

Kids Ministry Lead | King's Church Chessington

Context & Purpose of the Role

King's Church Chessington glorifies God and makes disciples by being a community for gospel transformation. We exist to invite all people into an ever-growing relationship with King Jesus. The heart behind all we do at KCC is encapsulated in these two statements.

We believe the gospel can captivate even the youngest of hearts and draw all people into a relationship with King Jesus. Since the church was established in the 1950's to this very day, we have witnessed countless stories of gospel transformation through the sharing of the gospel to children and their families.

Therefore, in light of this compelling gospel motivation, this role takes oversight and lead for all points of connection with kids under the age of eleven.

The role recognises the significant reach of our Kids Ministries - over 300 kids attend one of our ministries in this age category every week. This is an incredible opportunity in both nurturing and discipling those currently involved and reaching new families with the gospel.

The role is designed to provide support and direction to the Leaders of Kids Ministries - enabling them and their teams to flourish and helping them to create engaging environments for the gospel to be shared in an age appropriate way.

Our sense is that there is so much opportunity for further gospel engagement in this age group and we are therefore looking to deploy a specialist to take lead and seize the opportunity, with creativity and fresh thinking.

We view this as a vital role in the health and fruitfulness of King's Church.

Core Responsibilities - While not an exhaustive list of duties, the below gives a sense of the key responsibilities and priorities of the role;

Full Kids Ministry Oversight

The Kids Lead (KL) will have leadership and oversight of all kids ministries at KCC from Tots through to Fusion. The team leaders of these ministries will report directly to the KL. The KL has full autonomy and responsibility for shaping all aspects of the ministry to kids.

The KL will provide leadership and thoughtfulness in how we engage with Kids at all touchpoints of church life, not just in their group settings, carefully considering how we can creatively relate with Kids and their families.

Kids Leader & Volunteers Lead

The effectiveness and fruitfulness of the role depends, in no small way, on the quality of the relationships the KL develops with their team of Leaders and volunteers. The KL will seek to multiply the effectiveness of the Kids ministries by coaching and training their teams and providing strategic and pragmatic leadership.

The KL will be responsible for the oversight, training and development of volunteers, providing clear volunteer pathways for new and existing members into teams.

Teaching Material & Method

The KL will seek to bring cohesion and clarity to the full teaching programme for Kids, mapping a child's pathway through all the groups and providing accessible and clear teaching materials for teams to work with. The KL will draw on expertise and partnerships to design a cohesive teaching plan for all age groups, in conjunction with Team Leaders and under the oversight of a designated Elder.

Seasonal Projects

A really great way to engage with Kids and their families is through calendar events. The KL will be a key stakeholder on the delivery and development of ideas in these opportunities.

Role Relationships

- **Line Manager** - this role reports to the Executive Pastor, with a dotted line to the Senior Pastor. The EP will seek to provide coaching support and ensure the Kids ministry is enveloped in the wider mission of the church.
- **Operations Lead** - one of the key responsibilities of the OL role is to facilitate and support Kids ministry with administrative and organisational support. A strong working relationship with the OL and their team is crucial for the KL to work effectively.
- **Kids Team Leads** - as someone with oversight of these ministries, these leadership teams will report directly into the KL and effectiveness in role will result in Leaders being developed and coached to even greater effectiveness.
- **Kids Teams Volunteers** - hundreds of volunteer hours given by church members in Kids ministries. Wisely and thoughtfully directing and developing volunteers is a crucial part of the role, in conjunction with the OL.
- **Designated Safeguarding Lead** - an important relationship for the KL, working together on implementation and shaping of policy and procedure in the important area of Safeguarding.
- **KCC Elders** - the KL sits under the wisdom and oversight of the Elders, as someone with responsibility for sharing the gospel and caring for those in their sphere. The Elders will ensure the KL has pastoral support and a network of care whilst serving in role.
- **KCC Trustees** - the charity trustees oversee finance, risk, safeguarding, human resources and data through Support Teams with responsibilities for these areas. There are points of connection between the KL and these trustee responsibilities, primarily around policy implementation and volunteer management.

Personal Specification

Key Qualities & Characteristics

- A devoted follower of Jesus Christ, who demonstrates a vibrant walk with The Lord, rooted in a personal relationship with Him.
- Endorses and supports KCC Statement of Faith as expressed in the FIEC Doctrinal Basis
- Understands and aligns with the purpose, mission and values of KCC.
- Full of creativity and gospel optimism, with a big heart for Kids and families
- Ability to collaborate and thrive within a context of leadership and teams.
- Adaptable, clear and warm communication style.
- Highly effective communicator, able to adapt style to situation.
- Collaborative, flexible and generous attitude.
- Independent and motivated self-starter who shows initiative and drive.
- Ability to bring strategic leadership to a small project or team.
- A heart to see people develop and grow, with a coaching mindset.
- Open and adaptable approach to tasks and challenges.
- Adaptive leadership style and a strong reflector.

Experience & Skill Set

- Experience in working with kids and families in church and vocational context.
- Experience in working in a church context (paid or voluntary)
- Proven experience in developing and leading people and teams through change
- Excellent organisational skill set.
- Adept at managing numerous and competing priorities

- Comfortable in working with a degree of uncertainty and ambiguity
- Experience in team leadership
- Good written and verbal communication skills
- Appreciation and understanding of UK church culture and context

Education & Learning

- Good standard of education, including Maths & English GCSE A*-C (or equivalent)
- Educated to degree level or equivalent (desirable but not essential)
- Vocational qualifications in working with children (desirable but not essential)
- Commitment to personal and professional development in role.
- Adept at working towards a personal development plan in line with organisational objectives

Considerations

- The nature of the role means that any given week will require a level of flexibility in terms of hours (i.e. evenings and weekends) as the need dictates.
- Sunday Worship Meetings - KL is required to be at these in role.
- However, crucially, the KL is not required to be at every Kids event every week!
- This role is designed to be a facilitator and multiplier, not primarily a practitioner. We will need to ensure that the KL does not get drawn into the practical running of Kids events at the expense of the task detailed in the role description above.

Role Detail

- **Hours** - Provisionally benchmarked between 24 hrs - 32 hrs per week
- **Flexible working** - with core hours (*to be agreed*)
- **Salary** - commensurate with experience. Band C (*available on request*)
- **Holiday Entitlement** - Standard KCC Terms - 25 days per year (*pro rata*) & Bank Holidays
- **Employment Term** - 2 year contract (*standard KCC for all new role*)
- **Pension** - auto enrolment to KCC Standard Life Pension Scheme (*10% of Gross Salary*)

Any questions or clarity required, please do not hesitate to get in touch with Ben Archer.
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Our Kingdom Identity

King's Church Chessington glorifies God and makes disciples by being a community for gospel transformation locally, regionally, and globally.

Our Mission

We're here to invite all people into an ever-growing relationship with King Jesus.

Our Values

1. We pray before we act.
2. We are equipped by the Word to serve.
3. We grow together in community.
4. We partner effectively in the Gospel.
5. We always ask in faith, "What's next?"

