

Children, Youth and Families Minister

3 vibrant church communities, one incredible opportunity

Are you passionate about seeing the next generation flourish in faith?

We're looking for someone special to join us in an exciting adventure of growing God's kingdom across 3 wonderful church communities in Worcester to lead our Unity Programme. If you're a natural connector, a team-builder, and someone who gets excited about empowering others to shine, we want to hear from you!

The Basics

Position: Children, Youth and Families Minister

Location: St John the Baptist (Claines), St George's (Barbourne), and St Stephen's (Barbourne)

Hours: 37.5 hours per week over 5 days (including Sundays) – but we are flexible, so do chat to us if that doesn't work for you

Contract: Fixed term, 3 years (with potential for extension subject to funding)

Salary: £28,000-£30K per annum

Benefits: 25 days holiday + 8 bank holidays, 5% employer pension contribution

Start Date: Ideally August 2026

Reports to: The Priests in Charge of our 3 churches (Rev Sarah Carwardine & Rev Lindsey Coulthard)

Accountable to: Joint Oversight Committee and respective PCCs

The Opportunity

Imagine being part of something bigger than yourself. 3 thriving Anglican parishes coming together with one bold vision through our Unity Programme:

“To see children, young people, and families discover Jesus and grow as disciples in our communities.”

This isn't about you doing everything yourself ...far from it! We're looking for a catalyst, someone who:

- **Empowers volunteers** to step into their calling
- **Builds sustainable ministries** that will outlast any one person
- **Thinks strategically** about the big picture
- **Creates space** for others to lead and flourish

If you're someone who lights up when you see others succeed, who gets excited by building teams, and who believes the best ministry happens when we equip the whole church, this could be the role for you.

What You'll Be Doing

Building for the Future

You'll be shaping ministry across **3 core area**, and yes, all 3 are equally important:

Children's Ministry

Creating spaces where the youngest members of our church family can encounter God's love in age-appropriate, creative, and fun ways.

Youth Ministry *(This is a key priority!)*

Engaging with young people aged 10-16, helping them navigate faith in the real world, and building a community where they belong. We're looking for someone who's genuinely excited about youth work and ready to make it thrive.

Families Ministry

Connecting with parents, carers, and whole families, making church a welcoming place where everyone can explore faith together.

Your Day-to-Day Might Include:

Strategic Leadership *(The big picture stuff)*

- Developing a clear strategy for growing engagement across all three churches
- Identifying and developing volunteer leaders who'll carry the torch
- Thinking creatively about sustainability and long-term impact
- Finding innovative ways to ensure this ministry thrives beyond the initial funding period, this could include identifying grant opportunities, leading fundraising activities with our young people and families, and exploring creative income generation ideas
- Building partnerships that open doors for future growth

Community Connection

- Growing relationships with local schools (we have brilliant existing links!)
- Leading collective worship and assemblies
- Enhancing the relational pathways between schools and church
- Running holiday clubs, family events, and outreach activities
- Following up with baptism families and welcoming newcomers

Sunday Ministry *(Yes, this is essential!)*

- Being present across our 3 churches on Sundays (you will be welcome to have one Sunday off a month, as part of your 2 days off per week, to worship with your own church family)
- Helping shape all-age worship that truly engages everyone
- Creating moments where children and young people feel they belong

Empowering Your Team

- Recruiting, training, and supporting volunteers (this is where the magic happens!)
- Helping people discover and use their gifts
- Building confidence in others so they can lead
- Creating a culture where volunteers feel valued and equipped

Practical Stuff

- Keeping up with safeguarding (we take this seriously, full training provided)

- Regular reporting and communication with the Joint Oversight Committee
- Regular supervision with both vicars
- Budget management and exploring funding opportunities
- Staying current with best practice in children and youth ministry



Sustainability

This role is currently funded for 3 years through the Diocese of Worcester Healthier Churches Fund, but our vision is much bigger than that! We want this ministry to thrive for decades to come.

That's why we need someone who's entrepreneurial and creative about sustainability.

This might mean:

- Identifying and applying for grants and funding opportunities
- Leading fundraising campaigns with our young people and families (imagine the discipleship opportunities!)
- Developing income-generating activities that fit our mission
- Building partnerships with organisations who share our vision
- Creating a ministry model that's financially sustainable long-term

You won't be doing this alone, you'll have support from the Joint Oversight Committee and PCCs – but your ideas, energy, and strategic thinking will be vital to ensuring this amazing work continues beyond the initial funding period.



