



St. Mary's Church, Ballybeen

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Charity Registration Number: NIC102199

Rector Ven. Jim Cheshire

Families Pastor **Part-time/permanent**

St. Mary's Ballybeen is a vibrant and growing church in the heart of the Ballybeen estate with a mission to demonstrate and share the transforming power of the gospel of Jesus in the lives of individuals and the community. This is a new position designed to take our discipleship and outreach ministries to children, young people and their families to the next level as we seek to grow the Kingdom of God in this place.

JOB PURPOSE SUMMARY

The post-holder will be an active presence in the parish community to support and develop the discipleship and ministry to children, young people and their families, both within the church and in the community. You will play a vital role in the strategic growth and development of this area of ministry, and will:

- create a welcoming environment for children, young people and their families;
- prioritise and develop discipleship programmes for children, youth and their families on weekdays and Sundays;
- develop and lead opportunities to reach families in the parish of Ballybeen with the good news of the Gospel (working in collaboration with the parish Outreach Pastor and the congregation);
- care pastorally for children, young people and families in our church and community.

Key Tasks & Responsibilities

To oversee and develop an effective strategy for discipleship and pastoral care for children, young people and families within the parish in such a way that we meet the emotional, physical, spiritual and mental needs of children, youth and younger families, including those who currently have no contact with St. Mary's, Ballybeen. This will include:

Pastoral & Spiritual Responsibilities

- Building relationships and providing pastoral care for children and their families
- Caring pastorally for team members and interns
- Discipling children/families in the Christian faith and encouraging them, by teaching and example, to be active in reading the Bible and prayer, both corporately and privately
- Participating in leading worship, including leading and teaching the Bible at all-age services

Responsibilities for Church Activities

- Supporting existing, and developing and leading new ministries for children, young people and their families
- Recruiting, building, training, equipping and managing a team of volunteers and interns
- Co-ordinating the parish's social media and other communications with children, young people and their families
- Co-ordinating and leading Sunday children's and youth programmes with the help of volunteers
- Identifying and developing appropriate resources for youth and children's programmes and family discipleship
- Providing regular reports on outcomes and effectiveness of the ministry action plan to the Rector, select vestry and external funders
- Co-ordinating and/or leading groups of children attending residential events – e.g. J.A.M. Camps, Diocesan Youth Weekends, etc.
- Building relationships with Diocesan Children's and Youth Development Officers and other children's, youth and family workers in the locality and diocese, and exploring collaborative activities

Community Outreach

- Raising the profile of the church in the local community
- Working with the Rector to build and maintain relationships with schools
- Seeking to creatively develop active community outreach to families, children and young people, for example overseeing: family fun days; light parties; holiday Bible clubs; Beenies; Messy Church events; Youth Alpha courses (or similar)

Other Requirements of the Post

- Creating an appropriate 5 year action plan for discipleship and outreach to local youth and young families in the parish of Ballybeen
- Working to agreed budgets
- Making funding applications relevant to the work of the post
- Carrying out all duties in compliance with our health and safety policy and statutory regulations
- Creating and maintaining accurate records appropriate to the role
- Complying fully with the Church of Ireland Safeguarding Trust Policy and helping to keep records up to date.
- Maintaining skills and knowledge through training opportunities as agreed with the Rector
- Any other duties related to the role as required

JOB DESCRIPTION REVIEW

This job description is subject to review in the light of changing circumstances and is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the post-holder works. It may be modified to meet changing needs and other duties of a similar nature may be assigned from time to time by the Rector.

PERSONAL REQUIREMENTS

The post holder will be part of a strong team of both ordained and lay members with a vision for church growth and mission. As part of this leadership team, you will have a strong personal faith in Jesus Christ that you are seeking to apply to all areas of daily life.

You will be committed to the ministry of Word and Spirit and will encourage the use of the gifts God gives to his people.

You will be a team leader, comfortable working with others in a collaborative environment and motivated to develop team ministry in areas of church life related to children, youth and families.

You will enjoy relating to others and be at ease connecting with people both within and outside the church context.

You will be a good communicator, with a passion for sharing the good news of Jesus with children and adults, both online and in person.

