

St Oswald's Church, Sowerby - Children and Youth Minister

Thank you for your interest in our vacancy. Please read this pack carefully before making your application. It includes:

- Job description (page 2)
- Person specification (page 4)
- Context of St Oswald's (page 7)
- Context of Mowbray Deanery (page 9)

Please also visit the St Oswald's website at www.stoswaldsowerby.org.uk/job where an application form can be downloaded.

A group from the parish have been carefully and prayerfully working on this appointment. We are now excited to be moving forward in appointing the right person to work with us and to help unfold God's plans for the young people in our church and local community. We have the funding for an initial three years and would also like to assure you that there is a good accountability and support structure in place for this post.

If you do wish to apply for this post, please complete the application form electronically and print out a copy or in hard copy, using the job description and person specification as your guide. Please do not send CVs as these will not be read.

Your application must reach us by Sunday 30 November 2021. Applications must be emailed to rev.david@stoswaldsowerby.org.uk or posted to Rev David Biggs, The Vicarage, The Close, Sowerby, Thirsk YO7 1JA

Interviews will take place in early December 2021 in Sowerby.

If you wish to talk to anyone in advance of making your application, please contact Rev David Biggs 01845 526736 or rev.david@stoswaldsowerby.org.uk

We look forward to hearing from you.

Position: Children and Youth Minister

Purpose of Role: To lead and develop children's (0-11 years old), and youth ministry (11-17 years old) at St Oswald's, Sowerby (and its sister churches) and to increasingly develop outreach initiatives, coordinate schools work and coordinate sharing resource for the southern half of the Mowbray Deanery (SHMD).

Accountable to: The Priest in Charge

Employer: The PCC of St Oswald's Church, Sowerby

Supervisory

Responsibility: Volunteer adults and young leaders and helpers

Support:

Clergy

Diocesan Children and Youth Advisor

Mentor or Spiritual Director (dependent on need / experience)

Relationships:

Priest in Charge, Assistant Priest, PCC, volunteer leaders, children and their parents / carers, Parish Safeguarding Officer, and the network of local children's workers, Diocesan Children and Youth Advisor; local schools.

Main Area of

Responsibility: Children and Youth in the parish, volunteers, schools work

Specific Duties:

- **Strategy** – To develop, lead, implement and evaluate Children & Youth ministry in line with the developing Vision & Values of St Oswald's. The post holder would have a role in helping to set out the Vision & Values of St Oswald's. To resource and equip the southern area of the deanery in developing children and youth ministry.
- **Ministry**
 1. To oversee the planning, organisation and delivery of children's and youth ministry on Sundays and throughout the week.
 2. To ensure the provision of all materials and equipment as is required by volunteers for the running of the children's ministry.
 3. To ensure that there is a coherent programme of teaching that is age-appropriate and culture-sensitive for the children.
 4. To recruit, manage, coordinate and resource the ecumenical team to run the children's ministry at St Oswald's.
 5. To plan, prepare and lead All-age/Family Services as required by the Priest in Charge e.g., Christmas, Easter etc.
 6. To plan, prepare and lead summer holiday club.
 7. To lead coordination of schools' work (particular focus on Open the Book), youth work and Messy Church.
 8. To work collaboratively with the churches in Mowbray deanery southern area to develop and equip local teams to deliver new forms of worship that are accessible to children and families.
 9. To engage with the uniformed organisations in the area e.g., Guides & Scouts, particularly those linked to St Oswald's.

10. To assist in the running of community engagement events.
11. To explore areas for mission in the community and make recommendations to the PCC.
12. Assist with baptism preparation and follow-up for families bringing their children for baptism.
13. To promote actively the inclusion of children, youth and their families in the life of the church, where there is a child or carer with a disability or special needs.

- **Administration**

1. To hold and manage a children and youth ministry budget.
2. To comply with Church of England safeguarding policy at all times.
3. To attend training such as First Aid and Safeguarding and to keep up to date with all policies and procedures pertaining to safeguarding and to liaise with the Parish Safeguarding Officer as appropriate.
4. To ensure records on children and youth who attend sessions run by the church are kept in an appropriate fashion that is compliant with GDPR regulations.
5. To organise rotas and maintain appropriate and accurate records (e.g., attendance and registration forms; volunteers and DBS etc).
6. To ensure appropriate and regular communication with children, parents/carers, leaders, and others, as appropriate and in accordance with the parish communication and social media policies.
7. To be responsible for the provision and care of all resources for this area of ministry.

- **Leadership**

1. To be part of the senior leadership team of the church and to take an active role in staff meetings.
2. To meet regularly with the Priest in Charge for one-to-one meetings for accountability and support.
3. To work with and develop the volunteers in this area of ministry to help them fulfil their potential in the life and ministry of the church.
4. To attend and participate in the ministry of the church as appropriate.
5. To invest in yourself as a leader through approved training and development as well as networking with other children's workers in the deanery and diocese etc.
6. To be a role model for Christian discipleship and leadership in the church.

- **Liaison**

1. To develop and maintain good working relationships.
2. To network with and to develop good relationships with partners in the local community.
3. To network and pray with local church children and youth workers and the Diocesan Children and Youth Advisor.
4. To network with and develop relationships in the parish, deanery, diocese, and national church as appropriate.

