



# Sidcup Baptist Church

A church that loves and serves God, His people and His world

## Appointment of a Youth and Families Worker

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Thank you for showing an interest in the appointment of a Youth and Families worker at Sidcup Baptist Church (SBC). We are really excited about what God wants to do with young people and families in our church and community. We are an open fellowship that wants to do what God wants us to do.

As a church we are currently in an interregnum as our previous Pastor moved to be closer to family. While we are currently in the process of speaking to potential pastoral candidates, we didn't want this to delay us in employing a Youth and Families Worker, as we feel this is an important part of our church life. The membership of the church have agreed with the Trustees that it is in the best interest of the church to look for someone to fill this position even without a minister in place.

As we continue to find our feet following the pandemic and groups start to meet again, we'd love to have someone come on board who can shape the future of our children's and youth ministry. This isn't a role that involves slotting into an existing program, but instead one that offers challenges and a chance for creativity in guiding how we support our young people, children and families.

This pack provides an outline of the role and person specification, the terms and conditions for this appointment and details of how to apply. If you would like to discuss the role or have any questions prior to applying, please get in contact via the email address above, we are happy to arrange a video or phone call if that would be helpful.

If you think this is the role for you, we look forward to receiving your application.

Thank you.  
SBC Trustees

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## Our Vision for a Youth and Families Worker:

The past 2 years have been a challenge one way or another to everyone. Young people and children are no exception to this.

At SBC there have been quite a few changes to the children's and youth work over the last year as we have had to adapt to the situation.

### Prior to Covid the youth and children's work was as follows:

Youth:

- Sunday Cell for ages 11-16, games and also following sermon series or their own study as appropriate. (Approximately 3-5 attending each week)
- 'Older Youth Housegroup' (Y10-Y12) met on Wednesday evenings, shared a meal together and did a Bible study (Avg. 8 attending each week)
- 'Younger Youth' (Y7-Y9) met on Friday evenings, played games and did a short Bible study (Avg. of 5 attending each week)
- A loose mentoring scheme was in place for those that wanted to meet up with the youth worker, a couple of the youth were also paired up with volunteers from the church. (The mid-week youth groups were made up of a majority on 'non-church' or different church attendees)

Children and Families:

- Sunday Club (including Crèche facilities) for children up to age 11. The attendance of Sunday Club can vary quite dramatically, from having just a couple of children, to there being about 16!
- FROGS for 7-10/11-year-olds. The majority of children do not attend Sunday services at SBC but will attend other events with their families. It involves crafts, games, activities as well as a 'God slot'. There are around 40 children on the register and attendance is usually 20-25 each week.
- Messy Church once a month, for families to do activities together and a meal provided at the end. We tend to need to cater for about 50 people.
- Holiday Club during February half term. (This hasn't been done for a few years now)
- A pre-school Playgroup running Monday-Thursday mornings. Legally separate from SBC, the playgroup is led by a church member and has constitutional links to the church.
- Twice yearly 'Family Fun Days' – one usually in late June and the other around Christmas time. Very well attended by the local community, bouncy castles, soft play, BBQ, face- painting and summer fair type games. (Visitor numbers have ranged from about 200-500 for the summer fun days)

Before it finished, quite a few of our young people attended Soul Survivor, (the most we've taken has been 11) We would have looked to book a trip ourselves for 2020, but that wasn't able to go ahead in the end.

Each summer there is also a large event called Lark in the Park that takes place locally and many families attend. It is headed up by New Gen Church, but SBC has always played a large part in helping to run it. ([www.larkinthePark.com](http://www.larkinthePark.com))

### During Covid:

- The children's groups were not meeting, but 'kid's packs' were made and distributed each week for the children to complete whilst parents watched the online service.
- We also made goody bags that were given out in the church garden (we get quite a lot of passersby) some packs were also delivered to friends, neighbours etc. Each time around 100 bags were given out, this was usually around special occasions such as Christmas, Valentine's Day, Easter.

## **Where we are now:**

### Youth:

- During the pandemic the mid-week groups met online. With fewer attendees, the groups merged and now solely meet on Wednesdays.
- The group is now mainly made up of the younger youth group. The sessions have a bible study/discussion time alongside some fun games or activities.
- The Sunday Cell youth group meets for twice per month, the first Sunday currently being an all- age service.

