

# Children, Young People & Families (CYPF) Worker

## Aim

Our congregation and PCC are excited to appoint a passionate practitioner who brings creativity, tenacity, and a heart for CYPF ministry. We are committed to considering people at different stages of their career - whether an experienced leader or an early-career candidate with strong potential.

We want every child and young person in Earl Shilton to be able to explore and discover their spirituality through the Christian faith by developing projects that thrive at the intersection between church, school and household.

## About Us

We are a parish in a small, post-industrial town in rural Leicestershire with a medium-sized and growing intergenerational church community. Everyone is welcome. Our worshipping community is made up of a rich mix of people from a variety of church backgrounds.

We are an ordinary church of ordinary people — outward-looking, hopeful and prayerful — who, for the past decade and more, have been intentionally working with children, young people and families (CYPF), seeking to meet both practical and spiritual needs.

Please see our accompanying 'parish profile' which summarises some recent self-reflection work we did as a congregation.

## Where you come in...

We do not believe we have all the answers. Part of your role will be to journey with us — to discover more about who we are and who God is calling us to become — and to support us as we grow.

## The Possibilities

The soil here is fertile. New people of all ages are arriving and becoming part of our church family. Within the church, we are looking for someone who can lead our CYPF in exploring their faith, develop a greater sense of belonging and grow in their discipleship. We currently have a monthly All-Age Worship service and a monthly 'Sunday Club' based in the parish hall. It is a "messy church" style Sunday club - craft, songs and games around a bible story - run for primary school children with young people in secondary school helping as leaders. We have previously run ecumenical CYPF activities in the school holidays. There is strong potential for more.

Many in our congregation, who are more senior in years are very encouraging of the next generations and we see huge opportunity for vibrant intergenerational growth and learning. As part of this, you will be confident in leading public worship and in helping CYPF take ownership of their part in the worshipping life of the church.

Beyond our church walls, there is energy and support to deepen and extend the relationships we have with three local schools — two Church of England primary schools and one secondary school (Years 7–11). We are already well-established partners in the primary schools, supporting collective worship, hosting services and helping with reading, sports days, coffee mornings etc. The relationship with the secondary school is more recently established but full of potential and promise.

In considering this role, we have consulted with each school to map out opportunities. These are not prescriptive. Whoever steps into this role will have the freedom to bring their unique gifts, passions and skills to shape the work.

## School One (Primary)

- This school has an overgrown garden and a sunlit atrium, both of which could be transformed into vibrant spaces for peaceful spiritual reflection – the garden could be transformed into a forest church for outdoor worship.
- Working alongside pupils, staff, parents and the congregation, these spaces could be developed into places of creativity, belonging and wonder.

## School Two (Primary)

- This school serves a community where 50% of pupils are eligible for free school meals. There is a high proportion of children with special educational needs and vulnerable families.
- There is real scope to establish a volunteer-led reading programme to support pupils' literacy and build positive relationships, including potential to include parents and carers for informal adult learning.
- We also envisage opportunities for congregation members to share meals with pupils in the school hub, creating meaningful intergenerational connections and offering pupils opportunities for conversation and building relationships with caring adult role models.

## School Three (Secondary)

- In the secondary school, we are invited to work with students to foster aspiration, belonging and purpose. Students who experience these foundations thrive; those who lack them are more vulnerable to social media harms and lower ambition.
- We see vast potential for projects — whether arts-based, sports, outdoors, or creative leadership — that can be shaped around your passions and skills, co-created with students, staff and the church community.

## The Role

Our congregation and PCC are excited to appoint a passionate practitioner — whether an experienced leader or an early-career candidate with strong potential — who brings creativity, tenacity and a heart for CYPF. We are committed to a two-pronged approach to attract the right person. Our intention is to recruit one person and we are open to considering people at different stages of their career and the role and renumeration would reflect that.

### Experienced CYPF Worker

For those with significant hands-on experience in children and youth ministry, school partnerships or community work, we offer a supportive environment to lead and expand our vision with autonomy and impact.

### Early-Career CYPF Worker

For passionate individuals at the start of their journey (e.g., recent graduates or those transitioning from related fields like teaching or volunteering), we prioritise potential, enthusiasm and a willingness to learn. This role is ideal for building your skills in a nurturing, low-pressure setting with dedicated mentorship and training to grow into leadership.

Together, we want to make a meaningful and lasting impact in the lives of children, young people and their families — implementing discipleship pathways for CYPF at the intersection of church, home and school.

We are seeking someone with:

- Living faith and a rooted Christ-centred spirituality.

- A shared vision for growth and hope.
- A passion for seeing CYPF thrive.
- Tangible skills in leadership, organisation and volunteer development (with room to develop these for early-career candidates).

You will not be doing this work in isolation. Alongside your day-to-day work with volunteers to deliver the vision, you will be supported by:

- The priest-in-charge as your line manager, providing hands-on guidance and regular check-ins.
- A diocesan mentor for reflective professional development.
- A spiritual director for your ongoing spiritual growth.
- The prayerful, practical support of a welcoming, vibrant and growing congregation.

