



# CONTENTS

Introduction, Purpose & Vision	2
Person Specification	3
Situation	4
Church Team	5
Church Priorities	6
Church Profile	7
Church Setting	8
Job Description	10

# INTRODUCTION



This is an amazing opportunity for a Children & Family Worker to work with an established missional church. We see them taking oversight of the discipleship of our current church family children and also to reach out in mission - particularly amongst children and families in the existing community of Broughton and the new housing development of Kingsbrook. We are looking for someone who is creative and has a passion for children and families. The post holder will work closely with a missional Vicar, a Pioneer minister, and a church staff team. There is a clear sense of purpose and there will be high levels of support from the congregation and leadership. Strategy will be discerned, in consultation with the Leadership of the church, when they begin work. Broughton Church is excited to be able to offer this position.

## PURPOSE

Broughton Church has spent a great deal of time and energy establishing a simple purpose - why the church exists. It is to “**see lives changed through encounters with Jesus**”. Every new venture is tested against this statement and it informs the vision and strategy.

## VISION

The church has a vision for this work as follows:

- for the community to know of our work with children and families.
- many families interacting with the church through its involvement in the community.
- many to be exploring faith.
- for well-resourced and delivered children's work in the church.
- overall, that we would **see more evidence of the Kingdom in Kingsbrook and Broughton and be taking opportunities for local families to encounter Jesus and to decide to follow Him.**

We see this role in two ways. Firstly, to support our families and grow our own children's work on Sundays. Secondly, to pioneer working with the nurseries, community centres, schools, our cafe and the church's canal boat. This will involve searching out and taking the opportunities there are in the different communities we serve.

**Note to candidates:** Please bear in mind that this specification is aspirational. You do not need to fulfil all of it or be able to walk on water! The profile is offered in the spirit of attempting to share what is important for us.

# PERSON SPECIFICATION

## CALLING

- A passion for God and vision to inspire children and encourage them to become mature disciples of Christ
- Mature Christian faith firmly rooted in the authority of the Bible and led by the work of the Holy Spirit
- An ability to communicate the Christian faith in active and relevant ways to children
- An ability to lead, inspire and develop the gifts of others
- An ability to demonstrate a clear sense of calling to serve God in mission and evangelism

## CHARACTER

- Self-starter who is motivated and can work on their own initiative
- Sensitive, caring, patient and possessing a resilient nature
- To have an approachable and friendly nature
- Sense of humour
- An organiser and do-er who can manage workload efficiently whilst working on their own and as part of a team
- The candidate is expected to be committed to lifelong personal, spiritual and ministerial development

## CHEMISTRY

- Strong interpersonal and listening skills
- The ability to build good relationships throughout the church, particularly with children/young people and their families, and to earn trust and respect

- Able to demonstrate maintenance of healthy relationships and boundaries
- Able to handle conflict
- Approachable to people of all ages and cultures
- Willing to share good practice in the Deanery and Diocese

## COMPETANCE

### *Essential*

- Experience of leading children or youth ministry
- Effective personal, organisational and time management skills
- Effective communicator
- Able to lead, build and develop teams
- A good understanding of the needs and issues affecting children
- An understanding of and commitment to the church's health and safety and safeguarding policies in relation to work with children and young people; and able to work with the church's child protection officer in maintaining and implementing appropriate child protection procedures.

### *Desirable*

- Experience of setting up and running children or youth projects, events or programs
- Experience of working in schools
- ICT/social media literate
- Full driving license

# SITUATION

Broughton Church was planted 29 years ago and has met in the scout hut, Broughton Infant and Junior schools and now meets in the Canal Basin building in the Kingsbrook Development. The church typically gathers between 80 and 110 people each week.

In 2017 the parish boundary was changed to incorporate the new Kingsbrook development within Broughton parish. This area was formally part of neighbouring Bierton parish. The Canal Basin is in Village 1 of the new development and although currently only just over 250 houses are occupied, eventually this will increase to 2,450 homes in the next decade or so. There is very good provision planned for families in Kingsbrook - there are to be 3 new community centres opened, each with a nursery; two primary schools, each with a nursery and one secondary school. The average age is likely to be under 40 as witnessed in other local developments and we estimate that at least 1,000 families will be moving into the area over the next few years.

Broughton, being a relatively small community, has only one church. The church is Open Evangelical, Charismatic and is linked to New Wine. There is a great sense of family and community.



