

Children's and Youth Ministry Leader

All Saints Church, Ilkley



All Saints Ilkley is a large, vibrant & inter-generational evangelical Anglican parish church in the archdeaconry of Bradford and the Diocese of Leeds. We are passionate about helping people find connections with God – Father, Son and Holy Spirit and our church family plays an active role within our local community.

An exciting opportunity has arisen as we are looking to recruit someone to the post of Children's and Youth Ministry Leader who will both oversee our current ministries to the next generation and their families, and provide strategic vision for future opportunities.

The person appointed will be a key member of our Church Leadership Team – a committed team seeking to love and serve the church and community.

We are looking for a committed Christian who can provide vision, energy, great organisation and excellent communication skills whilst being an accessible and relatable role model for our children and young people.

You will be an inspirational and passionate leader who will be committed to growing other leaders and enabling our young people to become disciple-making disciples who are equipped to live for Jesus and share Him with others.

You could be ordained or lay but must come with at least 3 years previous experience of leading and working with children and young people in a church context.

Vision and Values

At All Saints, our heart's desire is to see an ever-increasing number of people coming into an ever-deepening relationship with God, overflowing with His blessing to our community and beyond and being a beacon for the Gospel. We try to do this through:

- *Seeking and celebrating God's transforming presence.*
- *Being a loving and generous community.*
- *Growing and sharing our life-giving faith.*

We'd love you to come and be part of our future!

For a job description and application form, please go to www.allsaintsilkley.org/cyml2026.

There is a genuine occupational requirement that the job-holder is a practising Christian and will be required to abide by and display the values and ethos of All Saints Ilkley.

The appointment is subject to an enhanced DBS Disclosure.

If you would value an informal discussion about the role, please contact Rev. Mike Coe on 07929717105 or mike.coe@allsaintsilkley.org.

Job Description

Job Title: Children's and Youth Ministry Leader
Reporting to: Vicar
Direct Reports: Volunteer team members
Full/Part Time: Full time**
Salary: £30,000 (with opportunities for progression)
Time Requirement: 37.5 hours per week with flexible hours



*(**although a part-time working pattern may be possible. Please get in touch with Revd Mike Coe in advance of submitting your application to discuss whether your proposed working pattern can be accommodated. **)*

Job Summary:

The successful candidate will:

- have a heart to see children and young people find connections with God (Father, Son and Holy Spirit), grow in their faith and develop their giftings.
- play a significant and key role in setting a strategic vision for the development and delivery of All Saints' mission and ministry to children, young people and their families.
- build on the work of the previous CYML, review and reflect on our current provision and work with and through the various teams of dedicated and skilled volunteer leaders to plan and deliver future mission and ministry in this important area.
- bring an understanding of the challenges and issues that children, young people and their families face today; and an ability to equip and support them in addressing those challenges and/or to signpost them to further specialist support available.
- alongside the Vicar, be a key link person in continuing, developing and maximising the close working partnership with the pupils, staff and parents at our church school, All Saints CofE Primary (www.allsaintsilkeley.bradford.sch.uk).

Person Specification/Requirements:

The successful candidate will:

- be a committed Christian with at least 3 years' experience of working with children and/or young people in a church context.
- be a positive role model, to whom children and young people find it easy to relate.
- be skilled in enabling children and young people to find connections with God, grow in their faith and discover their giftings.
- be ready to step into a key strategic leadership role within All Saints Church.
- ideally have experience of working or volunteering in a primary school environment.
- hold a relevant qualification in Youth Work, Teaching etc. or be prepared to commit to undertaking relevant study in this area.
- be self-starting, organised and possess excellent written and verbal communication skills.
- be innovative, with an ability to plan, review and evaluate your own work and that of others.
- be able to work flexible hours, as part of a team, deploying effective time-management skills to meet deadlines.
- live within a reasonable commuting distance of Ilkley.

