

**DERWENT DEANERY**

**Children & Families Pastor: Recruitment Process and Timetable**

Closing Date: 9am, Wednesday 6<sup>th</sup> March 2024

Interviews: Wednesday 13<sup>th</sup> March 2024, Bishop's House, Keswick

Start Date: to be agreed, but as soon as possible

Application forms should be returned to:

[humanresources@carlisle-diocese.org.uk](mailto:humanresources@carlisle-diocese.org.uk)

For an informal conversation about the role, please email John Freeman at

[revjohnfreeman@icloud.com](mailto:revjohnfreeman@icloud.com)

This post is subject to external funding until December 2026, we anticipate this role will continue with further external support.

Church House  
19-24 Friargate  
Penrith  
CA11 7XR

## About St. Aidan's Cumbria

St. Aidan's Cumbria is a new church plant in the northern Lake District, focusing on ministry and mission in the Derwent Deanery, which includes market towns and surrounding rural villages. It will be a community of worshippers committed to seeking God, following Jesus and reaching out to bless, serve and connect with the people across the communities of the A66 corridor in this region. In time, St. Aidan's will become a centre of mission and revitalisation, intentionally planting new churches, releasing lay-led mission and ministry, and supporting existing churches in their own mission and ministry.

The vision of St. Aidan's Cumbria is to see God's Kingdom come in Cumbria as it is in heaven, playing its part by lighting spiritual fires of faith across the Derwent Deanery and A66 corridor.

St. Aidan's will pursue its vision in these particular ways:

- **Encounter** – At the heart of all we do is the desire to be with God, as we believe we are transformed into Christlikeness when we spend time in God's presence. In particular, we practice this through a charismatic expression of prayer and worship.
- **Formation** – In all we do, we want to look increasingly like Jesus Christ, as we believe that transformed people see people transformed. We do this intentionally by prioritising time in God's Word, teaching, and establishing spiritual practices.
- **Mission** – We believe that we are gathered to scatter, and long to play our part in God's kingdom coming in Cumbria as we live like Jesus in each of our own local contexts, empowered and directed by the Spirit. To see this happen, St. Aidan's prioritises personal and corporate evangelism and ministries of mercy.
- **Community** – God has called us to be his people and a family in this place, united around the person of Jesus Christ. We therefore value community with one another and our neighbours, practising hospitality and joy as a church.

## About the region

St. Aidan's is based in the Derwent Deanery and along the A66: a road which runs through the deanery's heart and functions as a regional commuter corridor for work, education, leisure and more. The population of the deanery is 27,500, of which 17.9% are aged 19 or under. Whilst slightly under the national average, this still represents a significant number of children and families that we long to tell the good news about Jesus and to serve as we see God's kingdom come.

Our deanery is made up of three mission communities (*Binsey, Grasmoor and Keswick*). Across the churches within these mission communities, approximately 7% of our worshipping communities are aged under 17. That means that only approximately 1.4% of children and young people within the deanery are a part of a worshipping community.

We believe that there is a significant opportunity and a vital need for mission and ministry to this demographic in the region, building upon the strengths of existing work in our churches and across many excellent schools and family groups.

## ROLE DESCRIPTOR

JOB TITLE: Children & Families Pastor (1.0 FTE)
REPORTS TO: Vicar
DEPARTMENT : St. Aidan's staff team
<p>PURPOSE OF ROLE : The Children and Families Pastor will pioneer and lead St. Aidan's mission and ministry to children and their families, discerning and building our approach to mission and ministry amongst this demographic in the region, as set within the wider church vision.</p> <p>As a key leader within a new church plant, you will play a central and strategic role in leading in innovation and creativity in our mission: imaging what could be possible in mission and discipleship to children and families, and then prayerfully and effectively delivering that plan, to see those not yet in the church become believing members. Under the supervision of the Vicar, you will have the opportunity to lead with creative freedom across a breadth of ministries and with significant oversight.</p>
<p>KEY ACCOUNTABILITIES :</p> <p><b>Pioneering and Mission</b></p> <ul style="list-style-type: none"><li>• Be a leading advocate for children and families, and our ministry to them</li><li>• Develop a strategy for mission amongst children and families not currently connected with the church, as well as discipleship for those who have come to faith</li><li>• Plan and lead ministry within opportunities afforded by our local context, such as local primary schools, including taking assemblies and pioneering new ministry opportunities in this setting</li><li>• Build meaningful relationships with key individuals and organisations within the local community</li><li>• Lead on working with other churches and ministers in the area collaboratively, encouraging and resourcing ministry to children and families across the region, particularly working with other churches within the Derwent Deanery.</li></ul> <p><b>Leadership and Pastoral Care</b></p> <ul style="list-style-type: none"><li>• Recruit, develop, lead and coordinate the Children and Families team</li><li>• Identify and release volunteer leaders within the Children and Families team</li><li>• Work with the wider St. Aidan's team to plan events, meetings and services</li><li>• Manage the Children and Families' budget</li><li>• Ensure that Children and Families' team members are recruited safely, following the safer recruitment policy, and that all regulatory requirements regarding safeguarding and health and safety are met, attending training as required</li></ul>