## MISSION ACTION PLAN

The Leadership and congregation have worked hard to discern the vision for the future. By 2020 they see themselves as:

- + a thriving church for all age groups
- + having a staff team
- + meeting in at least two gatherings on two different sites
- + making a significant impact into Broughton and the new Kingsbrook development
- + running numerous communities across Broughton and Kingsbrook and many local residents belong to them - e.g. Badminton, Curry Club, Alpha, Life Groups etc.
- + running another 'more+' cafe in Kingsbrook
- + equipping people to operate in their strengths and gifting
- + numbering between 150 - 200 people including 50-70 children
- + hearing life-changing stories each week

In line with this vision we have committed to plant a new expression of church in Kingsbrook in September. This plant may well begin in local homes but we hope to be able to use the new community centre when it is available. We are also sensing the need to start a Parent and Toddler group in the autumn in either the Canal basin building or the new Community Centre.



## CHURCH TEAM

At Broughton Church, we know the value of a team ministry and alongside the commitment of so many members of the church family, we also currently have our Vicar, a Pioneer Minister, a Licensed Lay Minister, and Church Administrator.

### VICAR

During the 6 years that Phil has been Vicar of Broughton Church he has guided it through a long process of discerning its purpose and vision for 2020. There is widespread 'buy-in' by the congregation to both of these.

He is also Mission Enabler for Aylesbury Deanery. This has included supporting local churches with their mission strategy, work with Lead Academy, delivering Learning Communities and supporting a group of local curates.

Phil transitioned from teaching science to ordained ministry in 1999 and has been in pioneering situations since the end of his curacy. He is looking forward to welcoming a Children and Families worker and offering the support they will need, yet at the same time giving them a huge degree of freedom.

He loves driving and working on his 1972 VW camper van. He also built a wood fired oven in the Vicarage garden and loves entertaining

people with the best pizza in Aylesbury! He is married to Anne who is a Counsellor and also involved in leadership in the church. They have three adult children and 4 grandchildren.

### PIONEER

James took up the role of 'Pioneer Minister' with Broughton Church in November 2017 after serving a curacy in a larger church in North-East London. Since his arrival, he has been working with Phil to discern potential opportunities for worshipping communities starting to spread across Broughton and Kingsbrook.

Whilst the Kingsbrook development remains in its earliest stages, James has been feeding into Broughton Church and also establishing relationships with the new community as it forms. He's currently volunteering behind the bar at the local pub and working with a group from the Parish Council to put on community events in the local area.

James, Emma and their two young children have really enjoyed the move to Aylesbury, discovering its various adventure playgrounds and an ever-deepening relationship with coffee.

# CHURCH PRIORITIES



## GIVENS

- + Welcome is extremely important.
- + Broughton Church seeks to:
  - use younger leaders.
  - to be relevant to younger people by using contemporary worship and style.
  - put mission very high on the agenda.
- + Engaging fully with local people, discovering what matters to them and helping them to find answers e.g. community, fun, family, faith etc.
- + Belonging comes before believing.
- + Encouraging people of faith and those with no faith to journey with the church.
- + Children are today's church and are very welcome. They will make noise and be messy at times.
- + Believing that the Bible is relevant today and is inspired by God but recognising that people will differ in their understanding and interpretation.
- + Welcoming the Holy Spirit to lead, guide and change lives.
- + Believing that 'membership' is expressed practically by being in a small group, giving financially and serving in a team.
- + Teaching is interactive and those who teach have to be good communicators.
- + Christians are called to demonstrate God's good news (practically, not just in theory), to make disciples and to apply biblical truths.

## NEW WINE

Each year a group goes to the New Wine summer conference and also attends the Leadership conferences. New Wine has been very influential over the years and the Vicar and Pioneer are part of the New Wine Network.

## CULTURE

- + Our particular theme for this year has been about 'Breathing In and Breathing Out'. The idea is that we receive – 'breathe in' – from God in our worship and times together and with Him. And then 'breathe out' and give what we have received. But both are necessary for life!
- + Hospitality and welcome are important values for us - the church eats together regularly, and this is seen as very important in helping people feel at home.
- + Ongoing discipleship is important, and our goal is to be making disciples who make disciples who make disciples.

# CHURCH PROFILE

## GATHERINGS

The aim at Broughton Church is to allow people from all generations, backgrounds and circumstances to worship and meet with God and to grow in faith. Gatherings are informal, and our worship style uses contemporary worship music which is predominantly band led. The average attendance is between 80 and 110 people per week and the age range is between 0 and 80+ and a good spread in that range. The children and young teenagers' groups meet during these services. We currently hold a creche (0-3), a 4-8s group and 9+.

