

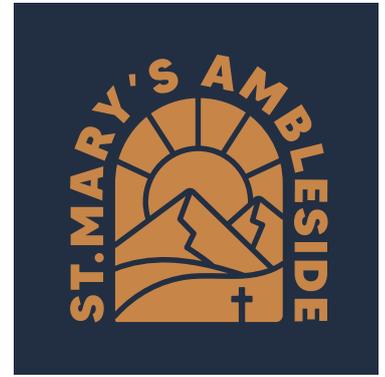
Job Title: Children & Youth Lead 0 to 18

Location: St. Mary's Church, Ambleside

Salary: £32,000 to £34,000 pa depending on experience plus 8% employers pension contribution

Job Type: Full-time, 37.5 hours per week, including Sunday morning, with some evening work expected

We are also open to appointing a 0.5 FTE role focused primarily on either children or youth.



Overview

St. Mary's Church, Ambleside, is in a season of change and growth. With a new Team Rector and a fresh vision, we planted a new 11am informal service in late 2024 as a congregational plant alongside our 9.15am service. This new worshipping community places encounter with Jesus, Spirit-led worship, prayer ministry, hospitality, and shared life at its heart. We long to see lives renewed by the presence of God and formed as missionary disciples.

We are currently running a well-attended Alpha course, reflecting a growing openness to faith within the community. We are welcoming new families, as well as young adults and students, into the life of the church. Children and young people are present each week, with specific tailored streams for them most weeks. We now seek to strengthen, deepen, and sustainably grow this ministry so that children and young people are fully integrated into the life of the church and confident in their faith.

We believe children and young people can encounter the living God, learn to recognise his voice, grow in prayer, and develop a resilient and joyful faith rooted in Scripture and empowered by the Spirit. We long to see them belong deeply within the church family, participate meaningfully in worship and prayer, and grow into leadership and service in age-appropriate ways.

The Children & Youth Lead will help shape and nurture this culture. The role combines hands on ministry with thoughtful leadership, helping us discern what God is doing among children and young people in this place and leading us prayerfully into the next season. We are looking for someone who expects God to move, who is confident in a contemporary and charismatic context, and who can build teams that are rooted in prayer, shaped by Scripture, and open to the work of the Holy Spirit.

We are open to appointing someone with particular strength in either children's or youth ministry. In such cases, we would expect the post holder to focus more deeply on their area of expertise, while providing strategic oversight and building and releasing leaders to ensure the complementary area also flourishes.

This is a key leadership role within a collaborative and prayerful staff team that includes the Team Rector, clergy colleagues, an ordinand, an Operations Lead, Worship Leader, and Parish Administrator. Together, we are investing in building a church community marked by spiritual expectancy, generosity of welcome, and faithful witness in the Central Lakes.

Located in the heart of the Lake District, St. Mary's offers stunning surroundings perfect for wild swimming, fell running, and climbing. It is a wonderful place to live, serve, and grow in faith.

There is a genuine occupational requirement that the post holder is a practising Christian, in accordance with the Equality Act 2010, Schedule 9, Part 1.

Key Areas of Responsibility

Youth Ministry Leadership 11 to 18

- Lead and develop youth discipleship within the life of the church.
 - Build appropriate and healthy relational trust with young people and their families.
 - Develop a sustainable discipleship pathway for young people.
 - Equip young people in prayer, Scripture, spiritual gifts, leadership, and confident faith.
 - Use developing Prayer Room as a supervised and supportive space to teach young people to pray, worship, listen to God, and intercede.
 - Ensure young people are meaningfully integrated into gathered worship, prayer ministry, and community life.
 - Identify, mentor, and appropriately support emerging young leaders.
 - Develop age-appropriate midweek discipleship rhythms.
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Children's Ministry Leadership 0 to 11