### Children:

- We have reinstated the children's work on a Sunday and will often have between 6-10 children. There is a strong team who lead and run this at the moment.
- We have started the FROGS group again and have been encouraged to see a steady increase in numbers again, the current average is around 20 children each Friday.

## **Where we'd like to be:**

### Youth:

- We'd like to be able to run the Sunday Cell group for all weeks within the month (other than all-age service) and encourage more of the youth to attend.
- Potentially move the youth house group to a Friday evening again. There will be a number of FROGS children who will be the right age to join in September, so we would love to see them become a part of the group and for it to flourish.
- Potentially split out the youth groups, to have an older and younger group to help make sure we are meeting their needs more specifically.
- Establish mentoring again as needs dictate.

### Children and Families:

- Continue running FROGS
- Look at starting 'Tadpoles' for those in Reception/ Year 1 and perhaps have a space for parents who also have toddlers.
- Help Sunday club to continue to grow and to better equip the team who lead it.
- Re-start Messy Church, Family Fun Days and other outreach events.
- Look at establishing a Parent and Toddler group.

### Overall:

- A vision and aim for the youth and children's work at SBC
- Better links to transition those from younger to older groups, as well as those less familiar with church to be able to feel comfortable and wanting to attend on a Sunday or to other church events.
- Build stronger connections between young people and the wider (adult) congregation.
- Positive relationships with local schools and the community.
- Growth in numbers, but more importantly growth in relationship with God and giftings.

# Job Description and Person Specification

## 1. Aims, Objectives and Responsibilities of the Youth and Families Worker:

### *Working with young people, children and families at SBC*

- a. At all times seek to follow the example of Jesus in offering servant leadership and thereby lead by example and be a role model for the young people and children of SBC.
- b. To bring fresh vision, strategic direction, planning and prayer for the development of Christian youth and families work in and through SBC. In particular:
  - i. Develop and help lead the spiritual, pastoral and teaching programmes at SBC.
  - ii. Encourage the development of faith and ensure that spiritual and pastoral needs are met.
  - iii. Develop appropriate clubs / groups and other opportunities for young people, children, and families within the church and local community context, maintaining an inclusive approach.
  - iv. Build positive relationships with and amongst the youth, children, and parents.
  - v. Encourage, train and develop young leaders from amongst the young people.
  - vi. Motivate and empower young people in outreach to their peers.
- c. Make effective use of available funding for youth and children's ministry, both from within the church and, where appropriate, from external sources.
- d. Lead and co-ordinate outreach work from SBC, liaising with CRIBS<sup>1</sup> as appropriate, working in schools in the local area (e.g. supporting Christian Unions).
- e. Develop and maintain links with other groups and local churches for the purposes of evangelism and outreach.
- f. Recruit, support, motivate, train and develop volunteer leaders and helpers.

### *Supporting the wider work of SBC*

- a. Be an active and regular member of the congregation at SBC.
- b. Work with the wider ministries of the church and specifically to liaise with the Pastor and trustees of the church.
- c. Willingness and flexibility to help church-wide events to happen and be supported.

## 2. Person Specification

We seek a strong Christian (genuine occupational requirement), who is passionate about their faith, is at ease with an 'evangelical charismatic church', in agreement with our vision and values and:-

- a. Can engage effectively with young people, children, their parents, volunteers and other leaders.
- b. Has a passion and gifting both for helping young people and children grow as Christians and for evangelism and outreach.
- c. Has appropriate experience (essential) and qualifications (desirable) in children's or youth work and ministry in the context of a church or other Christian organisation.
- d. Gives time to prayer and the study of the Scriptures and can demonstrate sound understanding of the Bible and its application to life.
- e. Has good communication skills, a high degree of personal initiative, sound administrative skills and an ability to think strategically.
- f. Proficient with basic IT tasks and software e.g. MS Office, social media platforms.

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<sup>1</sup> Christian Resources In Bexley Schools

- g. Able to foster positive, non-judgmental relationships with all young people, children and families that come into contact with the church.
- h. Will offer sound, Bible-based teaching in a variety of settings.
- i. Able to work well within a team and under the supervision of the Pastor/Trustees.

