

FULL TIME (37.5 HRS)



**Children &
Families
PASTOR**

£19K - 23K

OUR VISION

**To see Jesus loved,
the church alive,
and society transformed,
in Torbay and beyond.**



ABOUT THE ROLE

This is an incredible opportunity to be involved in establishing a new church plant within the HTB Network and the Diocese of Exeter, to serve the people of Torbay on the beautiful South-Devon coast.

Launching formally at Easter, Bay Church is already gaining interest and momentum in the community.

We're looking for key individuals to build a strong culture within our core team as we prepare to live out the vision God has given us.



OUR IDEAL CANDIDATE IS...

Fun, positive and generous

You'll be able to engage with children aged 0 to 11, in fun and exciting ways.

Empathetic and driven

You'll be ready to develop an amazing new ministry for kids and young families from the ground up that will bless the Bay, in ways that will specifically impact the range of family-life issues that are present in Torbay.

A Great Communicator

You'll be able to personally demonstrate and share the Gospel in a foundational way that is relevant to kids both in and out of Church.

OUR IDEAL CANDIDATE IS...

A confident leader

You'll be self-motivated, well organised and attentive to the well-being and safety of those around you.

Equipped to inspire

You'll be equipped to inspire, train and manage a team of volunteers to deliver our vision for the children and young families of Torbay, in an accessible way.



RESPONSIBILITIES: MINISTRY & OUTREACH

Head up Bay Kids

We want our Sunday services for kids to be the best hour of the kid's week! An exciting environment where every child knows they are seen, loved and important.

Lead initiatives and events

Envision and deliver a range of fun initiatives to engage with children and young families throughout the week and through one-off and seasonal events.

Create a friendly environment

Create a friendly, accessible environment for families to feel safe and loved. We want to nurture a space where parents can trust us with their kids, knowing that they'll grow and have fun. We also want parents to receive a break from family-life and be able to seek support and encouragement from those around them.

RESPONSIBILITIES: MINISTRY & OUTREACH

Journey with families

Create space and resources for families to experience God's love and presence. We want to support families pastorally through life's challenges, share the gospel in a relevant way and encourage families and individuals on their faith journeys.

Invest in the Bay

Develop a range of initiatives to support struggling families throughout Torbay, raising funds for projects, partnering with existing charities and outreaches to bring a unified response to the needs around us.

Be visible in the community

Be an active presence in the local community, building relationships with schools, charities and young families.

Shout it loud

Develop ways to promote and grow the reach and attendance of our kids ministry.

RESPONSIBILITIES: LEADERSHIP & DEVELOPMENT

Grow the team

Identify, train, manage and support leaders and helpers as you grow the volunteer kids team; offering the relevant pastoral and practical support to allow people to thrive in operating effectively.

Reflect Jesus

Demonstrate what it is to live in step with God; living a life of love, empathy and forgiveness towards others.

Overseeing Welfare

Oversee the compliance and training of church policies within family initiatives and teams; bringing a current understanding of Safeguarding, Health & Safety and GDPR best-practice to ensure the welfare of those around you.

RESPONSIBILITIES: LEADERSHIP & DEVELOPMENT

Pursue personal development

Continually pursue personal development and growth throughout your faith and your role as a Children & Families Pastor; wanting to be your best so you can bring your best

Communicate with others

Communicate effectively with leadership, team volunteers, children and parents alike.

Manage finances

Manage the budgets, expenditure and reporting of your team activities.

Serve the vision

Contribute to the wider operations and vision of the church where needed.

ESSENTIAL REQUIREMENTS

- Vibrant Christian who loves working with kids and is passionate to make disciples of Jesus.
- Proactive approach and commitment to see projects through to completion.
- Excellent relational skills across all people groups and ages.
- Ability to deal with difficult situations and issues calmly and effectively.
- A social compassion to be empathetic to the needs of the community.
- A team player, with the ability to encourage and work collaboratively with volunteers and staff.
- Ability to adapt to different work pressures and meet deadlines.
- Excellent organisational skills, able to prioritise and co-ordinate work loads.
- Good with change, able to adapt and grow in line with the needs of the Church.
- High level of confidentiality and understanding of the DBS and child protection process.

ESSENTIAL REQUIREMENTS

- Attention to detail, able to follow and document processes.
- Experience managing budgets and team costs and expenses.
- An enthusiasm and eagerness to learn and develop personal and leadership skills.
- A good handle on Office365 and other useful products (e.g. ChurchSuite, WhatsApp, social media).
- A desire to serve the wider vision of Bay Church.



DESIRABLE ATTRIBUTES

- Practical experience in pastoral ministry.
- Experience in administration.
- Experience in identifying and applying for project funding.
- A sense of humour and fun loving.

EXPECTATIONS

Location

To work out of Bay Central: St Andrew's, Paignton.

Working week

Sunday to Thursday, with 2 to 3 evenings a week often required.

Typical weekday: 9:30-17:30

(with flexible hours to support evening work).

Typical Sunday: 8:30-12.30 and 16:00-20:00.

Key Events

Required to work a selection of key events through the year: e.g. Christmas & Easter services, Annual Church meetings, etc.

Focus

Available to work at HTB Focus

(the church holiday away in the summer, one week in duration).

Active Members

To attend morning team prayer meetings & be active members of Bay Church.

SALARY & BENEFITS

- £19,000 to £23,000k (depending on experience).
- Permanent full time, 37.5 hours a week.
- 3 month probation period.
- 33 days holiday, including 8 bank holidays (no more than 5 Sundays).
- Occupational Pension Contribution (4% employee, 4% employer + 0.5% life cover).
- Training opportunities and allowances.
- Access to various HTB conferences such as Leadership Conference, Assemble Day & Focus.





bay.church/apply

Job Description: Children & Families Pastor
January 2022