**Director of Ministry for Children, Young People and Families-**

**All Saints Benefice, West Bromwich**

**Job Specification**

**Introduction**

The PCC of the Benefice of All Saints and Mary Magdalene’s has a clear vision to build up the mission and ministry to children, young people and families within the parish, and are looking for a full time colleague to share that vision and draw children, young people and families into the life of the church and the love of God.

**Context**

**West Bromwich Town**

West Bromwich is set in the Black Country, sitting to the west of Birmingham. The town has a proud industrial heritage and in recent years has seen much investment as new employment opportunities are arriving in the area. West Bromwich is one of the six towns that make up Sandwell Metropolitan Borough Council. The council has been successful in attracting funding to transform its employment base and

West Bromwich Town Centre is set to be significantly redeveloped. The town is already home to Sandwell College, Central St Michael’s Sixth Form College as well as the newly opened Shireland City of Birmingham Symphony Orchestra Academy. West Bromwich is at the forefront of educational opportunities in Sandwell and with the college set for further expansion in the town the educational opportunities will continue to draw people to the town.

The population of the parish is about 22,000, all in an urban or modern estate setting, though 25% of the parish is greenbelt (Sandwell Valley).

West Bromwich has great access to the motorway network (M5 and M6) as well as being just a fifteen minute tram ride into central Birmingham and the rail network. The town is culturally diverse and multi-faith which ensures a rich and vibrant community to be part of.

The town is blessed with extensive open space provided by Dartmouth Park and Sandwell Valley Country Park both accessed from the town centre. The parks include a golf course with an excellent restaurant, extensive children’s play areas, a farm, lakes and many walks. The parks are in the Benefice along with two church primary schools and Sandwell Hospital.

West Bromwich is also home to West Bromwich Albion Football Club (The Baggies). Following The Albion is very much a test of faith!

West Bromwich is a modern and ever changing town, that is rich in its cultural provision, has extensive educational provision as well as affording much green space through the many parks.

**The Benefice of West Bromwich**

All Saints Church is the original parish church of West Bromwich. Many local people refer to it

as ‘Old Church’. The current church was built in the mid 19th Century. In its earlier life it was under the care of the Benedictines of Sandwell Priory. As the town grew in the 19th Century so

mission churches were first established and then separate parishes were formed. All Saints

and the Benefice (consisting of All Saints and a sister church St. Mary Magdalene) make up the largest benefice in the town.

All Saints Church is the civic church of West Bromwich and is a traditional and eucharistically focussed church. There is much lay involvement in worship such as leading intercessions, serving and assisting. The congregation is a mix of gathered and communal; there are at present 128 on the electoral roll. The average Sunday attendance of the two Sunday services is 60.

All Saints serves the local community through many occasional offices. Many families have historical ties with the church and they regard ‘Old Church’ as their church for life events.

**Purpose of Post:**

-To oversee the work with 0 – 18’s in the Parish.

-To build positive relationship with families, youth, and children, providing care and pastoral support when needed (a responsibility shared with the clergy and others).

-To encourage families to develop their faith together and support them in building lasting connections with the parish and its churches.

-To foster good relationships with the local community, particularly the two Church of England primary schools, in order to share the Gospel and further the mission of the church.

-To build and inspire an effective team of volunteers to enable this work.

**Background and knowledge:**

-A committed Christian who is prayerful and open to the renewing work of the Holy Spirit and is confident in articulating and sharing their faith.

-A person who feels positively about working in an Anglican church, being willing to work within its authority and accountability structures, and to become a member of our worshipping community.

**What we are looking for**

We are looking for someone who is motivated, organised, approachable, creative and able to work effectively on their own, with occasional supervision, and as part of the ministry team at All Saints and St. Mary Magdalene.

This is a unique opportunity in a varied context which will enable the applicant to exercise a degree of flexibility, independence and creative experimentation in their approach to children’s work.

Working collaboratively as part of the ministry team, including the vicars of All Saints and Mary Magdalenes, Outreach worker and Pastoral worker to grow the mission and ministry of the parish in the context of children, young people and families and to make a lasting, long term impact on All Saints and Mary Magdalenes.

We are looking for someone who is able to take the lead, alongside the Vicar and PCC, in building a joined up framework for ministry to children, young people and families, and to help build a team to help facilitate that plan with the co-operation of the vicar, PCC and congregation.

We are looking for someone who inspires the best in others, and who is well versed in the life and doctrine of the Christian faith and familiar with our liberal catholic style of worship and theology. Team building skills will be essential as well as prior experience of working with children and families in a church context (paid or unpaid).

