

Job Title	Children and Families Worker
Department	Ministry
Reporting to	Vicar
Location	Christ Church Crookham (GU52 6LR)
Travel	From the Church, locally within the parish, occasional travel within the diocese/UK for training.
Salary Band	20 to 37.5 hours per week £14.40 per hour (28,080 pa 37.5 hour week) + 25 days paid leave (Pro Rated)
Start Date	1 st September 2026

Job Summary: The successful candidate will work closely with the incumbent as a co-worker of the gospel to enhance and develop our ministry to children and youth, helping grow the church to become increasingly intergenerational. We are looking for an individual to inspire our children and their families in our parish, to encourage, nurture and develop them in their faith; and integrating them into the worshipping community.

We are looking to appoint someone who is passionate about Jesus and sharing the love of Christ with everyone, and who has a passion and desire to facilitate the spiritual growth of children and youth. We are looking for someone to bring energy, vision and wisdom to our overall children's ministry.

We are looking to appoint someone who can work with a broad range of ages, but who is particularly comfortable with working with early years, and to engage with our church's pre-school and CofE (VA) Infant School. The candidate should have a desire to help disciple families and equip parents to do faith in the family home.

Specifically, you will have oversight over the Children's ministry on a Sunday and be expected to promote the 4pm service within the wider community. In addition, the role will include outreach in the local area to find more effective ways to reach children and families who don't yet engage with church and those with no experience of Christian faith. We are open minded to hearing of new initiatives the successful candidate has in growing children's and youth ministry in Christ Church Crookham.

Background: Christ Church Crookham as a traditional Anglican parish church, which serves a large parish (20,000 parishioners, 9 schools). We work really well with FACCTS (Fleet and Crookham Churches Together in Schools), a charity that was set up in 2002 to support schools work across Fleet and Church Crookham.

The vicar, Rev'd Matt Smith, arrived in August 2025, and inherited very low numbers of families attending church services. Since January 2026 we have restructured our Sunday Service times. We have a 10am traditional service (60-70 people, rarely any children, no Sunday school provision) and a 4pm contemporary service which is aims to be more intergenerational (20-40 people, with a Sunday school 3/4 Sundays and once a month an

all-age offering). After the 4pm, we run a tea for families each week which is a great space for intergenerational fellowship.

Our 2030 Vision is to be a thriving intergeneration church family, sharing the good news of Jesus to Crookham and beyond, seeing lives transformed by Jesus.

To assist this vision our core church values are to be:

- Christ-Centred
- Compassionate
- Courageous
- Community

During the week there is an Ofsted Outstanding Pre-School in the church hall. The church also runs a toddler group during term time and a coffee-drop one morning a week for parents after school drop off. We are currently actively involved in a few of the schools in our parish, particularly the CofE (VA) Infant School. We run occasional CAP Money Coaching - including a cooking class - with a Children's group. During the School Holidays we run a Feed a Child program to support those in financial hardship.

We also offer seasonal children's activities which are well supported by the local community: Pancake Party, Easter Egg Hunt (on Holy Saturday), Summer Fair, Family Fun Day (August Bank Holiday), Remembrance Sunday Civic Service with the uniformed organisations, Christingle/Crib Service on Christmas Eve. The seasonal occasional services and events are very popular, and we see large numbers of families come into church. This makes me very excited for the missional opportunity to grow the church.

The church's 5 key priorities over the next 4 years will be:

- 1) Growing Demographically Younger
- 2) Growing in Discipleship
- 3) Growing in Evangelism
- 4) Growing in Generosity
- 5) Growing in Confidence

We desire to be faithful, fruitful and have a lot of fun along the way. I look forward to all the Lord is going to do in this place, I will continue to dream big and encourage you to be inspired by Jesus and to share his love with others after all: **We love because he first loved us.** 1 John 4:19

Job Purpose

To work with children and families and their leadership teams to enhance and develop our ministry in this vital area.

The role has a Genuine Occupational Requirement (GOR) to be a practicing Christian. Christchurch Crookham operates under a Safer Recruiting policy. Proof of eligibility for working in the UK will be required before appointing. A DBS check at enhanced plus level is required for this role.



Accountability

- The incumbent (or otherwise as notified by the PCC)

Responsible for

- Volunteer group leaders

Relationships

- The Incumbent, the PCC, Christ Church Pre-School, Crookham CofE (VA) Infant school and other local schools, the local network of children and families workers, children and their parents.