What We Need From You

Essential (The Must-Haves)

Faith & Fit

- ✓ A committed, practising **Christian** who feels spiritually at home within traditional Anglican worship
- ✓ Someone who embraces fully inclusive theology and makes everyone feel welcome
- ✓ Comfortable worshipping regularly across our three churches

Skills & Experience

- ✓ Proven experience working with children, young people, AND families– we need all 3!
- ✓ Strong youth work skills and genuine enthusiasm for engaging 10-16 year olds
- ✓ Leadership experience– you've built and led teams before
- ✓ Empowerment mindset– you're a catalyst, not a do-it-all person
- ✓ Strategic thinking– you see the big picture and plan for sustainability
- ✓ Excellent people skills– you connect easily with everyone from toddlers to grandparents

- ✓ Communication skills– you can inspire, enthuse, and motivate others
- ✓ Self-motivated– you can work independently but know when to ask for support
- ✓ Good with admin and IT– you keep things organised without getting buried in paperwork

Practical Requirements

- ✓ The role will require travel around the parishes, a current driving licence and access to your own vehicle is essential unless suitable alternative arrangements can be made.
- ✓ Flexibility with working hours – including Sunday working (you'll get one Sunday off per month)
- ✓ Enhanced DBS clearance (we'll support you through this process)
- ✓ Commitment to safeguarding and ongoing training

Desirable (The Nice-to-Haves)

- A recognised qualification in youth work, children's ministry, general ministry, or theology (degree level or equivalent)
- Experience using established programmes such as Roots, Messy Church, Godly Play, Bubble Church
- Fundraising or grant application experience
- But if you have amazing skills and creativity without the formal qualifications, we're still interested!



What We Offer You

Professional Development

- A network of Children's and Youth Ministers across Worcester Diocese that meet regularly
- Regular team meetings for support, sharing resources, and inspiration
- Annual 24-hour retreat
- Supervision with the Programme Lead for Children, Young People and Families.
- Training and development tailored to your role
- Ongoing spiritual development opportunities

Practical Support

- Comprehensive induction programme
- Regular line management with both Priests in Charge
- Joint Oversight Committee meetings (2 hours bi-monthly)
- Flexible working arrangements (2 days off per week)
- Holiday: 25 days + 8 bank holidays
- 5% employer pension contribution

The Intangibles

- 3 supportive church communities who are genuinely excited about this ministry
- Existing volunteers eager to be empowered and equipped
- Strong existing relationships with local schools
- Freedom to innovate and try new things
- Clergy who will champion and support you
- The joy of seeing lives transformed!

About Our Churches

St John the Baptist, Claines | St George's, Barbourne | St Stephen's, Barbourne

We're 3 distinct but connected Anglican parishes in Worcester, each with its own personality but united in our desire to share Christ's hospitality with our communities. We're places where:

- Everyone is genuinely welcome
- Worship is heartfelt and relevant
- Community matters
- Families feel at home
- Young people have a voice
- Faith and fun go hand in hand

We're reaching out in love and prayerful action to make Jesus more widely known, especially to children, young people, and families.

We don't have all the answers, but we're excited about the journey – and we'd love you to join us.

Is This You?

You might be our person if:

- You light up when talking about helping young people discover faith
- You get more excited about equipping 10 volunteers than doing 10 tasks yourself
- You can see potential in people before they see it in themselves
- You're equally comfortable playing games with a youth group and discussing strategy with church leaders
- You're not afraid to try new things (even if they might fail)
- You're naturally curious about what makes young people tick
- You can hold big vision while also remembering the small details that matter
- Anglican worship feels like home to you
- You understand that sustainable ministry is a marathon, not a sprint

How to Apply

Ready to explore this opportunity? We'd love to hear from you!

Please complete the application using [THIS link](#)

Application deadline: Tuesday 16th June 2026 *(We reserve the right to close early if we find the right person)*



Interviews: Friday 26th June 2026

Questions? Contact Rev Sarah Carwardine at revsarahcarwardine@gmail.com

A Note on Equal Opportunities, safeguarding and inclusion

The role requirements constitute Occupational Requirements under the Equality Act 2010. The person appointed will be a practicing Christian as an active communicant member, in good standing, of a church recognised by Churches Together in England, and who will be fully committed to the aims and approach of the Church of England.

We're committed to safeguarding children, young people, and vulnerable adults. This role requires an Enhanced DBS check including checks against the Children's and Adults' Barred Lists.

Safeguarding Statement

The Church of England is committed to the safeguarding, care and nurture of everyone within our church community. In the Diocese of Worcester, we follow and are committed to the Church of England's House of Bishops' Safeguarding Policies and the relevant statutory legislation and guidance "Working together" to ensure the welfare of children and young people is paramount. Recruitment for this role involving direct contact with children or vulnerable adults will be subject to the guidelines outlined in the [Church of England's Safer Recruitment & People Management practice guidance](#) including an Enhanced DBS check

Diversity Statement

The Church of England is for everyone, and it is a priority for us to reflect the diversity of the community the Church serves across the whole diocese. We welcome all applications from interested and suitably qualified people, and particularly welcome applications from those of UK minority ethnic / global majority heritage and people with disabilities.

Ready to Make a Difference?

This isn't just a job, it's an adventure in faith, an opportunity to shape young lives, and a chance to build something that will ripple through generations.

3 churches. One mission. Could you be the catalyst we're looking for?

We can't wait to hear from you!

"Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these." - Jesus Christ (Matthew 19:14)

Diocese of Worcester Healthier Churches Fund

This role is supported by the Diocese of Worcester Healthier Churches Fund as part of our commitment to growing disciples among children and young people across the diocese.



*St John the Baptist, Claines | St George's, Barbourne | St Stephen's, Barbourne
3 parishes, one vision: to see every generation flourish in faith*



UNITY