- Build on existing Sunday provision to create vibrant, engaging, Spirit-led ministry for younger children.
 - Develop a clear discipleship pathway for children that supports growth in faith and understanding.
 - Help children grow in prayer, worship, biblical confidence, and awareness of the presence of God.
 - Support and equip parents in nurturing their children's faith at home.
 - Integrate children visibly and meaningfully with gathered worship and the wider church community.
 - Develop age-appropriate discipleship opportunities beyond Sunday.
 - Ensure theological clarity, consistency, and warmth in all children's ministry environments.
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Strategic Development and Vision

- Within the first six months, develop a comprehensive plan for missional opportunities to be presented to the PCC, outlining strategies for engaging children and youth in both church and community contexts.
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Mission and Outreach

- Plan and lead key children's and youth outreach initiatives such as holiday clubs, youth gatherings, family events, or seasonal celebrations.
 - Develop new missional opportunities that connect with children, young people, and families beyond the existing church community.
 - Create space to prayerfully dream, imagine, and lead initiative that help children and young people encounter Jesus.
 - Work alongside the wider staff team to ensure outreach initiatives are sustainable and aligned with the overall mission of the church.
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Volunteer Development and Team Culture

- Envision, recruit, train, and pastor volunteers serving in children and youth ministry.
- Identify and release leaders across both children's and youth work.
- Foster shared ownership and a culture of encouragement, accountability, and prayer.
- Play a full and active part in the staff team, contributing to prayer, planning, and wider church initiatives.

Safeguarding and Best Practice

- Ensure safeguarding is at the heart of all children and youth ministry, maintaining best practice to create a safe, flourishing, and well supervised environment.
- Work closely with the Parish Safeguarding Officer to implement Safer Recruitment practices in line with Church of England policy.
- Ensure all volunteers and team members are safely recruited, appropriately trained, and regularly reviewed.
- Maintain clear safeguarding procedures and ensure they are consistently followed.
- Promote a culture of vigilance, transparency, and accountability, ensuring children and young people are protected from harm and are able to flourish in their faith and wellbeing.

Person Specification

Criteria	Essential	Desirable
A committed Christian faith aligned with St. Mary's Vision	✓	
Proven experience in church-based children's and/or youth ministry	✓	
A recognised professional qualification in children's or youth ministry, or demonstrable equivalent ministry experience	✓	
A clear sense of calling to disciple children and young people	✓	
Experience leading and developing volunteers in a ministry context	✓	
Ability to think strategically and build sustainable ministry structures	✓	
Confidence ministering in a contemporary Spirit-filled environment	✓	
Strong interpersonal skills across generations	✓	

Criteria	Essential	Desirable
Highly self-motivated and able to lead with initiative	✓	
Emotional maturity and self-awareness	✓	
Experience pioneering new ministry initiatives		✓
Experience raising and mentoring young leaders		✓
Theological training, formal or informal		✓

We are seeking someone with meaningful ministry experience within a church context who understands the rhythms of congregational life and can lead both strategically and pastorally. While some candidates may bring particular strength in either children's or youth ministry, the post holder will be expected to build and release leaders in the complementary area to ensure a coherent and thriving 0-18 ministry overall.

Supporting You

As a church and team, we are committed to supporting you by:

- Praying regularly with and for you and your work.
- Providing a collaborative and encouraging staff team.
- Working in a culture that recognises our dependence on God as disciples of Jesus.
- Encouraging regular time for personal and corporate prayer, retreat, study, and development.
- Exploring opportunities for further training and personal development, including funding.

Application Process

You can request an Application Form by emailing hello@stmarysambleside.org.uk.

Please submit a completed Application Form and a current CV by 14th April.

For an informal conversation about the role, please contact hello@stmarysambleside.org.uk to arrange a time to speak with the Team Rector, Rev Andy Smith.

Any offer of employment is subject to:

- Two references, one must be current employer
- Health Check
- Right to work check
- Enhanced DBS check and Church of England Self-Declaration form. If the DBS or declaration form are not completed the offer of employment will be rescinded.