of the churches (St Mary Magdalene and St Matthias) hold their main Sunday morning service at 9:30am. The CYP Ministry Leader runs Junior Church (with volunteer co-leader help) in one of those churches on alternate Sundays, alongside their 9:30am service. (Junior Church would hopefully still take place, but run entirely by volunteers, in the other of those two churches.) The Leader then goes on to the third church, St John the Divine, to lead Junior Church (again, with volunteer co-leader help) alongside its 11am service.

The Children and Young People's Ministry Leader manages and encourages the volunteer team and puts together weekly session ideas and plans for the benefit of volunteers who may be running Junior Church on their own, at St Mary Magdalene or St Matthias, on the relevant Sunday. Any of the three churches may decide to replace Junior Church with an all-age service from time to time, in which case the CYP Ministry Leader would be asked to help lead that service and facilitate participation in the worship by the children.

Our outreach in the form of our pre-school drop-in play and coffee sessions, Eaglets and Mary's Little Lambs, have not restarted since the pandemic. We are keen to restore these and to increase our outreach in other ways, such as youth groups, holiday clubs and Saturday groups.

Purpose of the role:

- To enable all children and young people in our community to encounter and engage with God's love;
- To promote the full participation of children and young people in the life of the church supporting the growth of the congregations;
- To nurture a sense of community for and with the children and young people of the church;
- To keep safe and enhance the well-being of children and young people and volunteers in the church and in our community.

Key duties of the role:

- Develop the ministry of Junior Church across the three churches including by teaching, leading worship, enabling and leading groups;
- Deliver a varied programme of activities throughout the week to meet the spiritual and social needs of children and young people in the church and which are open and welcoming to children in the wider community;
- Encourage children and young people to be involved in Sunday morning worship;
- Lead and develop a team (including existing volunteers) to be leaders of children and young people;
- Work in partnership with the Chaplain of Christ's secondary school and with other local schools;
- Involvement, as appropriate, with the development of community youth work or through uniformed organisations or through partnership with neighbouring Anglican parishes;
- Contribute to the pastoral care of children and young people in small groups and on a one to one basis. This includes working with DofE volunteers;
- Prepare children and young people along their spiritual journey and through transitions, including from primary to secondary schools, and into adulthood. This includes preparation for Admission to Holy Communion, working alongside the clergy team;
- Encourage and equip young people to seek out opportunities for ministry in the church including acting as servers and participating in the choir;
- Facilitate special events, such as weekends away, Christian camps, pilgrimage for children and young people;
- Represent the needs and views of children and young people to the Ministry Team and PCC and encourage them to share their thoughts and opinions;
- Keep the Ministry Team fully informed of ongoing and emerging issues at staff meetings;
- Ensure that the parish's policies are observed, with particular reference to leading on safeguarding;
- Assist in leading worship where appropriate, as agreed with the Team Rector, the CYPML line manager, and the clergy team;
- Engage with parents and carers, maintaining regular contact via email and social media;
- Continue to develop an online presence using the wealth of tools available, while overseeing best practice in safeguarding;
- Attend Morning Prayer, with clergy and lay people, on working days;
- Maintain your own spiritual growth, particularly by giving time to prayer, study and training, taking proper care of yourself through adequate time for rest, recreation, family life and friends

PERSON SPECIFICATION

Essential

- Must be established in your Christian faith*;
- Must be able to demonstrate competence in church based children and young people's work i.e. an ability to:
 - work directly with children and young people
 - think strategically
 - work with and encourage volunteer leaders
 - support children preparing for Admission to Holy Communion
 - work with local community groups;
- Must be able to demonstrate an understanding of both the Church of England and the Inclusive Church tradition, especially in their application to children and young people;

- Must be committed to working in partnership across the parish of three churches, respecting the tradition of each church;
- Must be able to demonstrate you are a team player;
- Must have good communication, IT and interpersonal skills;
- Must be able to demonstrate the ability to be self-motivated and to work independently and contribute in a group;
- Must be able to demonstrate a working knowledge of Health and Safety procedures in relation to work with children and young people;
- Must have a clear and robust approach to Safeguarding children and young people, must follow the Diocesan safeguarding guidance and ensure this is shared with all volunteers working with children;
- Must be committed to professional development.

Desirable Criteria:

- To hold a professional qualification in Youth or Children's Work and have a minimum of one year's successful full-time experience of working with children and young people;
- Be a confirmed member of the Church of England.

What we can offer:

- Salary: £25,000 - £27,000 depending on experience
- A supportive working environment, based at the Parish Office
- Friendship
- Links with other children and youth workers, through the Diocesan network
- Opportunities to attend relevant courses and seminars for professional development
- Regular support meetings with the Team Rector as well as weekly Ministry Team meetings
- Rent-free accommodation in a 2-bedroom house in Richmond. The post-holder will be responsible for council tax and utilities. The accommodation offer does not have to be taken up but no cash alternative can be offered.
- Flexible working hours: 37.5 hours a week, including Sundays and some evenings, Saturdays and Christian Festivals, to be worked as agreed with the Team Rector
- Time for an Annual retreat, which would be paid for by RTM within reasonable limits
- Annual Leave: 28 days p.a. inclusive of Bank Holidays

The Richmond Team Ministry welcomes applications from all sectors of society, although this role has a genuine occupational requirement that you must be a practising Christian as you will be required to lead acts of worship.

Providing the applicant can meet the person specification and fulfil the role requirements, flexible working will be considered.

Appointment is subject to enhanced DBS checks and references.

The role is subject to a six-month probationary period.

Full terms and conditions of service are set out in the contract.

* *The Employment Equality (Religion and Belief) Regulations 2003, Section 7.2 applies here.*

Team Communications

A weekly e-newsletter, with an introductory thought alternating between the Team clergy, is sent out by the parish office and is then [available on the website](#).

[Team Talk](#), a parish magazine, is published 4 times a year, both in print and online.

For a real-time flavour of Team life, please visit our website at <https://richmondteamministry.org> and follow us on social media at:

<https://www.facebook.com/StJohntheDivineRTM>
<https://www.facebook.com/StMaryMagdaleneRTM>
<https://www.facebook.com/StMatthiasRichmond>
<https://twitter.com/StJtheDRichmond>
<https://twitter.com/RichmondRector>

Full details of the Job Description and Person Specification, together with an application form, are available online [here](#).

For an informal conversation, contact the Team Rector, Revd Wilma Roest on 020 8940 4602 or rector@richmondteamministry.org

Closing date: 5.00pm on Friday 16 June 2023

Interviews will take place on Wednesday 28 June 2023

All applicants will receive a response.