### **3. Special Requirements**

- a. An enhanced disclosure from the Disclosure and Barring Service (DBS) will be required for this role.
- b. The Youth and Families Worker will be expected to adhere to the guidelines set by SBC's safeguarding policy.
- c. The Youth and Families Worker will be expected to have an awareness of the current legislation and national standards relating to the responsibilities of those working with young people and children.
- d. The Youth and Families Worker should be sensitive to, and able to be trusted to respect, the confidential nature of the role.
- e. Having a driving licence and vehicle is advantageous but not essential.

### **4. Supervision and support**

- a. The Youth and Families Worker will be line-managed and supervised by the Pastor, when in position, in the interim this will be Youth and Families Trustee and current overseer. The Youth and Families worker will be expected to operate within general guidelines agreed with the Trustees (Pastor and Deacons). The Trustees will agree suitable support and accountability arrangements with the Youth and Families Worker once they are in post.
- b. The applicant will agree a programme of personal training and development both directly relevant to youth and children's work and also take part in other training relevant to being part of the wider team.

## Terms and Conditions

1. The appointment is for one year in the first instance, subject to an initial probationary period of 3 months. Subject to satisfactory performance (to be determined at a full review after 9 months in post and thereafter annually), the contract may be extended for a further 2 years.
2. The DBS check must be satisfactorily completed before the appointment commences.
3. The appointment may be terminated with at least one month's notice on either side.
4. The appointment will be part-time, 25 hours per week, the role will involve weekend and evening work. Days off and working hours can be agreed with the line manager.
5. The starting salary will be in the range of £14500 - £16000 per annum depending on qualifications and experience, with scope for progression based on performance and experience developed in the role.
6. The salary will normally be paid on 15<sup>th</sup> of each month (or the nearest prior working day).
7. Sidcup Baptist Church has a Pension Scheme for the benefit of all employees. You will automatically be enrolled into the Pension Scheme subject to the Scheme Rules which will be provided to you by NEST Pensions Limited or such other financial services company as the church shall nominate. Sidcup Baptist Church under its Stake Holder obligations will pay 3% of your qualifying salary to the scheme each month.
8. The Youth and Families Worker will be entitled to 25 days of annual leave (pro rata), plus bank holidays and time in lieu when appropriate.
9. The church will reimburse in full all reasonable expenses incurred on business, including conference fees (to be agreed in advance with the line manager).
10. The church will pay the Youth and Families Worker the recommended Baptist Union mileage allowance on miles travelled on church business and any other reasonable travelling expenses incurred on behalf of the church.
11. The Youth and Families Worker will be entitled to statutory sick pay in the event of illness.

## How to Apply

Applications should be in the form of a full CV accompanied by a supporting statement and details of two referees.

- The CV should give details of education, qualifications, employment history and experience (including any voluntary work) and relevant personal information.
- The supporting statement, not exceeding 2 sides of A4 (up to 1200 words), should:
  - explain your motivation for applying;
  - give examples of how your skills and experience equip you to meet the aims and objectives of the role; and
  - provide evidence of how you meet the requirements of the person specification.
- One of your referees should be your current church Minister or someone of appropriate standing within your church's leadership (not a relative). Your second referee should be your current or most recent employer (or, if you have not previously been employed, your last educational establishment or similar).

Applications should be sent by Sunday 24<sup>th</sup> April 2022 to:

Email: [rachel@sidcupbaptistchurch.org.uk](mailto:rachel@sidcupbaptistchurch.org.uk)

Please write "In Confidence – Application" in the subject line of the email.

By post: Rachel Woolcott, SBC, 167 Main Road, Sidcup, Kent, DA14 6PA

Please mark envelopes "In Confidence – Application".

If you are short-listed for interview we will be in touch within 2 weeks of the closing date to give you more details about the interview process. The interviews will take place in late May/early June. Please tell us in advance if there are any difficult dates.

We will aim to let all candidates know the outcome of their application within one month of the closing date.

If you would like to discuss any aspect of this role, please contact Rachel Woolcott for more details (see page 1 for contact details).