## Key Responsibilities

To ensure a focused start, your initial priorities will include building foundational relationships and delivering core activities, with scope for creative expansion as you settle in:

### Initial Focus (First 6–12 Months)

- Partnership with School One – developing space for reflection
- Partnership with School Two – to support school activities by building intergenerational connections between the congregation and school community
- Year 6+ group

### Ongoing Development

Grow CYPF ministry in our church community (e.g., faith exploration groups or holiday activities); deepen school partnerships through co-created projects; inspire, recruit, manage and co-ordinate volunteers; work alongside our All Age Worship and Sunday Club teams.

Together, we believe we can make a real difference — and we are excited to meet the person God is calling to be part of this adventure.

## The Particulars

The specific focus of the job role will continually change as the provision develops but will not change the general character of the job.

### Commitment

- This is a fixed term contract starting on 13<sup>th</sup> April 2026 and ending on 13<sup>th</sup> April 2031 subject to continued funding and with the option to extend, again subject to funding.

## Hours of work

- The precise pattern of work to be agreed with the Line Manager and may vary from week to week but working hours will include evenings and weekends. The role is for 40 hours a week spread over 6 days and includes Sundays as working days, with one Sunday off per month.
- A designated day off each week, one Sunday off per month and a monthly retreat day.
- This is not a term-time only position.

## Training and Development

- We believe in continued training and development and will support relevant training to develop your practice, including day-release youth ministry courses, safeguarding training, and other CYPF-focused qualifications.
- After successful completion of probation, you will have a structured annual appraisal.

## Salary

- Experienced CYPF Worker: £32,000–£35,000, depending on qualifications and experience.
- Early-Career CYPF Worker: £26,000–£30,000, with a greater investment in training provided.
- We offer a contributory pension scheme with a 3% employer contribution alongside a 5% employee contribution.
- On the anniversary of your employment each year will be a review of your salary, in line with the Real Living Wage Foundation. This is not a performance related pay rise but a pay increase in line with the increasing cost of living.
- 30 days annual leave plus bank holidays (which can be taken in lieu).
- Statutory sick pay applies.

It is a Genuine Occupational Requirement that the holder of this post is a Christian with a commitment to continually develop their sense of vocation.

This post is also subject to an enhanced Disclosure and Barring Service check and is only open to those who have a proven right to work in the UK

Does this sound like you? We would love to hear from you.

## Person Specification

### Children, Young People and Families Worker

We are looking for a person of faith, energy and compassion — someone who will bring a sense of joy, creativity and imagination into their work and relationships, who longs to see CYPF flourish in their lives and their faith and who has the wherewithal to make things happen!

This role welcomes applicants at different career stages. Below we set out the key qualities, skills and experiences we are seeking, with essentials for all candidates and desirables that are particularly valued for experienced applicants. For early-career candidates, we focus on passion, potential and a willingness to grow through our supportive training and mentorship.

## Essential (for All Candidates)

### Faith and Character

- A living Christian faith, with trust in God and a love for God's people.
- A genuine love for children, young people and families.
- A patient, kind and caring approach to working with others.
- A good listener: able to hear and value the contributions of all ages.
- A joyful, enthusiastic spirit with a sense of fun and humour.
- A warm, friendly presence that puts others at ease.
- A team player, willing to work collaboratively with the priest-in-charge, the congregation and wider community.
- A strong commitment to safeguarding and creating safe spaces for CYPF.

### Skills and Abilities

- A confident communicator: able to speak with clarity and warmth to individuals and groups.
- Ability to lead public worship in an engaging and accessible way (or eagerness to develop this skill through training).
- Storytelling skills: able to bring Bible stories and the Christian faith to life with imagination (or potential to learn creative methods).
- Creative communication skills: using different methods to engage CYPF (e.g., storytelling, games, music, craft, drama, outdoor activities; with support to build on existing ideas).
- Ability to relate positively to CYPF, understanding their world and language.
- Ability to build bridges with parents and carers, recognising their key role in children and young people's faith journeys.
- Ability to recognise the different boundaries that exist within the school environment.
- Ability to inspire, recruit and support volunteers for ministry with CYPF (starting with small-scale involvement).
- Organised and self-motivated, able to plan, prioritise and follow through on projects (with guidance for early-career candidates).

## Experience

- Some experience working with CYPF in church, school, or community contexts (e.g., volunteering, youth groups, or family support roles).
- Experience of leading worship, Bible teaching, or faith exploration activities for CYPF (or demonstrated interest and basic involvement).
- Experience of working in partnership with other organisations (e.g., schools, churches, community groups; or exposure through volunteering).

## Desirable (Particularly for Experienced Candidates)

- Significant experience working with CYPF in church, school, or community contexts.
- Experience of leading worship, Bible teaching, or faith exploration activities for CYPF at scale.
- Experience of building new ministries or projects from the ground up.
- Skills in craft, music, storytelling, drama, or outdoor education.
- Experience of working with teenagers and understanding youth culture.
- Experience of working across generations, creating intergenerational opportunities for growth.
- Knowledge of how to engage with CYPF with additional needs (or willingness to train).
- Experience of supporting volunteers and nurturing teams.
- Qualifications in CYPF ministry (or related areas) are helpful but not essential — experience, heart and vision are the key.

