



St. Andrew's, High Wycombe

CHILDREN AND FAMILIES' PASTOR

If you are looking for the opportunity to be stretched and developed, while working with children and families in a vibrant and growing church, then this role may be for you.. St Andrew's is part of the Church of England and a member of the New Wine Network. Nestled in the picturesque Chiltern Hills, we are only 25 minutes from central London by train.

Our vision is to be God's transforming presence for High Wycombe and beyond. We have seen God do amazing things and look forward to all that He will do in the years to come. St Andrew's Church has recently been designated a Resource Church in partnership with the Oxford Diocese with the aims of:

- planting new churches;
- revitalising existing churches;
- equipping and encouraging other local churches in our region.

To help you understand the dreams God has given us and the direction He is leading us, you can read more about our vision and values [here](#).

You will be joining a team including a Youth Pastor, Pastoral Lead, Children and Families Pastor, Finance Administrator, Associate Minister, Pioneer Curate and led by Lead Pastors Simon & Debbie Dust.





This is an exciting and challenging time for us as a church and our Staff Team as we work together to serve this vision. St Andrew's Church has just begun the building phase of the [Nexus Project](#), which will enable our space to better serve our mission. We aim to open the newly refurbished church in May 2025. The Children's and Families Pastor will play a key part in helping us to use this repurposed and redesigned space to reach out to children and families in our community during the week.

As a Resource Church we have already sent out two teams to revitalise St Mary and St George, Sands and St Mark's Church, Bourne End. Over the next five years, we aim to plant one more church in partnership with the wider church. During the last few years, we have pioneered new Missional Communities to reach out to our wider community, build deeper relationships and make disciples. We are also looking to mobilise the church in Global Mission over the next few years.

Post-pandemic, God has brought us lots of new young families, so much so that one-third of the gathered church on a Sunday is now under the age of 18. We're eager to make the most of this opportunity to help parents raise children as disciples who make disciples. To this end, we want to develop our Sunday children's work so that it helps the children to know who God is and who they are in Christ, to better support children with additional needs, lead children into regular encounter with the Holy Spirit and reach out to the local community through schools and by pioneering a new mid-week group.

St Andrew's Church vision is to be God's transforming presence for High Wycombe and beyond.

- REACH out to others meeting needs and sharing the good news of Jesus.
- EQUIP those in St Andrew's Church to grow deeper together and as disciples of Jesus.
- RESOURCE the wider church and town by planting churches and encouraging and equipping local churches.

To give you a better idea about who we are, below is a list of the things we have been involved in the last 12 months:

- **Community Outreach:** Events like The Noise (a free fun day and community projects), Light Fantastic (an alternative to Halloween), and youth activities like the Catalyst youth group.
- **Wellbeing and Support:** The Well offers low-cost counselling and a Wellbeing Café, alongside courses like Alpha, Marriage, Parenting, and Parenting for Faith.
- **Children, Families, and Seniors:** Lighthouse (a Christian summer holiday week), Starlight Toddler Group, Family Support Groups, Dads and Tots Playgroup and the Seniors' Lunch Club.
- **School Engagement:** Assemblies, RE lessons, school nativities and coaching for children.
- **Small Groups and Missional Communities:** Regular groups fostering leadership, creativity, and community with plans to expand new missional initiatives.
- **Mission Partnerships:** Supporting global partners through short-term volunteer projects.

You can see much, much more by looking around our website.





Responsibilities

Encouraging Children in Their Faith

- To creatively develop termly programmes for St Andrew's children's groups that align with the church's ethos and values, helping children to become followers of Jesus, knowing Him and their identity in Him.
- To encourage children in worship to encounter the Holy Spirit and grow in their spiritual gifts.
- To personally disciple children to live as followers of Jesus in their everyday lives.

Working With Families and Children Both Inside and Outside the Church

- To develop creative and effective ways of reaching children and families in our local community with the good news of Jesus, primarily by working with our Missional Communities to restart and reimagine a mid-week children's and families' outreach group/activity.
- To build connections with parents, including being present for post-service refreshments and engaging with them in other meaningful ways.
- To organise and run a termly children's and families' service or event such as Light Party, Easter Extravaganza or Nativity, as well as helping at initiatives like The Noise.
- To build on links with Kingswood School through supporting occasional lessons and building good relationships with senior staff.