Activities now focus around what the children enjoy doing and the leaders work at inputting Biblical truths into those activities. Children are encouraged to be themselves and to contribute as fully as they are able. On the third Sunday of each month communion is celebrated. Many of the services are led by lay people and there is a group of about 6 preachers.

## MORE+

more+ is the community coffee shop, situated in Parton Road at the centre of the Broughton estate. It was established nearly 4 years ago when Broughton Church set up a not for profit charity called 'Broughton Community Action' to provide a much-needed space for local people to gather and an opportunity to build community in the area.



As well as serving drinks, cakes and lunches, there are regular activities such as 'Knit & Natter' and a board games morning. In addition more+ hosts a debt advice service. more+ is staffed by a full-time manager, two deputies and by a team of dedicated volunteers from the church and local community. . It is open 6 days a week and we consider it a 'shop window' for the church.

The purpose for more+ is to "see lives changed". The lonely are finding companionship and hope, local families are finding connections and these relationships are leading to faith. It is very exciting and encouraging.

## BEACON+

In 2016, Broughton Church was given a 40 foot narrowboat called Beacon. Since then it has had a total refurbishment and is now used by the local school and people across the Deanery. As with the church and more+, the purpose is to see lives changed. There are encouraging signs that this is happening - you simply have to read the comments in the Visitors' book! We hope it will enable unique opportunities for youth work, family work, etc. and, for example, we have started taking groups out from Broughton Junior School.

# CHURCH SETTING

## BROUGHTON

The population is approximately 4,000 and the number of houses is about 1,100. House types are quite varied; although most are semi-detached they range from terraced to fairly large detached properties. The majority are privately owned, the remainder being privately rented or managed by the Vale of Aylesbury Housing Trust and most were built between 1950 and 1970. Broughton Avenue forms the spine of the original housing estate. In this area there are two primary schools with a parade of shops at its centre. The area has a fairly well planned layout, with three large public green areas and children's playgrounds. It is bounded on its northern flank with a well-landscaped flood prevention scheme that supports interesting wildlife. Community buildings and meeting places within Broughton are few. There are only the two schools and a Scout Hall available to hire for public meetings. There is one public house/restaurant on the A41 at the edge of the community. The main focal point for the community seems to be the shopping parade and Broughton Junior School. Because of this Broughton Church set up the community café more+ here.

## KINGSBROOK

This is a new development of 2,450 homes to the east of Aylesbury. It is part of a major



programme of house building within and around the town. It will include new schools, community centres, parks and sports facilities to be developed alongside the new homes.

## TOWN:

Aylesbury is the County Town of Buckinghamshire, with a population of approximately 72,000. Originally a market town for the predominantly agricultural surrounding area, it became industrialised in Victorian times, but experienced particular expansion after the Second World War. This growth has continued ever since, with major housing developments always in progress, and occasional major industrial, retail, and leisure developments. The past thirty years have seen a significant change in Aylesbury's industry from heavy manufacturing to service industries. On 2nd January 2017 the government announced that Aylesbury had been awarded 'Garden Town' status. The name Garden Town comes from the Garden City urban planning movement created in the 19th and early 20th century. The concept was all about well-planned, sustainable development. The population has a wide range of cultures. For example, there is a thriving Asian community living close to the town centre.



**Useful Websites:**

- + **Aylesbury Vale District Council**  
[www.aylesburyvaledc.gov.uk](http://www.aylesburyvaledc.gov.uk)
- + **Buckinghamshire County Council**  
[www.buckscc.gov.uk](http://www.buckscc.gov.uk)
- + **Kingsbrook Development**  
[www.kingsbrook-aylesbury.co.uk](http://www.kingsbrook-aylesbury.co.uk)

## CHURCH SETTING CONT...

### **TOWN Cont...**

Increasingly, as people become more affluent, they are moving to estates like Broughton. The influence of post-war immigrants from London and Italy adds to the variety of lifestyles.

The two major employers of professional staff are the County Council and Stoke Mandeville Hospital. There are also increasing numbers of small businesses taking advantage of the large number of modern industrial units that have been built in recent years. Many rail commuters reside in Aylesbury and travel into London on a daily basis.