Position of Trust

- This role falls under the Positions of Trust Legislation

<https://www.nya.org.uk/safeguarding-asset/position-of-trust-guidance/>

Safeguarding Training Requirements

This role requires the following safeguarding training.

- Basic awareness
- Foundation
- Leadership
- Raising Awareness of Domestic Abuse
- Safer Recruitment & People Management (Both online and in person)

Hours and Place of work

If Full-Time, you will be expected to work 37.5 hours a week, including Sundays. If Part-Time, you will be expected to work at least 20-hours a week. Most work will be expected to be performed during normal office hours although there will be an expectation for changing work patterns depending on the needs of the Church, and these may include evenings and weekends. You will be provided with a suitable working space within the church office.

Contractual Information

Crookham PCC will automatically enroll you in the Church Worker Pension Fund – at 4% employee contribution, matched by the employer and additional 0.5% insurance – the Church Workers Pension Fund will contact you with details in due course. (4% employee contribution, 4% Employer contribution + 0.5% employer paid insurance).

This role comes with 5 weeks' paid leave. (pro-rated as required) +bank holidays (compensated if needed)

This role has a budget for 3 years, and as such your contract will be reviewed annually but can only be extended if the finances of the PCC permit.



Background useful information:
<https://faccts.org.uk/index.html>

Responsibilities

Sundays:

- To oversee the children's provision at 4pm service
- To encourage children to actively participate in services and in the life of the Church
- To be involved in services, particularly the monthly All Age service when appropriate

Weekly:

- To oversee the Little Bells Toddler Group
- To engage with the Coffee-Drop to develop relationship with parents
- To manage the volunteer teams for Sunday group and Toddlers' Group
- To encourage and equip parents by running appropriate events and courses
- To engage with the local schools and to grow relationships with schools we aren't currently engaged with
- To outreach within the local community to young people not connected to the church

Other:

- To run the annual seasonal events for children and their families
- To work with the CAP team with their 'cook well for less' courses, engaging with the young people who attend.
- To lead courses that equip parents to do faith in the family home
- To recruit volunteer leaders in consultation with the Incumbent
- To support the incumbent with baptisms
- To work closely with the Incumbent to ensure shared vision and strategy
- Undertake administration, communication, networking and publicity as required
- To prepare a report for the bi-monthly PCC meetings

General:

- To collaborate with the PCC and incumbent to develop and grow the vision for work with children and young people
- To comply with the PCC's Safeguarding policy at all times.
- To attend the Church and to play a full part in the worship life of the community
- To pray for the children and their families
- To ensure that the needs and concerns of children and families remain a priority in the church and to encourage prayer and pastoral support where necessary
- To attend training and development days run by the diocese and others, by agreement with the incumbent

- Other tasks and responsibilities in consultation with the Incumbent as this new post develops

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A levels or equivalent (in any subject) 	<ul style="list-style-type: none"> • A theological or teaching qualification at degree level or higher
Experience	<ul style="list-style-type: none"> • 3 – 5 years' experience leading children or families ministry (could be as a volunteer) • People management 	<ul style="list-style-type: none"> • Leading a growing children/family ministry • A track record of successful team building and recruitment
Knowledge	<ul style="list-style-type: none"> • Thorough understanding of safeguarding policy and its application in a parish context • Biblical knowledge and the ability to contextualise this for children/families in our parish context 	<ul style="list-style-type: none"> • A thorough knowledge of the Bible, with the ability to communicate nuanced ideas • Knowledge of issues particular to families at the moment
Skills	<ul style="list-style-type: none"> • IT Skills, proficiency in MS Office • Social media awareness and ability to use in ministry 	<ul style="list-style-type: none"> • A full clean driving license • IT Skills including Canva • Video editing • First Aid and food hygiene qualifications • Minibus (D1) entitlement
Behaviours	<ul style="list-style-type: none"> • We are an Anglican church and expect the candidate to live a lifestyle commensurate with our values and ethos 	
Personal	<ul style="list-style-type: none"> • A Christian comfortable working in a church environment • A baptised member of a church, and willing to undergo confirmation • A self-motivated team player, able to inspire others • Flexible and innovative, adapting to change • Should be willing to undertake a DBS check, at an enhanced plus level 	<ul style="list-style-type: none"> • A baptised and confirmed member of the Anglican Church