

Senior Children's and Families Pastor

Working hours	40 hours per week (including Sundays)
Salary	£34-36k per annum depending upon experience

Why St Stephen's?

St Stephen's is growing Evangelical Charismatic Resource church with a congregation of around 500 adults, 80 children, 70 youth and a large and welcoming staff team.

Our vision at St Stephen's is to Love God, Grow Disciples and Transform Communities. Sundays are central to how we do this, as we gather across 3 services to worship God together and learn from His Word. We are passionate about our vibrant and ever-expanding youth, children's and families' ministries. This area has been a great strength of St Stephen's for decades and has always been well-resourced by our large volunteer team and paid staff. However, we don't want to rest on our laurels. We know that God is doing something across the nation, drawing younger people to himself and we want to be part of that, and so are intentionally pressing into this by making 'Growing Younger' a key part of our new 4-year strategy 'Grow', launched in Autumn 2024. [Grow 2028 — St Stephen's](#)

Focus of the Role

The Senior Children's and Families Pastor is a key role within the staff team at St Stephen's.

We are looking for someone with a passion to see children (0-11s) and their families grow as whole life disciples of Jesus, with direct experience working with children, and proven strategic leadership skills, to lead this ministry into continued growth at this exciting time for St Stephen's

Currently there are 4 main strands to children's ministry at St Stephen's:

1. Church based kid's ministry and discipleship
2. Community pre-school and families
3. School's ministry (St Stephen's primary and 2 other local primary schools); and
4. Parenting (building community and pastoral support).

We expect the director of children's ministry to oversee all these strands but directly lead the church-based ministry and at least one other area.

The successful candidate will take responsibility and strategic oversight for all 0-11 ministry, leading the kids and families team (presently consisting of a part time

community families pastor, and the Associate kids pastor, to be appointed.) and the recruitment and training of a large volunteer team.

Key objectives

- To strategically plan and implement the churches strategy for growth in children's ministry
- To ensure that the highest standards of safeguarding are adhered to in children's ministry
- To hold the vision for children's ministry at St Stephen's and ensure it is kept on the agenda
- To innovate and implement new ways that we can reach local children and their families with the good news of Jesus
- To ensure consistent and effective discipleship and pastoral care for u11s

Responsibilities & Tasks

Team

- Lead the children's ministry team with vision and strategy
- Recruit church members to be on the children's ministry teams and equip, enable, encourage and train them to deliver optimum care, best practice and effective teaching
- Organise ad hoc team events and socials for the children's ministry team
- Foster a culture of encouragement, support and prayer amongst volunteers
- Rota management of Kids church team, to ensure all ratios are met
- Lead the children's ministry staff team including some line management of staff
- Ensure the highest standards of safeguarding in children's ministry alongside the Parish Safeguarding Officers

Children's Ministry

- Design, deliver and resource a Biblical and applied teaching programme for kids church which enables children to come to a personal faith in Jesus and grow as whole life disciples
- Initiate, plan and co-ordinate seasonal and other ad hoc events for children and their families
- Organise and run the annual holiday club
- Oversight of school's ministry (0-11)
- Develop and deliver occasional events and courses to help older children grow in faith and prepare to transition into Youth
- Ensure that all children's ministry activities are accessible to children with additional needs

- Work with clergy and other staff to ensure that parents are equipped to disciple and parent their children in today's world
- Work with the community families pastor and other staff to ensure that all ministry to u11s and their families is co-ordinated
- Budget and resource management for children's ministry

The Wider Church

- Develop strategic partnerships with other churches and organisations to help deliver the vision for children's ministry
- Keep up to date with Children's Ministry best practice and issues in the UK, attending training and conferences
- Share knowledge, experience and resources with the wider church
- Be actively involved in children's ministry at summer conferences (wherever St Stephen's attend)

Staff team

- Commit to playing your part in the delivery of the church's Vision and Strategy
- Adhere to staff policies and procedures, and to ensuring the highest standards of safeguarding
- Be willing to carry out other duties that may reasonably be required in line with your main duties and responsibilities, as the need arises

Competencies

Essential

- Direct experience working for a church in children's ministry or in some other children focussed area of work (e.g. teaching)
- Excellent communication skills (verbal and written)
- Proven experience and ability in leading vision and implementing strategy.
- Ability to teach children the Bible in a fun, imaginative and clear way
- Ability to prioritise and multi-task
- Excellent administrative and organisational skills
- Proven ability to be an innovative self-starter
- Proven skills in recruitment, leadership and development of volunteer teams
- Ability to manage a budget

Desirable

- Has some theological / training in children's ministry
- Experience and ability in leading All Age Worship

Person Specification

- A committed Christian with a personal faith in Jesus which flows out every aspect of their life*
- A passion for children's ministry
- A vibrant prayer life and passion to pray for children
- Is already or is willing to become a worshipping, serving, giving member of St Stephen's church
- Flexible and adaptable
- Excellent interpersonal skills
- A dynamic leader
- An optimistic realist
- A desire to grow leaders and to develop others
- A self-motivated, team player
- Doesn't take themselves too seriously!
- Committed to safeguarding: understanding and personally applying the safeguarding policy and procedures & undertaking safeguarding training as required
- A commitment to health and safety

*N.B. There is a Genuine Occupation Requirement (GoR) for the successful applicant to be a Christian and this GoR applies under the Equality Act 2010.

The details

- £34-36K depending on experience
- 40 hours/over 5 days a week, including Sundays
- The role holder must be available to work some evenings and Saturdays, and at Christmas and Easter, with appropriate time off in lieu
- Full participation in the staff team (including attending staff worship, meetings and APCM)
- 25 days' annual leave including up to 5 Sundays plus Bank Holidays and a day off on your birthday
- Occasional 'retreat' days
- Opportunities for professional development and training as required
- Church of England pension: 8% of salary of which 6.5% is paid by employer and 1.5% by employee
- Life Insurance
- 6-month probationary period
- Responsible to the Vicar

How to apply: Please complete the Application Form and submit it together with a supporting statement to Nicola Patel, Operations Director at NicolaPatel@st-stephens.org.uk

Closing Date: Sunday 22nd June 2025

Interviews: Week commencing Monday 30th June 2025