There is a genuine occupational requirement that the post-holder is a practising Christian. The post holder would be required to participate in weekly team worship, lead team devotionals, actively teach and share the Christian faith and minister to and pray with members of the church, staff and community.

PERSON SPECIFICATION FOR THE POST OF FAMILIES PASTOR

	Essential	Desirable
Qualifications	5 GCSEs / O' Levels at Grade C or above (must include Maths and English) or equivalent	Accredited qualification in a relevant discipline (e.g. theology, teaching, youth and children's ministry) Educated to degree level (Hons 2:2 or above)
Experience	<p>At least 3 years' experience of children's, youth or families' ministry, in a paid capacity in a faith context</p> <p>Experience of organising discipleship programmes and teaching the Bible to children and young people</p> <p>Experience of organising events in a children's, youth and families ministry context, including outreach events and activities</p> <p>Experience of reaching families with the Gospel</p> <p>Experience of recruiting, leading and managing volunteers</p>	<p>Experience of working in a church setting</p> <p>Experience of leading and teaching the Bible in all-age services</p> <p>Experience of delivering school assemblies and/or RE lessons</p> <p>Experience of having responsibility for social media content for an organisation or department</p> <p>Experience of managing a budget</p> <p>Experience working with a church database (eg. ChurchSuite)</p> <p>Experience with graphic design, video production and editing</p>

Skills	<p>A creative communicator</p> <p>A self-starter with initiative, hardworking and able to motivate others</p> <p>Excellent interpersonal skills; able to work with people of all ages and from a diverse range of backgrounds</p> <p>Excellent organisational, record and time-keeping skills</p> <p>Ability to work independently, lead a team and be a team player</p> <p>Current driving licence and access to a car</p> <p>Basic IT competence</p>	<p>A track record of effective personal evangelism</p> <p>Online / social media skills</p>
Personal / Character	<p>A committed Christian, subscribing to our basis of faith and demonstrating a commitment to the ethos, vision, values, and mission of the church through ethical conduct, integrity and stewardship of resources in accordance with Biblical principles</p> <p>View the role as a calling, and have a heart and passion to serve the people of the parish of Ballybeen</p> <p>Demonstrate a passion to see children, young people and their families become committed followers of Jesus and grow in their faith</p> <p>Become, along with their family (if relevant) a worshipping member of the church</p> <p>Flexibility with regard to working hours</p>	

Note

Please note that no candidate will be short-listed for an interview unless their application demonstrates that they meet all the essential criteria. In the event of several candidates meeting all the essential criteria, the desirable criteria may be used to assist with short-listing. Candidates are therefore advised to set out in full in their application how they meet the essential and (where appropriate) the desirable criteria.

Terms and Conditions

Employer: St. Mary's Select Vestry

Line Manager: The Rector

Application An application form is available from our website. Please forward completed applications via email to jim@stmarysballybeen.com.

Closing date: FRIDAY 6 MARCH 2026, 12 noon

Interviews: Shortlisted candidates will be called for interview on Wednesday evening MARCH 11. Unsuccessful candidates will be notified.

Hours of Work: Part-time, 20 hours per week (weekly pattern to be agreed) at St. Mary's Parish Church.

Annual Leave: 6 weeks holiday including bank holidays, to be taken by agreement with the Rector. A common pattern includes one week after Christmas, one week after Easter and 3 weeks in the summer, but other variations may be considered.

Salary: Annual Salary £30,600 (which pro-rata is £16,320pa based on a 37½ hour week), paid monthly in arrears. The Church operates a workplace pension (currently NEST).

- This is a permanent position, and any appointment will be subject to a probation period of 6 months
- As the post-holder will have access to children, any appointment will be subject to a satisfactory Enhanced AccessNI check
- Any appointment will be subject to satisfactory references with one from their current employer and one from their current church leader. If your employer and church leader are the same person, please provide one reference from your current church leader and one from another person who knows you well and is also in a position of leadership at your current church.

APPENDIX: INFORMATION FOR PROSPECTIVE EMPLOYEES

BACKGROUND

St. Mary's is part of the Church of Ireland [Diocese of Down and Dromore](#), a group of over 70 parishes led by Bishop David McClay. We started life in the mid-1960s as a church plant from St Elizabeth's, Dundonald, whose vision was to see a thriving Church of Ireland congregation serving the needs of this new and growing community.

