

ROLE DESCRIPTION

Children's and Families' Lead – 25 hours a week

Salary: £17,485 + 5% pension contribution

Reporting to: Oversight Minister

Context

St Martin's Church, Liskeard

This post will be based at St Martin's Church, Liskeard; an Evangelical church which seeks to reach out to its community in the power of the Holy Spirit.



This post was initially part of the Transforming Mission (TM) project set up by the Diocese of Truro in 2017 and part-funded by the diocese and the Church Commissioners. The purpose of Transforming Mission (Liskeard) was to grow the church in Liskeard and create a resourcing church to help other churches in the same area. There is an emphasis on reaching young families, youth and young adults.

St Martin's are now moving on from TM and the current framework for this role is part of the Growing Younger initiative in the Diocese of Truro - <https://trurodiocese.org.uk/resources/growing-younger/gy-strategy/>

At St Martin's the current average weekly attendance is 175 across 3 Sunday services. We typically have 20-25 children and babies attend our Sunday services each week and we have connection with a many more through our midweek groups. Our aim is to grow the average weekly attendance to 350-400, with 20% being under 18 years old. The main church building has a capacity of about 350 and superbly combines modern facilities with the beauty of a medieval church.

Our church halls are a key resource for our children and young people's work and includes a dedicated youth area known as 'The Cellars'. Our hall complex also generates income from many hall hirers that are external from the church. Currently one of our two halls is closed whilst we carry out a Carbon Net Zero project, and have a new roof fitted. The work will be completed in Spring 2026.

Our Vision

St Martin's is a Spirit-led, prayer-focused, Jesus-centred, worshipping community. Our missional priorities are:

- **Mission, evangelism & growth**
- **Discipleship & good teaching**
- **Families & young people**
- **Community & looking after the poor**

Purpose of the Role

The Children's and Families' Lead will be responsible for supporting, developing and growing our families' and children's provision at St Martin's Church. The post will be working with the wider team, specifically alongside the Youth Lead and Oversight minister. This role will manage the volunteer teams involved in the various children's and families' activities throughout the week at St Martin's Church.

The Children's and Families' Lead will continue to develop their gifts of the Holy Spirit, and in leading and empowering children and young families in our church to worship God and encounter His presence.

The Children's and Families' Lead will aim to:

- Build upon our existing children's and families' ministry and help grow and develop this to become a thriving ministry within St Martin's Church, Liskeard.
- Help to lead the discipleship growth and development of children and families.
- Manage and develop the teams involved in delivering the various children's and families' activities including preparing volunteer rotas and ensuring all resources are available to each group. Ensure strict adherence to safeguarding policies and procedures including safer recruitment process.
- Help expand on existing links and to build new links into the community, including the primary schools, which will form the basis for future outreach work.
- Be proactive in initiating and leading on sharing the gospel and mission to children and young families in Liskeard and establishing a culture where others are encouraged and enabled to do the same.
- Help us to build a culture of caring for families within our church community, creating a cohesive community of believers, who will feel confident to invite their non-Christian friends and neighbours.
- Be open to the prompting of the Holy Spirit, and confident in exercising the gifts of the Spirit.
- Be a visible leadership presence within the church and wider community, including worshipping at St Martin's Church on Sundays. Sunday mornings will form part of your weekly contracted hours in various forms.
- Be encouraged to be a member of a Life Group and to encourage others to join a group as well.
- Provide pastoral support and discipleship to children, families and volunteer team members.
- Supporting and resourcing Children's initiatives in both our Benefice and across the Deanery
- Use a variety of methods of communication (including social media platforms) to engage with families.
- Understand, champion and implement best practice in families' and children's work.
- To ensure a policy of inclusion of all abilities, needs and backgrounds.
- Be responsible for ensuring that all those who serve on your teams have been safer recruited, and any new members be passed through to the safeguarding team.

Current Children's and Families' Activities are:

ABC (Adults Babies Children) Tuesdays 9.30am to 11.00am held in the main church building

Sunday Morning groups. There is provision for children from age 3 years to school year 5. From school year 6 children move into our Youth Work.



All-Age Worship is held once a month as our Sunday morning service; you would be on this team.

Kids Matter free parenting course which this role will have oversight of and be required to build a team who will be able to run this.

Supporting and helping the Oversight Minister with schools' work including church services at Easter, Harvest and Christmas, Open the Book, assemblies and other school connections. You would also be expected to train as a Transforming Lives for Good (TLG) coach and undertake coaching of a child for one hour per week.

Working alongside the Oversight Minister, to oversee the Baptism and Thanksgiving service preparation and follow up.

As part of the role, you will be involved in holiday clubs and community events during school holidays, and we would also like to see ABC continuing throughout the holidays.

Such other duties and activities that are required from time to time, to ensure the effective and efficient fulfilment of the role, and mission and ministry of the church.

Other aspects of the Children's & Families' Worker role

Health & Safety

- To adhere to St Martin's Health and Safety policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.

Safeguarding

- To adhere to the national House of Bishop's safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable. This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role. Please note that this role requires an enhanced DBS check.
- To undertake relevant training required to best carry out the role and to follow and support St Martin's Safeguarding Procedures and Policies.

Diversity

You will adhere to the church's equal opportunities and diversity policy. We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- Values difference in others and respects the dignity and worth of each individual.
- Reflects the diversity of the nation that the Church of England exists to serve.
- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation or discrimination in any form which may affect the dignity of the individual.

Other policies

You will familiarise yourself with the church's other policies and procedures, as approved from time to time by the PCC, and to the best of your ability ensure that you and your team of volunteers comply with them.

Standards of Behaviour and Conduct

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

This job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content. This job description will be reviewed periodically and may be subject to amendment.

To Apply

Please visit our website, <http://www.smartchurchliskeard.co.uk/jobs/> and complete the application form and submit with your CV and a short covering letter to revmark@smartchurchliskeard.co.uk

The Closing date is 5:00pm on Monday 12 January 2026.

Interviews will be held at St Martin's Church in the week beginning 19 January 2026