Building Up and Supporting Leaders

- To be responsible for the recruitment and regular training of leaders and helpers, including young helpers and to support them in developing the necessary skills to work with children.
- To supervise children's groups and plan and coordinate family events, ensuring adequate supervision according to statutory adult: child ratio requirements.
- To work with our Safeguarding Leads and others to ensure that St Andrew's meets all legislative and best practice requirements regarding the safeguarding of children.

Administration Management

- To ensure that all legal requirements are met and adhered to, including all of St Andrew's policies as well as – such as Health and Safety, Child Protection, Data Protection, Equality and Diversity and ensuring that appropriate risk management arrangements are in place.
- To ensure smooth administration processes that support the ministry, including communication and record-keeping.
- To manage the Children's Ministry budget accurately and efficiently, actively seeking external fundraising opportunities for community-based work.

Supporting the Wider Work of St Andrew's Church

- To collaborate with the wider ministries of the church, especially Youth Work, to ensure effective co-ordination of work with children, young people and families.
- To work with the Lead Pastors and other staff to ensure the smooth running of St Andrew's and the development of new initiatives as appropriate.
- Participation in church events and meetings. All staff are required to be willing to step outside their current work boundaries to support church-wide events.



Person Specification

Personal Qualities

- A strong Christian of good character, who is prayerful, committed, and models the renewing work of the Holy Spirit.
- Good communication skills and an ability to think strategically and create vision.
- Strong interpersonal skills, easily able to build relationships with adults and children alike.
- A self-starter who can build teams and works well within them.
- Creative, going beyond replicating 'what we did last time'.
- Teachable, adaptable and comfortable with change.
- Able to identify and aim for excellence.
- Able to build a strong network both within and outside St Andrew's, forging close contacts and collaboration with the wider church team and local organisations.
- Is at home in a charismatic evangelical church, sharing the aims and objectives of the church and fully aligned with its vision and values. St Andrew's is a member of the Evangelical Alliance and a New Wine church.

Passion for Working With Children

- Ability to relate well to children and families from a wide range of backgrounds.
- Has experience in bringing children to faith and helping them grow in their relationship with Jesus.
- Has experience in the work of the Holy Spirit in and through children.
- Has experience in leading children's work and is able to plan appropriate worship, teaching and prayer ministry.
- Able to organise a team to support and engage children with additional needs.





Planning and Organising

- Effectively schedules and manages their workload, and that of others.
- Able to document and communicate plans well in advance.
- Starts with the end in mind, making sure each element serves the bigger vision.
- Has good IT skills, with experience of using Microsoft Office.

People and Capacity

- Prepares and empowers volunteers for service.
- Builds and leverages relationships to grow and strengthen a flourishing team.
- Mentors and coaches others, helping them develop skills and confidence to reach their full potential.
- Able to plan appropriate training and envision teams.

Supervision and Support

- Operates within the Personal Development Plan agreed with the line manager and can work in step with the broader vision and priorities.
- An agreed programme of personal training & development, focusing both on the children's ministry and on other training and conferences relevant to being part of the wider team.
- We offer a dynamic, lively and collaborative work environment alongside the rest of the staff team at St Andrew's House, plus a local network of other Children's and Families pastors for shared learning and support.

It would be helpful if you

- Have a recognised children's work qualification.
- Have experience of working in a voluntary organisation.
- Understand the operation of the Church of England at a local level.

Job Terms and Conditions

The Parochial Church Council (PCC) is the employer.