The role will involve supporting the spirituality of children, young people and families in a variety of settings: eucharist, schools, other new expressions of faith/worship which may be explored with the vicar and ministry team.

**Aim of the Post**

**Schools**

There are two Church of England schools in the parish, All Saints (2 form entry) and St. Mary Magdalene School (1 form entry). Both schools are keen to more involved with church in the following ways:

-Willingness to support local primary schools in creatively developing children’s spiritual journey through prayer spaces, outdoor, nature-based activities during the school day and/ or in after school clubs.

-To help equip the schools in their worshipping life.

-To work with children and support staff in local schools in helping children to understand Bible Stories and how they can learn through Religious Education and including in creative activities like crafts, story telling and imaginative play.

-To support local schools with promoting and contributing to Charity work.

-Willing to welcome children, staff and families to Church visits in order to support curriculum work in understanding Christianity.

-To promote the work of the Church and events through contributing to outreach work in school such as coffee mornings, parents evenings and items for newsletters.

-Support St. Mary Magdalene Church in exploring after school work.

-to be aware of families who may be in need and point them towards any assistance that may be available from the local authority or charities

**Church**

Also within the the Church and community at All Saints and St. Mary Magdalene, we are looking to reinvigorate our mission and ministry to children, young people and families, after covid and interregnums (All Saints has just had a new vicar and St. Mary Magdalene is currently in interregnum):

-To build up, develop and support volunteers at All Saints and St. Mary Magdalene so that all new mission and ministry with children and families is sustainable in the long term,

-To help develop and launch new initiatives aimed at children, young people and families, in response to changes in family culture and context and an inter-generational approach to ministry, supporting ‘whole family discipleship’ and equipping parents and carers with tools and resources to grow in faith as a family in the home.

-These new initiatives will be part of the overall plan for All Saints and St. Mary Magdalene (as part of the Diocesan Shaping for Mission strategy) to think strategically and create discipleship pathways for new children, young people and families.

-There is currently a toddler group twice a week, and a Rainbow and Brownies group meeting at All Saints. Messy Church sessions have been run occasionally, so there is much potential for reaching out to children, young people and families in a large parish.

-All Saints has around 15-20 baptisms a year, so this role would also play a part in growing relationships with baptism families and help people move from first connection with the church into exploring faith and being drawn into a worshipping community through the development of a clear discipleship pathway.

-Additionally the Vicar and PCC are keen to allow the successful candidate to bring some creativity to this role, exploring how they might use their own personal gifts, experience and interests and the leading of the Spirit to equip All Saints and St. Mary Magdalenes to reach and disciple children and their families in new and innovative ways.

-To be aware of similar work and build links with other deanery churches and through the Sandwell Churches link and work collaboratively across the deanery if required.

**Diocesan Context**

The Diocesan priorities of Developing Discipleship, Encouraging Vocations and Inspiring Evangelism (Diocesan Vision Statement, 2018) remain in place. Prayerfully led by the Spirit, the Benefice of All Saints will build on current good work, renew existing ministry and mission, and pursue new possibilities.

The following shaping principles have been discerned from the Shaping for Mission process and through engagement with the Church of England’s national vision. We will:

• Be purposeful about evangelism leading to numerical growth and depth of

discipleship, inspiring all to confidently share their faith story

• Engage creatively with local communities.

• Become more diverse at every level and in every way and in particular to grow younger.

**Safeguarding**

The benefice churches and Diocese of Lichfield are committed to safeguarding, safer recruiting

practice and promoting the welfare of children, young people and vulnerable adults and expect all

staff and volunteers to share this commitment in the following ways:

-To work with the Parish Safeguarding Coordinator and others to ensure we meet the requirements of relevant legislation, Diocesan and Church of England procedures.

-You will be responsible for the Safer Recruitment of volunteers following Solihull Parish, Diocesan, and Church of England policy.

-To ensure that all who work with children or youth have appropriate DBS clearance.

-To ensure that working practices and procedures always reflect and adhere to current guidelines or go beyond.

-To liaise with the Parish Safeguarding Coordinator and others to ensure that all volunteers have received statutory safeguarding training within the appropriate time frames.

**Terms**

Salary: between £32,000 and £35,000 dependant on experience and skills.

The role is a full-time, permanent, 5-day flexible working week which will include evenings and weekends (37.5 hours per week). There will be a three month probationary period with a review carried out after this length of time.

The successful applicant’s line manager will be the Vicar.

**Additional Support and Opportunities**

-1:1 management and supervision, plus team support from a ministerial team with wide range of experience and local knowledge.

-Opportunities to attend national conferences and events, and Diocesan training.

-Time Off in Lieu arranged with line manager and given during busy periods.