## Personal Attributes

- Enthusiastic and innovative: full of ideas and energy for creative ministry.
- Fun-loving and adventurous: willing to get messy, try new things and laugh along the way.
- Compassionate and thoughtful: able to walk in the shoes of children, young people and families.
- Resilient and prayerful: rooted in personal faith and able to keep hope alive even in challenges.
- Imaginative and courageous: willing to dream and help others dream too.
- Committed to ongoing learning and personal development.

# How to Apply

If you are excited about the vision we have shared and feel called to join us in this work, we would love to hear from you!

Please apply by sending:

- A covering letter (no more than two sides of A4) explaining why you feel called to this role, whether you are applying as an experienced or early-career candidate, and how you meet the Person Specification
- A full CV
- Contact details for two referees (one should be your current or most recent employer; one should be a person who can comment on your faith and character)

to: [parishchurch@gmx.co.uk](mailto:parishchurch@gmx.co.uk)

## Recruitment Timetable

- Closing date for applications: 11<sup>th</sup> February 2026
- Shortlisting completed: 12<sup>th</sup> February 2026
- In-person interviews in Earl Shilton: 24<sup>th</sup> February 2026
- Offer made: Shortly after interviews
- Start date: 13<sup>th</sup> April 2026 (subject to notice periods)

We recognise that this is a discernment process for you as much as it is for the church. We are committed to keeping you informed at every stage and ensuring the process is supportive and encouraging. If you would like an informal conversation before applying, please contact Catherine Leach ([catherine\\_irving@hotmail.com](mailto:catherine_irving@hotmail.com)) — she would be delighted to hear from you.

# Safeguarding Statement

We are committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment.

The successful applicant will be required to:

- Complete an enhanced DBS (Disclosure and Barring Service) check before being appointed the role
- Complete safeguarding training (provided) and renew it regularly
- Adhere fully to our safeguarding policies and procedures

We are committed to creating a safe, nurturing environment where everyone can thrive.

## Parish Profile

We are a down-to-earth and welcoming church with a heart for community and a calling to work with children, young people and families. Rooted in worship and fuelled by love, we are looking for someone to join us in shaping the future — building belonging, faith, and hope across generations.

### About St Simon and St Jude, Earl Shilton

St Simon and St Jude is a warm, welcoming church where all are embraced. We are a lively, growing congregation with a strong sense of family, made up of people from all walks of life. Although many of our members are older, there is a shared, heartfelt desire to nurture children, young people and families in faith. Our congregation is committed to being an outward-looking church, celebrating the presence of all generations worshipping and growing together. Moments of connection across age groups — such as our lively all-age services, church trips to Spring Harvest, 'faith tea' — are deeply valued, and we see great potential for developing intergenerational ministry even further. At the heart of our church is our worship of the Lord — lifting our voices heavenward and being challenged into thought, word and deed. Alongside worship, we invest energy in being a welcoming and friendly place for all ages, making everyone feel part of the church family.

### Our Ministry

We have a history of reaching beyond our walls to serve the wider community, especially in partnership with local organisations like foodbanks, care homes, and our local schools. Rooted in prayer and worship, our church strives to live out Christ's love in practical, meaningful ways, particularly among those experiencing poverty or social isolation. Following our involvement with the Partnership for Missional Church (PMC) process, we have put considerable effort into serving the community, developing initiatives like summer activities and the Earl Shilton Foodbank Centre. We also have 4 Cell Groups which meet weekly, a men's 'faith in action' group, a monthly Sing for Worship, and multiple 'Mix and Mingle' events to foster discipleship and build community. Each month one 'All Age Worship' service is lead by CYPF and we have a 'Sunday Club' in the parish hall. The two Church of England primary schools have multiple church services at the church throughout the year, as well as collective worship lead by the priest-in-charge at school. Pastoral care for the most vulnerable is central to our mission. We are attentive to the importance of stewarding our physical resources, investing significant time, energy, and finances into maintaining our beautiful, historic church building, our church yard (with wildflower meadow) and our busy Parish Hall. Administration, safeguarding, and decision-making form part of our church life, and together with our sister church St Mary's, Elmesthorpe, we employ a Church Administrator to help underpin this work. Our hope and prayer is to continue responding to the call to act differently in our relationships — within church, community, family, friends, and workplaces — living out our faith authentically every day.\*\*

### Our Vision and Hopes for the Future

Our Mission Statement which was developed in collaboration with the PCC and congregation in 2019 is what we use to guide decisions:

***"Sharing life in all its fullness by following the Spirit practising the teachings of Jesus and connecting with God in the day-to-day life of Earl Shilton".***

We aspire to be living and growing out of God's love and reaching out as Jesus did, inspired by the Spirit. We aim to seek, strengthen and create connections between people of all generations within and beyond the walls of the church with the intention of sharing life in all its fullness — in the pain and in celebrating life's joys.