

Children and Families Mission Leader

Job Description and Person Specification

TITLE:	Children and Families Mission Leader (20 hours a week)
EMPLOYERS:	Kairos Network Church
RESPONSIBLE TO:	The Trustees of Kairos Network Church
REPORTING TO:	Revd Ben Askew, Pioneer Minister, Priest in Charge

1. Introduction

Kairos is a charismatic, dynamic, mission-focused network church in Harrogate. Our mission is to share with everyone around us the good news that God's Kingdom is near, by Loving God, Building Community and Sharing Jesus.

We are part of the Church of England operating as a Bishop's Mission Order across the Harrogate Deanery, rather than as a parish. We have strong relationships with many other churches in the town and take an active part in ecumenical mission through The Harrogate Hub. We are also a member of the Kairos Connexion network which operates across England and Wales.

We are a network made up of several missional communities, which gather in homes, community centres and cafes, in neighbourhoods and networks across the area. Each has a specific vision and focus for their mission. We have a base in west Harrogate and a growing presence on the Fairfax estate in the east of Harrogate. We also have a number of ministries which connect with children and young people, older people, and a women's refuge.

We have a strong emphasis on discipleship across households, communities and gatherings.

Sunday gatherings include a 9am Communion service, 10.45am Central Gathering and a fortnightly gathering on the Fairfax estate.

We have connections with a wide variety of children and families through our missional communities, toddler group and school visits, many of whom have little or no other connection to church. We are looking to recruit a Children and Families Mission Leader who can lead us in making the most of these relationships, and develop evangelism and mission so that we would see more children and families coming to faith. The successful candidate would also be responsible for strengthening the discipleship of church families.

2. Key Responsibilities – under the guidance and authority of the Pioneer Minister and Vision team, and alongside the wider Kairos network team:

- To find creative and imaginative ways for evangelism amongst children and families.
- To develop a strategy and team for expanding our current mission among children and families.
- To enable Kairos Communities to make the most of existing relationships they have with children and families.
- To catalyse new relationships with schools, children and families.

- To lead, develop and support the volunteer Kairos Kids teams who are already involved in discipleship with children in households, communities and gatherings

3. General Outcomes to be achieved by the post

1. We see children and families coming to and growing in faith in Jesus.
2. New and creative children and family groups are planted which lead to effective evangelism and discipleship amongst those who belong.
3. Good relationships are built with, and resources given to, Kairos Communities and families to practice all-age discipleship together.
4. We will have committed and effective teams working across all areas of our children and families ministry.
5. The postholder will be required to model, promote and adhere fully to the Kairos Safeguarding policy, Digital Safety policy and Diocesan Safeguarding policy, working in conjunction with the Kairos Safeguarding Officer to create 'safe spaces' for children to explore and grow faith.

4. Current Childrens and Families Activities.

At present, Kairos runs the following activities for children and families:

- Westcliffe Baby & Toddler Group: A toddler group that meets every Tuesday morning in term time in Westcliffe Hall.
- Sunday Kids groups: Volunteer-led children's groups that meet on 1st and 3rd Sundays during the 10.30am Central Gathering
- Children's Work in some Kairos Communities. Some of our communities aim to be multi-generational and so think carefully about activities that work well for children.
- All-Age Gatherings on the 2nd Sunday of the month at Westcliffe Hall and The Fairfax Community and Wellbeing Hub.
- The Pioneer Minister has good relationship with Rossett Acre Primary School which includes doing assemblies and occasional lessons with Y6.

Note – Covid-19 has interrupted much of this good work. But volunteer children's workers have done a good job running a weekly Kids catch-up on Zoom and multi-generational communities and gatherings have continued to meet together online.

Going forward there is much scope to develop activities such as after-school kids clubs both at Westcliffe Hall and the Fairfax estate, holiday clubs/fun days, further pre-school groups, links with other schools, links with the local women's refuge & the children resident there, and potentially some cross-church mission amongst children and families...and more besides!

5. Key Tasks To Be Involved With

Initially, we would like the Children and Families Mission Leader to:

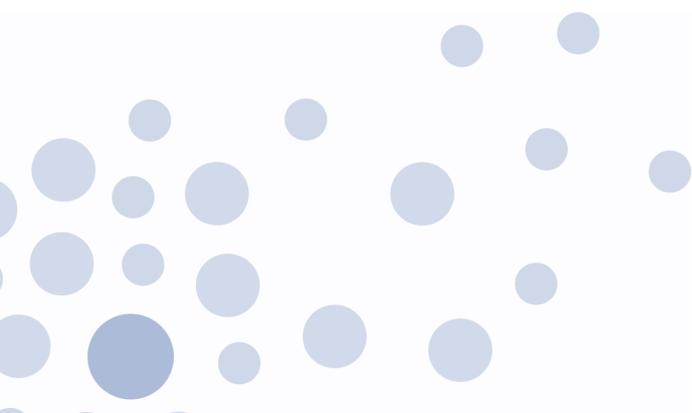
- Start looking, listening, and planning to plant new groups within the first year of post.
- Lead and train the Kairos Kids team delivering children's discipleship in Sunday gatherings.
- Establish partnerships with Kairos Communities to develop discipleship for whole families.
- Oversee Westcliffe Toddler Group and explore ways to invite parents/carers and toddlers to explore faith together.
- Attend Kairos Network Team meetings and take part in planning and leadership of Kairos Gatherings.
- Build links with local schools with the aim of sharing faith with primary age children.
- Keep good administrative records in line with GDPR and safeguarding policies.