**Discipleship**

- Create and implement a strategy for whole-family discipleship, working in tandem with other members of the Leadership team
- Support and resource parents in the vocation of raising children and leading them on their faith journey
- Create, plan and lead Sunday ministry aimed at children and families, giving leadership to our approach to Children and Families ministry at church
- Raise, equip and release children and families as leaders within St. Aidan's

**Church life**

- Lead and contribute to wider church life as a member of the leadership team, attending staff meetings, as a committed member of St. Aidan's
- Ad hoc tasks and other project work which enhances mission and ministry at St. Aidan's, as required by the Vicar

NETWORK ( Key people with whom the role liaises)

INTERNAL : Clergy, Lay Leaders, NYC Leaders, Safeguarding Adviser, Archdeacons (local operational managers), CDBF Employees

EXTERNAL : work with volunteers, work ecumenically, across the churches, leadership and members, maintain appropriate links with external organisations (eg. schools and youth groups) and statutory bodies

<b>ESSENTIAL CRITERIA</b>	
<b>Experience and Skills</b>	
<ul style="list-style-type: none"> <li>• Has a proven track record of ministry and mission to and with children and families in church and other contexts (eg. schools)</li> <li>• Is able and excited to pioneer new forms of ministry, adapting to the needs and opportunities in the region to grow a community of faith</li> <li>• Has confidence in ministering in a contemporary and charismatic context</li> <li>• Strong interpersonal skills, working well with others and with strong team building skills</li> <li>• A proactive and self-motivated individual, with excellent organisational skills, attention to detail and time management</li> <li>• A team player who is willing and able to serve broadly across St. Aidan's where needed</li> <li>• Able and experienced at working collaboratively with other leaders in ministry</li> </ul>	
<b>Other</b>	
<ul style="list-style-type: none"> <li>• Has a mature, personal faith in and relationship with God as Father, Son and Holy Spirit</li> <li>• Has a passion for reaching children and families with the good news of Jesus Christ, seeing them come into and grow in their own faith in God</li> <li>• Is committed to the vision and values of the St. Aidan's</li> <li>• A willingness to work flexible hours in order to fulfil the requirements of the role, includes evenings, weekends and other seasonal and special services and events (Christmas, Easter etc.)</li> <li>• The post-holder will be required to complete enhanced DBS checks</li> <li>• Awareness of Health and Safety and Safeguarding procedures and practice</li> <li>• Holds full UK driving license and has access to own transport</li> </ul>	

<b>Benefits</b>	
<b>Salary</b>	£29,826.00 FTE pa
<b>Pension</b>	a non-contributory, defined contributions scheme (employer's contribution is 15% of salary)
<b>Car</b>	mileage paid at 45ppm
<b>Office provision</b>	TBC
<b>Working expenses</b>	Funded as appropriate

<b>Other benefits</b>	<ul style="list-style-type: none"> <li>• 34 days annual leave incl bank holidays (pro-rata for part time employees)</li> <li>• 35 hrs a week flexi-time system in operation</li> <li>• time off in lieu for additional hours worked</li> </ul>
<b>Supporting you</b>	<p>As a church and team we are committed to supporting you by:</p> <ul style="list-style-type: none"> <li>• Praying regularly with and for you and your work</li> <li>• Providing a supportive and collaborative staff team with whom to minister alongside</li> <li>• Working in a culture that recognises our dependence on God as disciples of Jesus, encouraging regular time for personal and corporate prayer, retreat, study and spiritual direction</li> <li>• Exploring with you appropriate opportunities for further training and personal development in line with your objectives and responsibilities, including funding</li> </ul>
	<p>Any offer of employment is subject to:</p> <ul style="list-style-type: none"> <li>• Two references (one must be current employer)</li> <li>• Health Check</li> <li>• Right to work check</li> <li>• Enhanced DBS check (for roles that are eligible)</li> <li>• <b>Special conditions of employment:</b> There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010.</li> </ul>