



## Grace Worker Application Pack

**The Grace Project is recruiting Christian Youth, Children and Families Workers to join the organisation from the 29<sup>th</sup> August 2016. If you have a passion to show God's love to children, we should be very pleased to hear from you. **The closing date for the positions below is Monday 9<sup>th</sup> May. The interviews will be held on Friday 20<sup>th</sup> May.****

The positions available will be to serve the following churches listed below.

St Edmund King & Martyr, Mansfield Woodhouse, Nottinghamshire, NG19 9JY  
(£4892.50/annum; 11 hours per week; 2 year contract)

St Mary's Church, Queniborough, Leicestershire, LE7 3DZ  
(£4892.50/annum; 11 hours per week; 2 year contract)

Daventry Methodist Church, Northamptonshire, NN11 4FB  
(£5871.00/annum; 11 hours per week; 1 year contract managing Time for God volunteers)

If you have any questions about the selection procedure or church roles, please phone Rachel on 01332 416152 or 07752 686000.

If you are interested in applying, please complete the application form and send it by post or email with a covering letter. Your letter should be no longer than one side of A4.

Please email applications to:

Rachel Coupe

[office@graceproject.org.uk](mailto:office@graceproject.org.uk)

Email applications will be acknowledged within 48 hours, so if you don't hear back, please get in touch again. For more information about the Grace Project, please see our website [www.graceproject.org.uk](http://www.graceproject.org.uk)

### **The Story of 'Grace for the Next Generation'**

Grace was set up to be an innovative organisation, pioneering new ways of doing children's work. The charity aims to provide opportunities for those passionate about sharing the gospel message with the next generation to be trailblazers for others to follow. Grace Workers would have the opportunity to use their own skills and interests creatively to develop the young people's programme at the churches they serve. Working for Grace provides an opportunity to make a big difference to the lives of children and churches.

Good Children's Ministry is the foundation for the prospect of future church growth. Grace for the Next Generation seeks to make this possible. In the year 2000, many Christians were shocked to learn that the Church was losing 1000 children every week. This was published in Peter Brierley's book 'The Tide is Running Out'. Rachel Coupe, a church administrator, wondered why her church valued her secretarial skills more than it valued her ministry to children. She asked two questions: 'Why has the church been losing children for a century?' and 'What can be done to help children's workers from using their skills fruitfully?' After considerable research, she started to understand what needs to change to lower the age profile in many churches. There are many churches with no children in their congregation and no hope of attracting any unless someone with skill and experience were to join them and change their situation. A major new initiative to encourage investment in children's work was needed. It would be a tragedy for Britain to cease to be a Christian country when children are normally very open to the gospel message. (In a recent survey, 'Newsround' found that 43% of children are either 'interested' or 'very interested' in

religion. This is double what they found in a similar survey 40 years ago. Even the then Archbishop of Canterbury was surprised!)

Grace for the Next Generation was founded in 2007, becoming a registered charity a few months later. The scheme grew quickly, becoming stronger and more established each year. The Grace Project provided a practical solution for churches wishing to develop their children's work. The model was simple: four churches pay to share a professional worker. Having a part-time worker makes the scheme affordable. Churches could opt into the scheme on their own, without the need to persuade neighbouring churches to share their vision. All the paperwork necessary for taking on an employee could be done for them. Each children's worker could be mentored by an expert in developing and sustaining a successful ministry to children. A review of the work of Grace is available on the website. Grace churches are very happy with the service offered to them. Three of our churches have achieved the 'Gold Award' at the National Children's Ministry Conference in Eastbourne.

To date, 40 churches have benefitted and an average of over 7000 children each year have been impacted directly and heard about God's Grace. The Grace approach is to recruit, equip and mentor children's workers to 'hit the ground running' and lead a quality children's ministry programme tailored to their giftings and the needs/opportunities at the churches they serve.

### **Church Enrichment Project**

Past and present Grace Workers have achieved a great deal with their time, despite being part time with each congregation. For the first time in September 2016, Grace will be working in partnership with 'Time for God' to appoint volunteers to work in churches with the potential to reach more children than they are currently doing. The aim is to provide a year of mission that will attract children and their families into the life of the church and sufficient Christian nurture for some of them to want to stay on permanently.

### **New Grace Workers from 2016**

New Grace Workers will be placed in the churches listed above. When the contract expires, the church may well extend the contract. The whole Grace Worker team will assemble for their annual conference **30<sup>th</sup> August – 2<sup>nd</sup> September 2016**. This conference is compulsory, as is the training week **6<sup>th</sup> – 9<sup>th</sup> September**, a training day in January 2017 and a conference week after Easter 2017.