Regular People, Remarkable Community.

That vision is now our reality. Our church family is made up of a diverse group of people whose lives have been transformed by Jesus. Many of us live in Ballybeen, but others live in the wider Dundonald area and even further afield. However, the thing we all share is a passionate desire to see lives transformed by the Gospel of Jesus Christ through the power of the Holy Spirit and the love of God, as the Kingdom of God grows both in and through our church.

Average attendance for current regular children's and youth ministries

Sunday (during morning service):

Creche (0-2): 5; Little church (2-5): 13 children; Kid's church (5-11): 30; Youth church (11-14): 8

Sunday evening:

Youth Fellowship (11-18): 22

Monday evening:

Boys' Brigade (age 5-18): 22 boys

Tuesday afternoon and evening:

Girls' Brigade (age 3-18): 111 girls

Thursday morning:

Beenies Toddler group (0-4): 20 children plus carers

In addition, the church has run special events at Hallowe'en, Christmas, Easter and in the summer.

ETHOS

St. Mary's Parish Church holds to the supreme authority of Scripture in all matters of doctrine and life. This means we look to the Bible not only to find out what God has to say about salvation and what Christians believe, but also to inform the way we live. Our life together and our motivation for reaching out into our community and our world are modelled on God's great love for all people as revealed in His Word, through Christ. In our worship and ministries, we are committed to growth in faith and godliness and to prayer as the source of God's strength and power. We sit within the evangelical stream of New Wine Ireland. We hold to the historic teachings of the Anglican church as expressed in the Church of Ireland's Preamble to its Constitution and the thirty-nine Articles of Religion.

VISION

In the community, for the community.

We want to see lives transformed by the Gospel of Jesus Christ through the power of the Holy Spirit and the love of God, so that more and more we will see God's Kingdom growing in us, through our church, and overflowing into our community and our world.

VALUES

Our values are firmly rooted in what we see happening in the early Church (Acts 2:42-2:47).

Worship It's about giving your all, in surrender and obedience to God, in response to the love he has shown us in Christ. This will affect not just our attendance at worship services on Sundays and at meetings through the week, but also our generosity in giving of our time, talents and treasures to see God's kingdom come.

Belong It's about real community. This means committing yourself to growing in a sense of love, support and responsibility for one another. In Christ's family, we love one another, forgive one another, bear with one another, care for one another, etc. We also welcome others to join in and experience the love and life and joy we have experienced in Christ.

Grow It's about knowing Christ and growing in faith and love for him. It's about Christian maturity. We want to create an environment that helps us to grow as Christ's followers, so that we can increasingly become like him in character, word and action. Growth requires partnering with the Holy Spirit and putting in effort on our parts – to study the Bible and engage in spiritual disciplines like prayer and fasting, submission and solitude. As followers of Christ, we expect to grow in obedience to the teaching of Scripture, in submission to godly leaders, in how we love and serve and speak well of others and how we handle matters of difference.

Serve It's about ministry. We value being equipped to serve one another in the church with the gifts given to us by the Holy Spirit. We believe greatness in God's kingdom comes not from climbing up the ladder of status and power but in humbling ourselves and becoming more like Christ, who left the glory of heaven to become the greatest servant for our salvation. We believe that each believer has at least one spiritual gift and is called to share their gift with the body of Christ. As we each play our part in the ministry of the church, the Kingdom of God is extended, people are blessed and together we experience the joy and fulfilment in being loved by God.

Transform It's about mission. We want to be disciples making disciples. As those who have been transformed by the power of the Holy Spirit, we seek to reach out to people in need with the love and strength that God supplies, that they too might come to know the transforming power of the Good News of Jesus Christ in their lives. Having joined Christ on His mission to see God's peace and justice restored in our world, we want to serve those in need with compassion and grace, sharing Christ's love in word and deed. We have a heart for the broken, believing that Christ came to bring healing and wholeness to every part of our lives. And so we work to the glory of God, to see his Kingdom come, his will being done, here on earth as it is in heaven.

BASIS OF FAITH

Our basis of faith is founded in God's Word, declared in the historic creeds of the Church, and summarised well by the Evangelical Alliance: <https://www.eauk.org/about-us/how-we-work/basis-of-faith>