

Holy Trinity Richmond

Encountering Jesus – Building Community – Seeking Transformation

Children and Families Pastor – Full Time

Thank you for your interest in this role. We are in an exciting season of HTR's life, having recently launched a new vision to be a vibrant, growing church at the heart of our local community, where people will encounter Jesus, find a home in a loving church community, know God's transforming work in their own life, and be part of his transforming work in the world. We see our work with children and families as integral to the outworking of this vision. Might God be calling you to join us?

Job Title	Children and Families Pastor
Reports to	Senior Leadership Team
Location	Holy Trinity Church Centre, Sheen Park, Richmond. TW9 1UP
Hours	36 hours per week
Salary	£28,210 to £39,826, according to experience
Contract	Permanent, subject to a six-month probationary period

Job Purpose

As Children and Families Pastor, you would play a key role in shaping the outworking of our church's vision among children (aged 0-11) and their families, in collaboration with the Vicar and the Senior Leadership Team. You would lead, grow and develop our ministry among children and young families both within the church and in the wider community, helping them to encounter Jesus, grow in their faith, and find their place in the life and mission of our church.

Main Responsibilities

Vision and leadership

- Take the lead in developing and delivering our work with children and their families on Sundays and midweek, enabling them to encounter Jesus, build community, and seek transformation in their own lives and the world around them
- Build, train and support a strong team of volunteers to deliver our children and families ministry
- Network and connect with local and national children and families ministry leads
- Work with our Youth Pastor to ensure smooth transitions between our children's and youth ministries

Discipleship

- Help to plan, deliver and grow our children's groups during Sunday services and midweek
- Enable children to grow as followers of Jesus through leading regular age-appropriate and engaging Bible teaching, worship and prayer
- Provide pastoral support and encouragement to children and their carers within the church
- Champion children's involvement across the ministries of the church and create opportunities for them to grow in sharing their gifts and talents where appropriate
- Lead the team responsible for the planning and delivery of All-Age services
- Build relationships with families to support whole life discipleship, including running occasional courses such as "Parenting for Faith"

Outreach

- Build on the excellent relationship between HTR and Holy Trinity CofE Primary School, including co-ordinating the team leading weekly Collective Worship, running a weekly “Bible Club” and leading a church presence at Christmas and Summer fairs
- Develop the partnership between HTR and the Riverbank Trust (riverbanktrust.org), focussing on creating a bridge into the church community for Riverbank mums and their children
- Establish and grow a new regular community group for pre-school children and their carers
- Cultivate opportunities for children in our wider community to connect with the church community through regular and consistent outreach events such as Glow, a monthly community club for children in years 4, 5 and 6, and through building our relationships with other local primary schools
- Creatively explore new potential areas of mission and outreach to children and young families

Special Events

- Take the lead in organising our annual summer holiday club
- Lead on other stand-alone community outreach events involving children and families such as the Light Party and our Good Friday community event
- Work alongside the Vicar and other staff members to help plan and deliver special services at Christmas, Easter or other festivals as required

Administration and Safeguarding

- Ensure good communication and administration with parents, staff and volunteers
- Provide financial management of the children and families budget
- Play a key role in setting a culture of excellent safeguarding in our youth and children’s ministries, working alongside Parish Safeguarding Officers to ensure that DBS checks, risk assessments and other safeguarding measures are in place and that all safeguarding policies are followed

Personal Specification

Essential:

- A vibrant Christian faith, committed to being a full member of our worshipping community and fully supportive of our vision and values
- A passion for seeing children come to faith and grow in discipleship
- Strong interpersonal skills, and a proven ability to connect with children across a range of backgrounds, with excellent written and verbal communication skills
- Experience of working with children in a church context
- Willingness to lead upfront, in large gatherings, meetings and small groups
- Good biblical knowledge and the ability to communicate faith to children in engaging ways
- Ability to build, grow and develop effective teams of volunteers, to inspire and motivate others
- Understanding of safeguarding and best practice in children’s work
- Ability to work flexibly, including evenings and weekends
- Willingness to fully participate in staff meetings, including regular pattern of worship and prayer
- A commitment to ongoing professional, personal and spiritual development

Desirable:

- Theological training or children and families ministry qualification
- Proven leadership and team-building skills
- Experience in schools work or other forms of outreach to children
- Musical or creative skills that could enhance all-age worship

Additional Information

Your line manager will be a member of the Senior Leadership Team. Evening and weekend work will be a regular part of the role, and a working pattern will be agreed with your line manager.

The salary range for this role is intentionally broad. For a less experienced candidate looking for an opportunity to start out in children and families ministry, a suitable training and development plan could be devised.

Salary is paid towards the end of the month. You will receive 30 days holiday each year, plus bank holidays. We will make a 6% contribution (rising to 8% from 1 April 2026) alongside your own 4% contribution to a pension scheme administered through The People's Partnership.

The post will be offered to a successful candidate subject to all appropriate safeguarding checks, satisfactory references and proof of eligibility to work in the UK. Appointment is subject to a six-month probationary period.

There is an Occupational Requirement for the post holder to be a practising Christian, in accordance with Schedule 9 of the Equality Act 2010.