Each church is unique and so is every Grace Worker. A programme of work will be agreed between the church, the Grace Worker and the Grace Manager. The partnership works well, powerfully combining local knowledge and expertise with children. Grace Workers also appreciate meeting their colleagues on a regular basis.

### **Grace Mission Statement:**

Grace for the next Generation exists to promote good quality Christian children's work. It will help churches to reach more children and to cater for their needs. This will be done by undertaking research, providing training, mentoring and other services.

### **Grace Statement of Faith**

We believe in:

- \* God the Creator of all
- \* The Lord Jesus Christ the Son of God. Through faith in Him we obtain forgiveness of sins and salvation
- \* God the Holy Spirit

We believe in the incarnation, death, resurrection, ascension and coming again of the Lord Jesus Christ.

We believe in the Bible as the inspired Word of God.

We believe that the Bible calls us to do our best to live our future lives in a way that is pleasing to God.

## **Job Description**

(reviewed on appointment)

### **(1) St Edmund King & Martyr, Mansfield Woodhouse, Nottinghamshire, NG19 9JY**

Job Title	Christian Children, Young People and Families Worker
Employed by	Grace for the Next Generation Limited
Salary	£4892.50 per annum
Hours	Part time 11 hours per week <i>This is made up of a minimum average of 8 hours per week working for The Church and a maximum average of 3 hours per week of Grace-directed time</i> <i>Grace-directed time includes training, supervision and administration.</i> <i>It will be necessary to work some evenings/weekends including Sunday mornings and to attend residential training/development conferences.</i>
Period of contract	Two years from 29 <sup>th</sup> August 2016 (extension of contract is subject to continuing availability of work based at churches within travelling distance)
Accountable to	Grace Manager, Church Manager
Work Base	Planning can be carried out at home Ministry will be at the church, community centre, school and other locations
Time Off In Lieu	TOIL and flexitime to be arranged, in advance, with line manager
Holiday entitlement	Full time: 5 weeks per year plus bank holidays Bank holidays may be taken as holiday or TOIL Pro rata for part time workers
Notice period	3 months

*The purpose of the post is:*

To inspire and enable the church to engage in ministry to children and their families.

*The aims are:*

To make Jesus known to children in the community.

To provide opportunities for children and their families to have contact with their local church.

To take an active role in child-friendly Christian worship.

To inspire church members to take an active part in children's work and develop their skills.

Unless living in or near Mansfield Woodhouse, the successful applicant(s) will need to maintain a taxed, roadworthy car with MOT and insurance for home and business use. They will spend an average of 8 hours per week working for each the church allocated to them (one day per week and one Sunday per month).

*At the church they will be asked to:*

Have regular meetings with their Church Contact

Liaise with other church members

Attend church meeting(s), as appropriate

Write written reports about the work

Pray regularly for the work and encourage others to do the same

Undertake Christian children's work, as agreed with the Grace Manager and Church Contact

*The work at the church could include:*

Developing a team of volunteers  
Networking, as appropriate, with other Christians working in the area  
Enabling existing ministry to function and grow effectively  
Developing opportunities for new ministry  
Publicising events, as required  
Engaging in outreach activity in the community e.g. making contact with local schools and, if applicable, lessons, clubs and preparing & leading collective worship in schools.  
Being responsible for some aspects of the church's ministry to children, their families and church youth  
Lead children's groups  
e.g. after-school clubs, Sunday school, one-off events, clubs, and holiday clubs  
Prepare and lead Collective Worship in schools and All-age Worship in churches  
Developing policies e.g. child protection/health and safety  
Providing discipleship programmes for Christian children  
Promoting attendance at Christian residential events

The successful applicant(s) will meet regularly with their Grace Manager and will work under their direction.

*Grace responsibilities:*

To pray regularly for the Grace Project and to encourage others to do the same  
To provide data and evidence demonstrating the success or otherwise of the Grace Project  
To report back to the Grace Team on progress made  
To complete timesheets  
Account for expenses (including mileage), keeping these to within an agreed budget  
To develop materials and ideas to be used by the whole Grace team  
To undertake training  
To be an advocate for children and their needs  
To help Christians understand the importance of reaching the next generation  
To promote good practice  
To help develop the Grace Project  
To work with churches considering joining the Grace Scheme  
Grace Workers extending their contract may be asked to help with the mentoring of new workers

## **Person Description**

The successful applicant(s) must obtain a satisfactory enhanced DBS check before the contract starts. They will have a heart for sharing the Gospel with children.

Grace Workers need to be tough enough to cope with a potentially stressful role. They are pioneers, developing and setting up new work. The role may involve some travel between churches and to Grace Worker meetings.

