



Holy Trinity Roehampton

Children and Families Leader

Role Description

Context

Roehampton is one of the most interesting and exciting parishes in South London.

Economically it is the most deprived parish in its borough. Most of the population live on the very large Alton housing estate. Although we are in Inner London, public transport is poor; there is little local employment and no secondary school. Roehampton Lane, a busy red route that divides the parish and makes what would be the centre of the community a place nobody wants to be. Plans for “regeneration” of the Alton estate have been talked of for fifteen years, but nothing has happened.

On the other hand many parishioners are full of passion and vision for a better world. Several new and ambitious community organisations have sprung up determined to bring out the best in this place. There are significant institutions in the parish: Roehampton University, the Roehampton Club; Queen Mary’s Hospital; the Priory Hospital; several schools including Ibstock Place, a private school with a strong musical tradition. There is distinguished architecture old and new: the parish church itself is a wonderful building. We are surrounded by the best green space in London.

This is the context in which we are recruiting a children and families leader.

We want someone who will live in and love this place and its people, and help them, particularly those of primary school age, to walk in the Way of Christ, to become the people God made them to be.

The kind of church we are

Holy Trinity is the parish church of Roehampton. This is a place that needs a heart, and we want to be that. This means holding fast to faith in Jesus Christ, and doing this in a way that makes sense to most people most of the time.

So we are serious about the realities of the Christian life. God came into the world in Jesus Christ, fully God and fully human, and the way to a full and worthwhile life is to be open to living his way, by the help of his Holy Spirit. As a church we aspire to grow in numbers, in depth of faith, and in breadth of love and service to our community.

We give expression to this in a fairly traditional Anglican form. Our main weekly gathering is a service of Holy Communion; we usually sing hymns accompanied by an organ. Morning and Evening Prayer are said and sung daily in the Church, with a growing congregation.

We aspire to a greater variety of worship styles, and will probably in the next few years introduce an evening service with a worship band - but we are not there yet.

Our congregation includes many different kinds of Christian. All will hear the same Gospel preached, but will receive it in different ways. There is a true diversity here, with all that is good in that, and also the challenges that it brings. We have a long standing partnership with the Minstead Gardens Methodist Church, with whom we make up a single Ecumenical Parish.

The church is at the beginning of a phase of growth, God being our helper, with a new Vicar appointed in 2020. For some notes on how things are going so far, and more about our vision and context, go here: <https://www.holytrinityroehampton.org/about-us/vision/>



Current activities with children and young people

There are around a dozen children and young people of all ages who are actively involved in the church, and a wider group who have been, or who have a link with us. At present the activities available to them are:

- A full range of participation in putting on our Sunday service: leading the procession, serving at the altar, reading the lessons – from time to time the youth group takes over the first half of the service altogether
- A monthly youth group with an age range at present from ten to seventeen, meeting in the church for reflection, prayer, study, silly games and pizza
- Occasional pop-up youth trips – for example a trip up to central London for a trip in a RIB and to climb the Monument
- Campfire Church, roughly monthly, outside the church, with fire related activities (e.g. pancakes on Shrove Tuesday) Bible stories, prayers and song
- Weekly Collective Worship with the Church School in the church, currently resourced by the Vicar
- Confirmation and first communion preparation classes as required

We have recently recruited a Director of Music to work two days a week with a brief to build up the participation of children in our choir: the aim is to run a weekly open access choir as an after school activity, and then from that group offer those with aptitude the opportunity to sing regularly on Sunday mornings with additional support and teaching. We are also offering bell-ringing as an after school club.

All of these are new initiatives begun within the last few years. The aim of the current recruitment is to continue and steepen this trajectory.

The role

This is a community based role, the purpose of which is to make disciples, with a focus on primary age children and their families, in the Parish of Roehampton. We hope, God being our helper, for three dimensional church growth: in depth of faith, in breadth of love and service, and in numbers. If the work is done well, and if God blesses it, we anticipate:

- Several new families joining the church and playing an active part in its life
- Several children being baptized, admitted to communion, confirmed, and brought up to live the Risen Life
- A general deepening of faith and broadening of active love among the congregation as a whole, and particularly among children and young people

We want the Children and Families Leader to become a recognised figure in the neighbourhood, whom people know and trust as a member of the community.

Objectives

To this end the Children and Families Leader will be responsible for the following (it is anticipated that roughly equal amounts of time being given to each of the four main headings):

1. Leadership and organisation
 - a. Building, leading, motivating and supporting a team of volunteers from within and beyond the congregation to take forward all aspects of this work. All other objectives are intended to be delivered in collaboration with these volunteers, under the CFL's leadership)
 - b. Ensuring all necessary safeguarding processes are followed across all the work
 - c. Communicating what we are doing and how people can get involved with all stakeholders