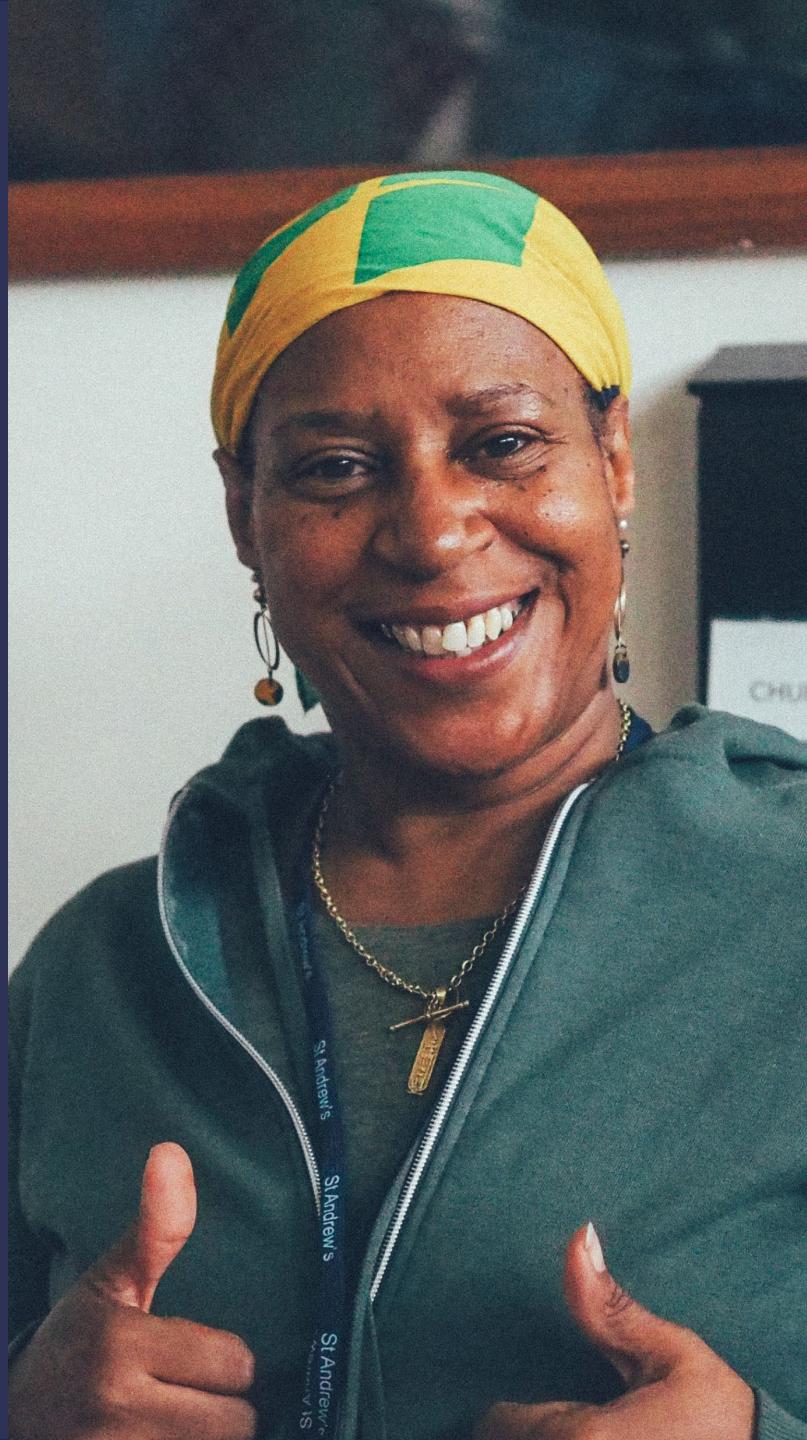
- Benefits: £29,000 - £31,500 per annum. 5% stakeholder pension from the employer, 25 days holiday plus statutory holidays. This includes a maximum of 5 Sundays annual leave per annum. Holidays to be taken in school holidays in agreement with your line manager to minimise disruption to the busy times in the life of the church. In particular, you will often be required to work at Christmas and Easter.
- Location: St Andrew's Church, Hatters Lane, High Wycombe, HP13 7NJ.
- Hours: between 18.75 and 22.5/week, to include Sundays and other hours outside of 'core' office hours.

Notice Period and Probation

The probation period will be nine months (including a one month notice period within this time). After this, the notice period is three calendar months.

Additional Information

The appointment will be subject to obtaining a successful Enhanced Disclosure from the Disclosure and Barring Service and agreeing to the Ethos Statement for leaders in the church, reflecting our core values and mission. There is a Genuine Occupational Requirement (GOR) that the post holder is a practising Christian. You must be eligible to work in the UK and provide evidence upon request.





Being Part of The Team

- You will receive appropriate training to assist with your personal training and development for this role.
- The Children and Families' Pastor will be part of the Leadership Team and is expected to lead the way in supporting the vision of the church. They are to attend weekly Staff Team meetings, staff worship and meet regularly with their line manager.
- To fully engage as a member of St Andrew's Church, and be flexible and willing to respond to any perceived needs.
- To receive full training and support in both your professional role as well as supporting your own personal development in mind, body and spirit.
- To directly support our volunteers by leading one of the Sunday children's groups (most frequently Kosmic) up to three times per month and to cover on the fourth if needed.
- To be attending a Missional Community on a regular basis.
- To attend the New Wine summer conference and New Wine Leadership Conference with the team each year.



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If this opportunity appeals to you or you simply want to find out more about it, please do contact Simon Dust at simon.dust@standrewshw.co.uk or 01494 529668. If you require this document in a different format, contact the church office on 01494 529668 or office@standrewshw.co.uk.