### Personal Qualities Required

Good communicator

Leadership skills

Diplomacy skills

Team player

Enterprising

Adaptable

Reliable

Stamina

### Essential Requirements

Experienced children's worker in a variety of settings e.g. church, school and pastoral

Able to lead, work with and develop a team of adults/young people

Good track record for developing and sustaining ministry to children

Good Bible knowledge

Able to teach biblical truth in a fun and relevant way

Able to work under own initiative

Able to manage time efficiently

I.T. skills

Able to relate well to people of all ages and different backgrounds

In sympathy with the Grace Mission Statement, Ethos and Statement of Faith

### Desirable

Relevant qualifications

Ability to think theologically

Experience of working with parents

Experience of working with youth

An awareness of current thinking amongst children's workers in the UK

Good administrative skills

One or more of the following skills: Puppetry or Drama, Music, Craft, Sport

Has resided in the UK for a minimum of two years

There is a genuine occupational requirement for the successful applicant to be a committed Christian. They will be a positive, Christian, role-model to children, young people and their families. They should be willing to respect the views of the church leaders they work under.

## **Job Description**

(reviewed on appointment)

### **(2) St Mary's, Queniborough, Leicestershire, LE7 3DZ**

Job Title	Christian Children, Young People and Families Worker
Employed by	Grace for the Next Generation Limited
Salary	£4892.50 per annum
Hours	Part time 11 hours per week Most of these hours will be on Thursdays and the 1 <sup>st</sup> Sunday of each month <i>This is made up of a minimum average of 8 hours per week working for The Church and a maximum average of 3 hours per week of Grace-directed time</i> <i>Grace-directed time includes training, supervision and administration.</i> <i>It will be necessary to work some evenings/weekends including Sunday mornings and to attend residential training/development conferences.</i>
Period of contract	Two years from 29 <sup>th</sup> August 2016 (extension of contract is subject to continuing availability of work based at churches within travelling distance)
Accountable to	Grace Manager, Church Manager
Work Base	Planning can be carried out at home Ministry will be at the church, community centre, school and other locations
Time Off In Lieu	TOIL and flexitime to be arranged, in advance, with line manager
Holiday entitlement	Full time: 5 weeks per year plus bank holidays Bank holidays may be taken as holiday or TOIL Pro rata for part time workers
Notice period	3 months

#### *The purpose of the post is:*

To inspire and enable the church to engage in ministry to children and their families.

#### *The aims are:*

To make Jesus known to children in the community.

To provide opportunities for children and their families to have contact with their local church.

To take an active role in child-friendly Christian worship.

To inspire church members to take an active part in children's work and develop their skills.

Unless living in or near Queniborough, the successful applicant(s) will need to maintain a taxed, roadworthy car with MOT and insurance for home and business use. They will spend an average of 8 hours per week working for each the church allocated to them (one day per week and one Sunday per month).

#### *At the church they will be asked to:*

Have regular meetings with their Church Contact

Liaise with other church members

Attend church meeting(s), as appropriate

Write written reports about the work

Pray regularly for the work and encourage others to do the same

Undertake Christian children's work, as agreed with the Grace Manager and Church Contact

*The work at the church is expected to be:*

Running a toddler group  
Helping pupils to plan an assembly  
After school club  
Co-ordinating the team who run the monthly All-age worship  
Helping to lead the monthly All-age worship  
Promoting attendance at Christian residential events

The successful applicant(s) will meet regularly with their Grace Manager and will work under their direction.

*Grace responsibilities:*

To pray regularly for the Grace Project and to encourage others to do the same  
To provide data and evidence demonstrating the success or otherwise of the Grace Project  
To report back to the Grace Team on progress made  
To complete timesheets  
Account for expenses (including mileage), keeping these to within an agreed budget  
To develop materials and ideas to be used by the whole Grace team  
To undertake training  
To be an advocate for children and their needs  
To help Christians understand the importance of reaching the next generation  
To promote good practice  
To help develop the Grace Project  
To work with churches considering joining the Grace Scheme  
Grace Workers extending their contract may be asked to help with the mentoring of new workers

## **Person Description**

The successful applicant(s) must obtain a satisfactory enhanced DBS check before the contract starts. They will have a heart for sharing the Gospel with children.

Grace Workers need to be tough enough to cope with a potentially stressful role. They are pioneers, developing and setting up new work. The role may involve some travel between churches and to Grace Worker meetings.