Job Description:

We consider the role as described to be a full-time post. The contract and staff handbook will contain all necessary details of terms and conditions. The role may be tailored to suit the gifts and skills of the person appointed but it will include the following:

Leadership

- Provide strategic vision and oversight of All Saints' Children's and Youth ministry, prioritising its resourcing, and identifying opportunities for further provision and outreach.
- Lead, equip and envision existing and future teams of Children's and Youth leaders drawn from the wider church family, as well as developing and nurturing leadership and disciple-making gifts within our young people themselves.
- Develop and implement a strategy to help and equip parents to bring up children and young people in the Christian faith and to consider what parenting support might be needed.
- Work closely with the All Saints Leadership team to ensure that there is a good level of integration and unity between the topics covered and material used in the various Children's and Youth groups and the wider church to unify our overall focus in the context of our inter-generational church family.
- Support All Saints in being an 'intergenerational church' by developing strong relationships with parents, children and young people, and by being an ambassador and advocate for young people enabling them to be fully involved in the life of the church community.

Pastoral

- Develop provision of pastoral support for children, young people and their parents.
- Promote the welfare and health and safety of children and young people by ensuring the CoE and All Saints Safeguarding policies and guidance are understood and effectively implemented, including where social media is used to communicate with young people.

Mission and outreach

- Develop our children's and youth ministry outside of the church.
- Co-ordinate, develop and grow our partnership with All Saints CofE Primary School.
- Where possible, co-ordinate and develop our existing links with other local schools in the state and private sector.
- Where possible, support and encourage Children's and Youth ministry in other local churches and the wider South Craven & Wharfedale Deanery.

All Saints Leadership Team membership

- Operate as a key member of the All Saints Leadership team, working collaboratively on shared goals and providing support to other All Saints staff members and wider ministries of the church as appropriate.
- Act as a positive role model and lead by example.
- Communicate with the Leadership Team, the PCC and the wider church family as required.
- Have monthly supervision meetings and annual reviews with your line manager.
- Undertake further training for personal and professional development as appropriate.

Scope and Limits of Authority

- The Children's and Youth Ministry Leader will have responsibility for the development and delivery of a strategic vision for All Saints' mission and ministry to children, young people and their families.

- Proposals for changes or developments to existing provision and/or the initiation of any new projects will be discussed and approved by the line manager (and PCC if appropriate).
- The post-holder will manage a delegated budget, reporting to the line manager and PCC in relation to spend against that budget.

What we offer the successful candidate:

- An attractive salary.
- A permanent post in a leadership role as part of the All Saints Leadership Team.
- An enthusiastic and supportive staff team, church family and existing volunteer children's and youth work teams already in place across all age groups.
- Support for your personal and professional development to grow your leadership skills (i.e. studying for an academic or vocational qualifications, linking with Diocesan or denominational children's and youth leaders support networks etc.).
- A flexible working pattern. Dedicated desk space in the church office is available but occasional working from home is possible as agreed with your line manager.
- A suitable laptop and mobile phone for work purposes.
- A great place to live and work, within a friendly community, well-served by local amenities.

General

- All Church employees must conduct themselves in a manner which is consistent with and supportive of the mission and purpose of the church.
- Unsocial hours are a normal part of this post. The post holder will be expected to work evenings (but no more than 7 evenings in any two week period) and Sundays will normally be a working day. Appropriate rest days (including time off in lieu of working on Sundays) will be planned in advance and agreed with the line manager.
- You will be required to work flexibly in co-operation with your line manager and the All Saints Leadership Team and at such times as are reasonably necessary for the conscientious discharge and proper performance of your duties.
- You will be paid monthly in arrears into a bank or building society account specified by you. Your pay scale will be reviewed annually with effect from 1st January of each year.
- The position is not eligible for overtime payments. Hours that exceed the normal working week can be taken as time off in lieu as agreed with the line manager.
- Your paid annual holiday entitlement is 25 days pro rata plus Bank Holidays to be taken as agreed with your line manager.
- You will be automatically enrolled in the employer contributory scheme which is the Church Workers Pension Fund under the Pension Builder Scheme. All Saints pays an employer's contribution of 7% with an employee's contribution of 3% of pensionable salary. Further details will be provided on request or at commencement of employment.
- This post involves developing and delivering children's and youth programmes based on the Bible's teaching, leading Christian worship, prayer, and enabling Christian discipleship. The successful applicant must be a committed Christian able to uphold and work effectively in such a situation and to uphold and support our Christian vision and values. This is a genuine occupational requirement under the Equality Act 2010.

**For more information, please visit our [website](#) or contact
Rev. Mike Coe on 07929 717 105 or mike.coe@allsaintsilkley.org.**