

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

Introduction

Kairos is a charismatic, dynamic, mission-focused network church in Harrogate. We want everyone to experience the transforming power of life with God and we do this 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 [Netmakers](#). We are also a member of the [Kairos Connexion](#) network which operates across England and Wales.

We are a network church made up of missional communities which gather in homes, community centres and cafes, across neighbourhoods and networks in the area. Each has a specific vision and focus for their mission. We have a base in west Harrogate and a number of our ministries connect with families, children and young people.

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

Whole Church Sunday gatherings include a weekly 9am Communion service and a fortnightly Central Gathering at 11am, as well as other worship and prayer events throughout the month.

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.

Having spent the last two years rebuilding our Children and Families ministry we are now looking for someone to help grow and develop this work over the coming few years, and our next priorities for this are:

- 1. Build on the existing groups and ministries to make the most of the relationships and opportunities for discipleship, evangelism and mission they offer.***
- 2. Develop and expand our teams of volunteers which will expand our capacity for more mission.***
- 3. To start new groups or spaces where children and families can grow deeper in faith, or explore faith for the first time.***

Current Children's and Families Activities

At present, the Kairos Children and Families Leader oversees volunteer teams who run 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.
- Take Time: a weekly drop in for all ages on a Wednesday morning that includes activities for pre-school children.
- Family Links Training, run by Harbour Community: Training for transformative parenting skills.
- Sparks: Children's discipleship group that meet on 1st and 3rd Sundays during the 11am Central Gathering.
- Messy Church, run by Harbour Community on the 2nd Sunday of the month at Westcliffe Hall.
- Connections with some local schools including Oatlands Juniors and Rossett Acre Primary.

The Leader also acts as a resource for some Kairos Communities who aim to be multi-generational and so think carefully about activities that work well for children.

We are not beholden to the past! There has been much good work begun among children and families in the last couple of years. The successful candidate will be encouraged to discern and explore what should be sustained, what needs to stop and what new things God wants to do among children and families.

Key Responsibilities

Under the guidance and authority of the Pioneer Minister and Vision Team, and alongside the wider Kairos Network Team:

- Lead the current groups and activities for 0-11s and their families, and to develop and equip the volunteer teams who support them.
- To further develop and expand the ways in which Kairos makes disciples among children and families who are already connected with us through households, communities and gatherings, and missionally amongst those who are not yet connected to church.
- To work with Harbour Community and their Messy Church and parenting programme to further develop their links with families.
- To work with the Kairos Network Team to develop Central Gathering as a space where all ages are able to encounter God, and to develop Sparks to make space for greater numbers of children.
- To create new spaces for children to go deeper in discipleship, potentially through some form of after school groups.

General Outcomes

to be achieved by the post

- We see children and families coming to, and growing in, faith in Jesus.
- New and creative children and family groups are developed which lead to effective evangelism and discipleship amongst those who belong to them.
- Good relationships are built with, and equipping given to, Kairos Communities and families to practice all-age discipleship together.
- We will have committed and effective teams working across all areas of our Children and Families ministry.

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.

Key Tasks

Initially, we anticipate that our new Children and Families Mission Leader will:

- Get to know our existing Children's and Families work. Look, listen and discern – what needs to be developed, what is to be pruned, what new things does God want to start?
- Lead and train the Sunday Sparks team delivering children's discipleship in Sunday gatherings.
- Have oversight of Westcliffe Toddler Group, Messy Church, and Take Time teams as they host spaces where contact with families can take place. Help to lead and develop these spaces.
- Grow relationships with Kairos Communities to support their discipleship for whole families.
- Build links with local schools with the aim of sharing faith with primary age children.
- Attend Kairos Network Team meetings and take part in planning and leadership of Kairos Gatherings.

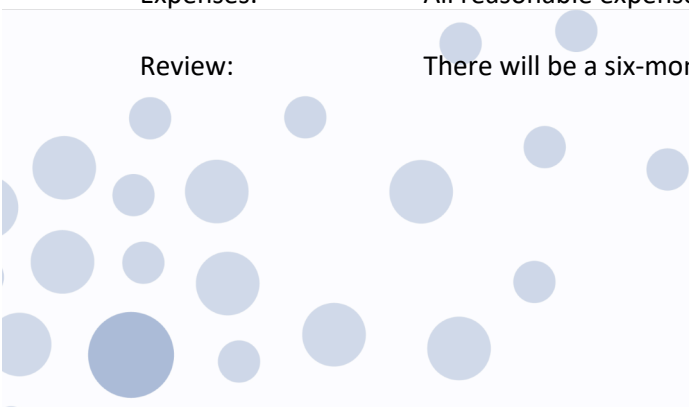
They will also:

- 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.

Key Terms

Length of contract:	Initially 1 year with the intention to extend further.
Start Date:	To be negotiated but anticipated anytime from the end of August 2023.
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:	£22,000 -26,000 pro rata depending on experience (£11,000 – 13,000 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 licence would be useful but not essential to the role.
- DBS:** An enhanced DBS check and references will be taken up prior to taking the post.

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 can motivate self and others and manage use of time. • A team builder and developer who can encourage volunteers to join in and grow. • 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).

<p>Experience</p>	<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.
<p>Knowledge and skills</p>	<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. • 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"> • Skills in raising and developing teams of volunteers and training them to be effective in children’s ministry. • 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.
<p>Other</p>	<ul style="list-style-type: none"> • Satisfactory Enhanced DBS disclosure and references (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.