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All Saints, Odiham

# Job Description

Children and Youth Pastor  
All Saints, Odiham



@allsaintsodiham

admin@moretolife.church  
01256 703791  
www.moretolife.church



**Role:** Children and Youth Pastor

**Accountable to:** Vicar, All Saints Odiham

**Employer:** Parochial Church Council of All Saints Odiham

All Saints Odiham is looking to hire a **Children and Youth Pastor** to lead and envision discipleship amongst our flourishing children and youth.

All Saints is a lively, growing church in the market town of Odiham in North Hampshire, with a regular 'worshipping community' of about 160, of which 30 are under 18.

Our **children's work** is growing at an exciting pace, mainly on Sundays via our informal service in Odiham. This congregation, which was started 8 years ago, is experiencing steady growth and is charismatic evangelical in style.



At Big Church Festival, 2023

Our vision is that every person across our community will discover more to life as they encounter Jesus, and we aim to realise our vision by growing in our faith, as authentic disciples of Jesus, sharing God's love, in practical ways in our community, and telling others about Jesus, that they would know his love.  
In summary - Grow, Share, Tell.

# Summary

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We are part of a larger benefice (**North Hampshire Downs**) of 12 local churches, but as Odiham accounts for half the overall population and has schools at all stages (infant/junior/secondary), most of our work with youth and children operates out of Odiham as a 'hub'.

Based on the range of schools and the exciting growth within the church, we believe that the scope for growing children and youth ministry here is huge.

We are looking for a passionate and experienced Children and Youth Pastor who will have a **key focus** on:

key focus  
**1**

Discipling children and youth in church, in partnership with their homes/parents, with Odiham as hub and focus, plus some wider benefice.

key focus  
**2**

Leading and building the Children and Youth team:  
Recruiting, training, equipping leaders.

key focus  
**3**

Creating opportunities for children and youth across our community to engage with church (eg annual (huge) fete, schools, holiday club, after-school messy church. etc), working together with the benefice Youth Outreach Worker.

This post is full-time (5 days (37.5 hours) per week, to include Sundays).  
Salary up to £35,000/year depending on experience and qualifications, plus housing allowance up to £5,000/year for in-benefice housing, and employers pension contributions into an existing pension or a new scheme.  
Regular access to a mentor and training opportunities provided.  
Post holder is expected to take at least 24 hours a week off.

For further information, [www.moretolife.church](http://www.moretolife.church)  
And for a conversation, call Chris Dudgeon on 07810 544495  
or email [chris@moretolife.church](mailto:chris@moretolife.church)

# Key Relationships

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- Vicar, All Saints Odiham (fortnightly scheduled meetings)
- Youth Outreach Worker (fortnightly scheduled meetings)
- Rector of the North Hampshire Downs Benefice
- The wider clergy team of the benefice
- Head Teachers across all benefice Schools
- Volunteer teams

## Main terms

- 37.5 hours/week
- 5 days/week, to include Sundays
- 25 days holiday per annum
- 3 month probationary period
- Salary £35,000 plus £5,000 housing allowance for in-benefice housing
- This role is a permanent post but will initially be based on a three-year contract
- Employers pension contributions into an existing pension or a new scheme
- All working expenses reimbursed
- An enhanced DBS check will be required
- The post holder will be expected to be a committed worshipping member of our church
- A desk and storage space will be provided in the Benefice Team Office in Odiham
- This post is open to both Lay and Ordained People



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**1** The discipling and pastoring of children (0-11) and youth (11-18) who are already part of the church family, in partnership with their homes/parents, with Odiham as hub and focus, plus some wider benefice.

This will include creating and maintaining a fresh and modern curriculum for our Sunday morning and midweek groups in which children can have the opportunity to worship, pray and learn in ways appropriate to their age and abilities, particularly being aware of provision for those with additional needs; as well as building strong relationships with our young people and their whole families, inspiring them in ways to enable their children to grow in faith, e.g. through parenting courses etc.

Our aspiration is to see our community of youth and children deepening in faith - excited and growing in their faith in Jesus, participating regularly in Children's Church on Sundays and midweek youth groups, and wanting to bring their friends and family along to church.

**2** The development and growth of the Children and Youth team - recruiting, training and equipping volunteer leaders.

This will include managing the practical oversight of our Sunday morning and midweek groups and other young people's events in the year, as well as inspiring our team of leaders, recruiting and training volunteers and creating rotas with clear and strong communication, and establishing a structure of policies to enable volunteers to deliver safe and high-quality teaching.

Our aspiration is to lead, train and equip a growing team of volunteer leaders, such that they are teaching and inspiring our young people to grow in faith and walk with Jesus throughout their lives, and enabling our young people to have fun and engaging times that they can't wait to come to!