### **AYLESBURY VALE:**

Home to 181,000 people 40 miles west of London, 65 miles southeast of Birmingham and within 90 minutes' drive of Heathrow, Gatwick, Luton and Stansted airports. The world-famous National Spinal Injuries Centre is based at the local Stoke Mandeville hospital. In 2014, the Vale's house building programme accounted for over 70% of Buckinghamshire's total and was greater than the number built in Birmingham, Bristol, Liverpool or Manchester.

### **THE COUNTY:**

Buckinghamshire is a large mainly rural county which stretches from the outskirts of London northwards towards the Midlands. It is home to the rolling Chiltern Hills and the meandering River Thames.

### **EDUCATION SYSTEM**

The County is one of a small number of local authorities to retain selection on ability at the end of Year 6. At this age children take the 11-plus to determine if they should attend either a Grammar School or Upper School. There are Three Grammar Schools; two are single sex and one is mixed. Both single sex Grammar schools are close to Broughton and have a very high academic standard whilst the mixed Grammar has specialist status as a Performing Arts College as well as good academic results. Several children from families in the congregation attend a C of E Upper School in Waddesdon. This is a large village approximately 6 miles from Aylesbury. Regular attendance at Broughton Church will assist those seeking entry as this school is oversubscribed but gives priority to children from a C of E background.

# JOB DESCRIPTION

**Post:** Children and Families Worker

**Reports to:** The Pioneer Minister (Associate Vicar)

**Location:** Broughton Church (in Aylesbury)

**Hours:** full-time (to be worked flexibly including Sundays and some evening work)

**Type of contract:** initially two years, with vision to extend

**Salary:** £22-£24,000 depending on experience and qualifications

There is a Genuine Occupational Requirement (GOR) that the holder of this post is a Christian as this is a Christian ministry post. Equality Act 2010 Part 1.

This position involves the substantial access to children and young people and the post will be subject to an enhanced disclosure from the DBS.

## Purpose

Broughton Church is a Kingdom-focused church that is growing – particularly in the numbers of children, young people and families. This role will focus on children of primary school age, but an interest in and experience of secondary age work would be useful. There is increasing contact with the local community through the schools, our café and the various



initiatives that the church runs. We now seek to employ a children and family worker who will take a strong lead in helping us develop this area of ministry.

Up to two years ago, we had very few children but now we are blessed with a growing number. However, we haven't been able to develop a discipleship strategy that fully integrates those children into the life of the church. We want to see our whole church coming together to live out the mission that God has given us in Broughton and Kingsbrook and we see this position as key to helping us do that.

## Potential opportunities

- Reach out to children and families in the wider community (including discerning and deploying the best possible methods to do so).
- Work with and in the local primary schools and other children's organisations in the area.
- Help to develop a holistic discipleship program for children and their families both in the church and in the communities of Broughton and Kingsbrook.

# JOB DESCRIPTION CONT...

The role is divided into three main areas: leadership, discipleship, and community outreach development.

## LEADERSHIP

- Shaping programs and priorities.
- Leading, training and equipping children's ministry volunteers.
- Establishing a clear vision & strategy for children's ministry that is in line with the church's vision and values.
- To be a member of the leadership team.
- Helping the current leadership team to continue to develop good working relationships with key community figures and organisations.

## DISCIPLESHIP

- Building relationships with families and encouraging their spiritual development together.
- Coordination, planning, oversight and support for Sunday based children's work including putting together a well-planned and exciting curriculum for the children.
- Considering how to equip church families to reach out in mission to those around them.

## WORK IN THE COMMUNITY

- Work with the primary schools in the parish, getting involved in assemblies and lessons where appropriate, school visits to the boat beacon+, Christmas services etc.

- Working with the community centres and the preschool/nurseries developing good relationships and maximising potential.
- Using more+ as a base to offer after schools work, clubs etc for local children. Developing a team to support this work.

## SUPPORT

*How will we support you?*

- Pray for and support you, providing a prayer partner and pastoral support.
- Celebrate and appreciate your efforts.
- Give you space for retreat and reflection.
- Provide ongoing development opportunities.
- Give the opportunity to attend and participate in regional and national conferences and seminars.
- Be fair in our feedback and challenges.
- Protect your time off - at least one day off per week guaranteed.
- Be an excellent employer.
- Open a discussion about future budgets regarding new activities.

*Your commitment:*

- You are expected to maintain your own spiritual life, reading of the Bible and prayer.
- Attendance at New Wine events (where appropriate).
- To work hard and to see the vision for children and families come to reality.