### Personal Qualities Required

Good communicator

Leadership skills

Diplomacy skills

Team player

Enterprising

Adaptable

Reliable

Stamina

### Essential Requirements

Experienced children's worker in a variety of settings e.g. church, school and pastoral

Able to lead, work with and develop a team of adults/young people

Good track record for developing and sustaining ministry to children

Good Bible knowledge

Able to teach biblical truth in a fun and relevant way

Able to work under own initiative

Able to manage time efficiently

I.T. skills

Able to relate well to people of all ages and different backgrounds

In sympathy with the Grace Mission Statement, Ethos and Statement of Faith

### Desirable

Relevant qualifications

Ability to think theologically

Experience of working with parents

Experience of working with youth

An awareness of current thinking amongst children's workers in the UK

Good administrative skills

One or more of the following skills: Puppetry or Drama, Music, Craft, Sport

Has resided in the UK for a minimum of two years

There is a genuine occupational requirement for the successful applicant to be a committed Christian. They will be a positive, Christian, role-model to children, young people and their families. They should be willing to respect the views of the church leaders they work under.

## **Job Description**

*(reviewed on appointment)*

### **(3) Daventry Methodist Church, Northamptonshire, NN11 4FB**

Job Title	Christian Children, Young People and Families Supervisor
Employed by	Grace for the Next Generation Limited
Salary	£5871.00 per annum
Hours	Part time 11 hours per week <i>This is made up of a minimum average of 8 hours per week working for The Church and a maximum average of 3 hours per week of Grace-directed time</i> <i>Grace-directed time includes training, supervision and administration.</i> <i>It will be necessary to work some evenings/weekends including Sunday mornings and to attend residential training/development conferences.</i>
Period of contract	One year from 29 <sup>th</sup> August 2016 (extension of contract is subject to continuing availability of work based at churches within travelling distance)
Accountable to	Grace Manager, Church Manager
Work Base	Planning can be carried out at home Ministry will be at the church, community centre, school and other locations
Time Off In Lieu	TOIL and flexitime to be arranged, in advance, with line manager
Holiday entitlement	Full time: 5 weeks per year plus bank holidays Bank holidays may be taken as holiday or TOIL Pro rata for part time workers
Notice period	3 months

#### *The purpose of the post is:*

To engage in a one year mission that brings new children and families into the life of the church. The post-holder will supervise three Time for God volunteers.

#### *The aims are:*

- To make Jesus known to children in the community.
- To provide opportunities for children and their families to have contact with their local church.
- To take an active role in child-friendly Christian worship.
- To inspire church members to take an active part in children's work and develop their skills.

This is an exciting new position for someone desiring to 'make a difference' to the life of the church and the community by pioneering a new scheme for recruiting children and families in significant numbers so that the church grows, both in the year of mission and afterwards too. For details about how the mission is to be conducted, please see the draft document 'One\_year\_mission'. This will be updated as plans evolve.

The successful applicant(s) will need to maintain a taxed, roadworthy car with MOT and insurance for home and business use. They will spend an average of 8 hours per week working for each the church allocated to them (one day per week and one Sunday per month).

#### *At the church they will be asked to:*

- Have regular meetings with their Church Contact
- Liaise with other church members
- Attend church meeting(s), as appropriate
- Write written reports about the work

Pray regularly for the work and encourage others to do the same  
Undertake Christian children's work, as agreed with the Grace Manager and Church Contact

*The work at the church could include:*

Developing a team of volunteers  
Networking, as appropriate, with other Christians working in the area  
Enabling existing ministry to function and grow effectively  
Developing opportunities for new ministry  
Publicising events, as required  
Engaging in outreach activity in the community e.g. making contact with local schools and, if applicable, lessons, clubs and preparing & leading collective worship in schools  
Being responsible for some aspects of the church's ministry to children, their families and church youth  
Lead children's groups  
e.g. after-school clubs, Sunday school, one-off events, clubs, and holiday clubs  
Prepare and lead Collective Worship in schools and All-age Worship in churches  
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Providing discipleship programmes for Christian children  
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Leadership skills

Diplomacy skills

Team player

Enterprising

Adaptable

Reliable

Stamina

### Essential Requirements

Experienced children's worker in a variety of settings e.g. church, school and pastoral

Able to lead, work with and develop a team of adults/young people

Good track record for developing and sustaining ministry to children

Good Bible knowledge

Able to teach biblical truth in a fun and relevant way

Willingness to engage in drama and puppetry

Able to provide own transport

Able to work under own initiative

Able to manage time efficiently

I.T. skills

Able to relate well to people of all ages and different backgrounds

In sympathy with the Grace Mission Statement, Ethos and Statement of Faith

### Desirable

Relevant qualifications

Ability to think theologically

Experience of working with parents

Experience of working with youth

An awareness of current thinking amongst children's workers in the UK

Good administrative skills

One or more of the following skills: Puppetry or Drama, Music, Craft, Sport

Has resided in the UK for a minimum of two years

There is a genuine occupational requirement for the successful applicant to be a committed Christian. They will be a positive, Christian, role-model to children, young people and their families. They should be willing to respect the views of the church leaders they work under.