# Key Responsibilities

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## 3

The delivery of opportunities for children and youth across our community to engage with church (eg annual (huge) fete, schools, holiday club, after-school messy church. etc), working together with the benefice Youth Outreach Worker.

This will include leading weekly assemblies and groups at our infant and junior schools (already well established in Odiham) and growing the existing strong relationships with these schools - in conjunction with our benefice Youth Outreach Worker, and developing innovative ways to encourage and enthuse young people who are not yet part of our church family to get involved - for example through activities such as regular after-school messy church, our annual summer holiday club, and periodic community events such as our Odiham church fete (2,500 attendees), family film nights, toddler group etc.

Our hope is to see our Sunday Children's Church growing in number - from an average of about 15 under-11's every Sunday, to more than 30 within 3 years; and to see our weekly youth (11-18) discipleship group grow from a weekly average of 8 to 20 within 3 years.

## 4

The role will require close liaison with our Youth Outreach Worker, who has a particular brief to plan and deliver detached youth work across the benefice, to lead in evangelism and outreach to young people across the benefice, and to develop a wide ranging programme of mentoring, listening and support services for children and young people in the benefice particularly through Robert Mays School (secondary).



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# The Ideal Candidate

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## Qualities & Beliefs

- Understand and be able to commit to All Saints Odiham's Christian vision, values and culture. There is a genuine occupational requirement that the post holder has a Christian faith.
- Be willing to participate in staff meetings, weekly staff prayers, and be a participative member of All Saints Odiham's Ministry Team
- Have the capacity to work sensitively with a wide range of people and to contribute to the spiritual direction of All Saints Odiham
- Be willing to learn continuously

## Skills & Qualifications

### Essential:

- Be an inspirational and innovative leader, able to inspire children and families, but also able to re-imagine discipleship of children and youth at All Saints and the wider benefice.
- Have a minimum of 3 years experience of working with children and youth in a church setting.
- Be a strong and gifted communicator to both young people and adults alike
- Have theological training, ideally with specialism in children's ministry.
- Have experience leading and building teams.
- Have some experience in event or project management.
- Be skilled in working collaboratively and effectively in a team, whilst also happy and able to maintain energy and proactive output when working on their own.
- Be adaptable and flexible in a changing work environment.
- Demonstrate pastoral sensitivity and confidentiality.
- Enjoy working as part of a team.
- Be creative and imaginative and willing to try new approaches.
- Possess good time management and organisational skills, able to work to deadlines and under pressure and manage conflicting deadlines and priorities; able to cope calmly with last minute needs.
- Have a good knowledge of child protection and safeguarding issues - and be a persuasive advocate and champion for safeguarding policies of the C of E.
- Have knowledge of health and safety issues and be able to plan events with close adherence to health and safety regulations.

### Preferable:

- Possess good IT skills
- Have experience in leading church services
- Have experience in leading family groups to camps such as New Wine or Focus

# Who We Are:

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The North Hampshire Downs Benefice is a group of 12 churches spread across North East Hampshire. Our largest community is the very beautiful market town of Odiham (pop 3500) and our smaller village communities range in size from a population of 55 to 650.

Our communities all enjoy very easy access to London (50mins by train), Winchester (25mins by car) and Basingstoke (10mins by car).

## Our Benefice Team:

- Rev'd Simon Butler (Team Rector),
- Rev'd Chris Dudgeon (Vicar of Odiham and Associate Rector),
- Rev'd Linda Scard, (Associate Minister),
- Rev'd Matt Bianchi (Mission Priest and vicar of Greywell, Up-Nately & Mapledurwell)
- Rev'd Gillian Wilton (Associate Minister and vicar of South Warnborough and Long Sutton)
- Rev'd Mark Ruffell (Curate and Vicar of Tunworth)
- Rev'd Debbie Veel (Curate and Vicar of Newnham and Nately Scures)
- Vacant (Children & Youth Pastor)
- Vacant (Youth Outreach Worker)
- Suzanne Newcombe (LLM and Pastoral Care Worker)
- Alan Hoar (LLM)
- Joanna Hurley & Sam Rowe (Benefice Office)

We're at a really exciting stage in the life of the Benefice. With fantastic foundations having been laid down, churches that are integral to their communities and an enormous sense of optimism and good will, we're excited to be pursuing our vision that every person across our communities will discover more to life as they encounter Jesus, and we aim to realise our vision by growing in our faith, as authentic disciples of Jesus, sharing God's love, in practical ways in our community, and telling others about Jesus, that they would know his love.

In summary - *Grow, Share, Tell.*

We have a spirit of optimism and hope, trusting that in God's power great things are possible and that we're privileged to be called to share in his work in his world.

The Ministry Team functions extremely well as we share in work and life. We get together to eat and pray and talk regularly and exercise genuinely collaborative leadership between ourselves. We are open to encouragement and challenge and secure in the different gifts that we bring to the team.

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