Working Conditions: Full-time (37.5 hrs/wk.). These hours can be worked flexibly but it would be expected for one of the days worked to be a Sunday. Based at St Oswald's Church, with travel to other parts of the SHMB.

Salary: Salary: £24-26,000 pa depending on training and experience.

Expenses We will pay agreed expenses

Pension: 4% Contribution by the Employer

Holidays: 28 days pa. Statutory public holidays are in addition to this leave.

Contract: 3 year fixed-term contract, following satisfactory completion of a probationary period of 6 months and a full review at this point.

SPECIAL REQUIREMENTS:

There is a Genuine Occupational Requirement for the post-holder to be a practising, baptised Christian, to be sympathetic with the creeds of the Church of England, and to agree with the vision, values, and ministry strategy of the PCC.

It is expected that the post-holder will regularly worship at St Oswald's Church and will be a fully participating member in the life of the church.

Person Specification		
	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A degree (in any subject) or equivalent experience leading ministry to children and youth 	<ul style="list-style-type: none"> • A theological/children's work qualification at degree level or higher • First Aid 'at work' qualification • Food Safety certificate Level 2
Experience	<ul style="list-style-type: none"> • At least 3 years' experience leading ministry to children and youth • A track record of successful team building and recruitment. 	<ul style="list-style-type: none"> • Leading a growing ministry to children and families • Community outreach • Pioneer willing to break new ground. • Rural Ministry experience
Knowledge	<ul style="list-style-type: none"> • Thorough understanding of safeguarding policy and its application in a parish context • A thorough knowledge of the Bible, with the ability to communicate it effectively to children and youth in a variety of contexts • An awareness of the barriers to inclusion and a commitment to making church life and activities accessible wherever possible. • IT Skills, proficiency in MS Office 365 	<ul style="list-style-type: none"> • Knowledge of issues particular to children and youth (e.g., mental health issues)
Skills	<ul style="list-style-type: none"> • Ability to communicate to a wide variety of people especially children and youth • The ability to manage and prioritise tasks. • In possession of good judgement when assisting people in pastoral difficulty. • Social media awareness. • Able to network with other children's leaders with a view to sharing and developing ideas and maintaining awareness of current best practice in children and youth ministry. • Able to give and receive feedback • UK Driving Licence and regular access to car 	<ul style="list-style-type: none"> • Musical ability and able to lead music worship with children.

Behaviours	<ul style="list-style-type: none"> • We are an open, welcoming, central churchmanship, Anglican church and expect the candidate to live a lifestyle commensurate with our beliefs and core values. • Diplomatic, discreet, and trustworthy • Personally secure, and emotionally resilient, able to keep calm under pressure. 	
Personal	<ul style="list-style-type: none"> • A prayerful, committed, baptised Christian with an enthusiasm to share their faith • An enthusiastic, attentive, empathetic, and wise 'people' person • A self-motivated team player, able to inspire and empower others under accountability. • Ability to communicate and relate to children and youth and their families • Creative thinker with fresh ideas to engage children and families and nurture discipleship. • Flexible and innovative, adapting to change. • A satisfactory DBS Check at an enhanced level 	<ul style="list-style-type: none"> • Confirmed member of the Anglican Communion.

The Future

This post is funded for three years. The end of that period will allow for a review, but our hope is that this post will become permanent. We always want to be Spirit-led, so we look to the Holy Spirit to guide the longer-term vision for our church and deanery and the future for all those who serve on church leadership. The person appointed to this role would play a key part in discerning this future, together with the rest of the church family.

St Oswald's Church, Sowerby: Context

St Oswald's is in the Mowbray Deanery and is one of a group of parishes – Sowerby, Sessay, Thirkleby, Kilburn and Bagby - under the leadership of a recently appointed priest-in-charge, Rev David Biggs, with the assistance of house-for-duty priest Rev Pauline Percy (who is also Chaplain to Queen Mary's School, Topcliffe) and Reader David Brooke. We seek to be a local network of churches, inspiring, influencing, and leading mission and ministry; increasingly looking for ways to work across our boundaries – parishes helping each other or working together on common aims. St Oswald's also works closely with Sowerby Methodist Church, with Majors Paula and Ian Haylett (Salvation Army) who are based on Sowerby Gateway, is part of the local Churches Together Group and has good links with the Thirsk Parishes.

St Oswald's congregation is spread across a full age range, but our average age is older than that of the parish around us. We therefore aim to make children, young people and families feel particularly welcome. We are prayerfully entering into a new season as a church. As part of this we are beginning to cast a vision for the future, layout our values and produce a mission action plan.

There is a wide range of children, youth and family activities at St Oswald's including a weekly toddler group, monthly Pram Service, Sunday School (run jointly with Sowerby Methodists), youth groups and Messy Church. Children and families are also regularly involved in leading all age worship. There is an annual Holiday Club in the summer holidays with a team of volunteers from St Oswald's, St Mary's, Thirsk and Sowerby Methodists.