- Take part in events and training as appropriate (e.g. Kairos leadership huddles, Kairos Connexion events, children's work training offered by the Diocese or other networks.)

The postholder may be asked to assist in some other Kairos activities, according to the time available.

6. Key Terms

Length of contract:	Initially 1 year with the intention to extend further.
Start Date:	To be negotiated but anticipated anytime from December 2020.
Work pattern:	The post is offered on a part-time basis working 20 hours per week. The post holder must be able to work on Sundays. The post will require availability and attendance at some evening and weekend meetings and events. Overtime is not paid but time off in lieu is provided.
Holiday:	28 days pro rata
Salary:	£21 -24,000 pro rata depending on experience (£10,500 – 12,000 actual)
Pension:	A workplace pension is available.
Place of work:	Mainly based at the Kairos Network Church offices at 2 Harlow Terrace, Harrogate, HG2 0PN
Expenses:	All reasonable expenses will be covered by prior agreement with the line manager.
Review:	There will be a six-month probationary period and annual appraisals.
Management:	Revd Ben Askew will be the line manager and will provide support through regular contact and team meetings. The role involves working with the Senior Leadership Team, attending Network Team meetings and presenting occasional reports to the Trustees and wider church.
Training:	Appropriate training will be made available (e.g. Through Kairos Connexion, New Wine and the Diocesan Children's team) and the additional support of a spiritual mentor will be offered.
Transport:	A valid driving license would be useful but not essential to the role.
DBS:	A DBS check will be taken up prior to taking the post.



7. Person specification – to be evidenced in application or at interview

Attributes	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> ▪ Able to speak with sincerity and enthusiasm about Jesus and the Christian faith in an informed, effective and non-judgmental way. ▪ Confident and enthusiastic with a 'can-do' attitude. ▪ A self-starter who is able to motivate self and others and to manage use of time. ▪ Able to follow the leadership of others. ▪ Able to present a strong Christian role model in daily life. ▪ Able to initiate and develop projects. ▪ Able to work comfortably with the evangelical ethos and missional emphasis of Kairos Network Church. 	<ul style="list-style-type: none"> ▪ Able to work in a range of social and cultural contexts. ▪ Able to lead others and to help them discover and use their gifts.
Education and Training	<ul style="list-style-type: none"> ▪ A good standard of written English (GCSE English or equivalent). 	<ul style="list-style-type: none"> ▪ Nationally recognised qualification in children/youth work at degree or equivalent level. ▪ Safeguarding training (will be refreshed once in post).
Experience	<ul style="list-style-type: none"> ▪ Active member of a Christian church. <i>* Given the nature and context of the work it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010.</i> ▪ Personal experience of a living faith in Christ and the passion to share the gospel with others. ▪ Experience in leading children and/or young people to Christ and nurturing them in their faith. ▪ Experience of working within a team. 	<ul style="list-style-type: none"> ▪ Experience of working in a local church context. ▪ First-hand experience of starting, leading or coordinating activities for children that are appropriate for the context of church and schools. ▪ Experience of leading a team.
Knowledge and skills	<ul style="list-style-type: none"> ▪ A clear understanding of children and principles of children's ministry. ▪ Desire to look for and learn good practice in children's and family ministry. 	<ul style="list-style-type: none"> ▪ Skills in raising and developing teams of volunteers and training them to be effective in children's ministry.

Attributes	Essential	Desirable
	<ul style="list-style-type: none"> ▪ Working knowledge and commitment to safeguarding and promoting the safety and welfare of children. ▪ Excellent skills in direct work with children. ▪ Good people and communication skills, appropriate for connecting with children and their parents/carers, interacting with the church family and reaching the community. ▪ A solid grasp of the Christian faith, knowledge of the Bible and an understanding of how to live as a disciple of Christ. 	<ul style="list-style-type: none"> ▪ Specific gift(s) or interest(s) that could be a focus for attracting children and families. ▪ Literate in IT including use of social media and word processing. ▪ Able to manage a simple budget.
Other	<ul style="list-style-type: none"> ▪ Satisfactory Enhanced DBS disclosure (to be acquired before start date). ▪ Commitment to be a full part of the life of Kairos Church, in addition to employed role, including being part of a Kairos missional community. ▪ Commitment to engage in professional and spiritual development. ▪ Physically and emotionally able to carry out the demands of the work. 	<ul style="list-style-type: none"> ▪ Have access to appropriate transport for travel within the area.