- d. Building relationships with schools, other children's work providers, and neighbouring churches
 - e. Participating in church leadership as a colleague of the Vicar and, subject to the usual process of appointment, a member of the PCC, with a particular (but not exclusive) focus on developing the vision for work with children and families
 - f. Responding in a timely fashion to communications from the rest of the team
 - g. Keeping an up to date shared Google calendar
 - h. Discharging all necessary administrative duties relating to the role (at present there is no paid administrator in the church – we hope this will change in due course)
 - i. Handling personal data in accordance with UKDPR and the church privacy policy
2. Work with the gathered congregation
- a. Resourcing the pastoral and discipling aspect of our Sunday children's choir, in collaboration with the Director of Music
 - b. Leading work with children and young people at our main Sunday service, ideally including resourcing a Sunday School
 - c. Ensuring the proper functioning of a midweek group for children and young people, building on the existing monthly youth group, and either leading this group, or equipping volunteers to do so
 - d. Taking on the growth and development of our monthly Campfire Church
 - e. Planning and resourcing occasional one-off outings for children and young people in and close to the gathered congregation
 - f. Resourcing classes for KS2 age children who are being prepared for admission to communion and (so far as the focus on the younger age group permits) also working with our confirmands
3. Work with schools and the wider community of Roehampton
- a. Resourcing the pastoral and discipling aspect of our open-access midweek choir, in collaboration with the Director of Music
 - b. Being present as a public figure in the parish, known to the community and involved in community activities
 - c. Building relationships with families of children in or on the edge of church, with a view to supporting and discipling them
 - d. As part of a rota, conducting collective worship for the Church School on Wednesday mornings in the church
 - e. Offering school visits and occasional assemblies to other schools in the parish
 - f. Supporting, in collaboration with volunteers, our bell-ringing after school club, and capitalising on any missional and discipling opportunities this offers
4. New things
- a. Setting up other forms of children's worship and fellowship in the gathered community. Dependent on the appointed candidate's skill set this might involve setting up an evening service aimed at young people.
 - b. Conceiving and delivering one or two large strategic projects, if necessary securing grant funding to resource them, that will over the long term grow the discipleship and church belonging of children and young people and their families, with a particular focus on the KS2 age group. One possible area of focus would be the bringing back into use of a municipal youth club building in the parish which has fallen into disuse.

Accountability and working relationships

The Children and Families Leader reports to the Vicar with whom he or she meets regularly to agree areas of focus and ensure proper support is in place. The Vicar will provide an annual review.

Other key working relationships are with:



- Director of Music who works two days a week and focuses on building up a children's choir – it will be important for CFL and DoM to work well and closely together
- Churchwardens and members of the PCC
- Volunteers from the congregation

There will also be important working relationships to be built up in the wider parish.

The appointed candidate will be expected to worship at Holy Trinity on a Sunday and would ideally play a full part in daily prayer in the Church, attending at least some of the daily services of Morning and Evening Prayer.

Person specification

Essential:

- A practising Christian with a living faith and clear understanding of how vital it is that children to grow up as disciples of Christ
- Experience of and enthusiasm for work with children and their families
- Outgoing, relational and inspiring
- Clear written and spoken English and an accessible communication style
- Self-motivated, resilient, efficient and energetic
- The capacity (and ideally experience) to develop and lead volunteers
- Working understanding of safeguarding and data protection processes
- IT competence
- Willingness to live in Roehampton and take a full part in community and church life
- The right to live and work in the UK indefinitely

Desirable:

- A communicant Anglican
- Project management skills and track record
- Musical ability
- Theological literacy and curiosity
- Ability (or potential capacity) to help plan all-age worship
- Ability to work with teenagers and oversee the development of a youth group

Key Terms

Salary: £23,750

Housing. For the better performance of his or her duties, the Children and Families Leader is housed in a two bedroom flat in Longmoor Point, Norley Vale, in the parish.

Pension. The statutory pension contribution will be made on behalf of the CFL.

Facilities. There is no office space in the church beyond a shared vestry, so it is anticipated that the CFL will do administrative work and correspondence from home, and use a mobile phone for work communication. On the basis that these facilities will also be used for personal functions, the church will reimburse either the full cost of broadband, or the full cost of the mobile phone contract (both to be agreed in advance). A laptop may be purchased for the CFL if needed.

Hours. Forty hours per week; however some flexibility (in both directions) is anticipated. There will be a mix of times of work, depending on need, and not infrequently a day will involve both an early start (to fit in with the pattern of prayer in the church, and the shape of the school day) and a late finish (when there are evening activities). This pattern is familiar to both the clergy at Holy Trinity, as it usually is to parish clergy and workers, and it is among the many reasons why it is essential that the CFL is housed in the parish.



Holiday. Six weeks per year, agreed in advance with the Vicar.

DBS. This appointment is subject to an enhanced DBS check. Safeguarding training will be provided and must be undertaken.

Other requirements. The role has a Genuine Occupational Requirement that the post holder be a practising Christian (as permitted under Schedule 9, Part 1 of the Equality Act 2010).

Contract. Initial three year contract with nine month probationary period. One month notice required by either party. PAYE and payroll services, etc provided through Stewardship Services. Contract extension possible subject to funding.

Start date: September 2024.

How to apply

Please send c.v., with contact details of two referees, and covering letter saying how you would go about the work and why you want to do it, to The Revd Joshua Rey, vicar@holytrinityroehampton.org. If you would like an informal chat, or to visit the parish, please also contact Joshua.