Good links have been established with local primary schools in Sowerby and Sessay with visits and occasional services in church and 'Open the Book' teams going into Sowerby, Keeble and Sessay schools. These teams include volunteers from both St Oswald's and Sowerby Methodist Church. Sowerby Methodist also have three trained Godly Play leaders who have significant input into the Sunday School programme.

Our main Sunday morning service always uses modern liturgy. Two of these services each month are usually lay-led – Morning Praise and All Age Worship.

More information on the church can be found here: www.stoswaldsowerby.org.uk

St Oswald's also has a Parochial Hall which is used for church and community activities; a separate building (The Annexe) contains a fully equipped Godly Play room and a meeting room as well as storage for children and youth work resources.

More information about Sowerby:

Sowerby, originally a village near Thirsk, is now part of the Thirsk and Sowerby community, an attractive market town in a busy tourist area with a rapidly growing population, including the Sowerby Gateway development of over 900 new houses currently being built on the southern edge of Sowerby. The combined population of Thirsk and Sowerby is about 11-12,000. In the town there are two doctors' surgeries, opticians and dentists. The historic town centre has a good range of local shops and there are three supermarkets. There is a community-run cinema, a garden centre, a leisure centre, a community-run library and an active organisation (Community Works) providing support for vulnerable people, including a food bank. The Rural Business Centre is the regional agricultural auction mart where Yorkshire Churches operate pastoral support for farmers and their families. There are three primary schools (Sowerby Primary Academy, Keeble Gateway

Academy and All Saints RC) and the local secondary school (Thirsk School and Sixth Form College) in St Oswald's parish.

Our sister parishes:

St Cuthbert, Sessay (Village website: www.sessay.org)

The parish of Sessay is made up of the two villages of Sessay and Hutton Sessay, together with two associated hamlets.

The population of the parish is just under 400. 25% are older people, but there are also families with children. The school's pupils come mostly from the surrounding villages. Church and (church) school enjoy a good relationship.

Sessay and Hutton Sessay are lively villages with a good community spirit. There is a Sports & Social Club in Sessay, with a variety of community activities and sports (including cricket and bowls).

All Saints, Thirkleby (Church website www.allsaintsthirkleby.org.uk)

All Saints is a small but active rural church, with committed members whose vision is for church to serve and be at the heart of the village community. Thirkleby parish has around 250 people, the majority living in either Great Thirkleby or Little Thirkleby. There are some outlying farms and hamlets, including Islebeck and High and Low Osgodby.

We have a Parish Hall belonging to the church, where both church and village events take place. There is a monthly pop-up pub in the Hall. Both villages are very friendly.

St Mary, Kilburn (website <https://www.kilburnyorks.com/st-marys-church>)

Sitting under the famous 'White Horse', the parish is also well known as the home of woodcarver Robert Thompson, the 'Mouseman of Kilburn'. It comprises four settlements: Kilburn, High Kilburn, Oldstead and Hambleton. The total population is nearly 300.

Amenities within the parish include pubs in Kilburn and Oldstead and a village hall in Kilburn. Children attend school in local villages, or in Thirsk or Easingwold. Kilburn has a strong sense of community. The annual Kilburn Feast (www.kilburnfeast.uk) in July brings villagers and visitors together and raises a large amount for local charities, including the church.

St Mary, Bagby

Bagby is a village three miles from Thirsk, rising above the A19 towards Sutton Bank. The parish stretches from the hamlet of Balk and across to the business parks on the edge of Thirsk. The village is made up of some 220 houses with a population of around 560, with a sixth of these less than 18 years of age.

St Mary's has a small but committed congregation, who have recognised that they no longer have the resources to run two significant buildings. The parish hall has recently been sold and the aspiration is to develop the church building as a community resource. Several social and fundraising events are held each year and church members have a desire to reach out into their community, recognising that there is much scope for growth and development.

Mowbray Deanery: developing a new way of working.

Mowbray Deanery is situated in the Vale of Mowbray between the Yorkshire Dales and the North Yorkshire Moors. It includes the town of Northallerton to the north and the smaller market town of Thirsk and Sowerby to the south, both of which are surrounded by rural parishes with some larger villages and many smaller villages.

As part of its Deanery Plan, Mowbray Deanery is exploring how it can work as two groups, north and south: the south group being based around Sowerby/ Thirsk and the villages radiating from them. The groups are exploring how, as ordained and lay people, they can work together, supporting and encouraging one another, in the towns and villages alike. The vision is that, by working together, we can build one another up in faith and the skills necessary to make the kingdom known in each of our communities.

Population and congregation size in the villages are small, with relatively few families with children. Although there is a desire to engage with families, resources are very limited, especially from volunteers. Support, encouragement, networking and sharing of resources would be a real blessing in these communities.

It is anticipated that the children and families minister based at All Saints, Northallerton would coordinate the children and youth work for the north team and that the children and youth minister based at St Oswald's would use part of their time to develop and coordinate the children and youth work in the south team. Alongside the ongoing work at St Oswald's, other churches in the south team are introducing different styles of worship aimed at families, establishing lunch and after school clubs in their local schools, alongside regular engagement with open the book.

