



Role description
and parish profile for

CHILDREN'S PASTOR

All Saints' Church, Marlow

1 Welcome

Thank you for considering this role of Children's Pastor at All Saints Marlow.

We are a vibrant and growing church of all generations. We would love to see the children in both our church family and everyone we interact with throughout the week (in our schools and local community), growing in love for Jesus and enjoying church, with a thriving community of friends and role models to follow.

The Children's Pastor will take a leading role across all our ministry with children and families, working with our active congregation, to nurture faith, develop a love for prayer and the Bible, and reach the children and families of our town with the Good News of Jesus.

We are grateful to you for considering this role and we are praying for you as you discern whether this could be the right role for you.

Sam

Rev Sam Follett

Team Rector

2. All Saints Marlow and the 4U team – the story so far...

There has been a church on this site in Marlow for about 1,000 years. It is humbling to think about how many generations have prayed and worshipped here over all that time. That's over 50,000 Sundays!

In 1993, All Saints' Marlow was joined together with the churches in Bisham, Little Marlow and Marlow Bottom to form a team of four churches, now called the "4U Team". You can read more about the churches of the 4U team on our website. Our four churches share clergy and leadership structures and work together to see God's kingdom grow.

We have four churches in our team but just one PCC, which we call the Team Council. Each church also has its own DCC, which we call the Church Council. Each of the clergy visit the other churches in the team regularly, but everyone also has their 'home' church where they spend most of their time. We share a common teaching programme.

This full-time role of Children's Pastor is for All Saints Marlow, the largest church in the team, but naturally will also include encouragement and support from across the parish.

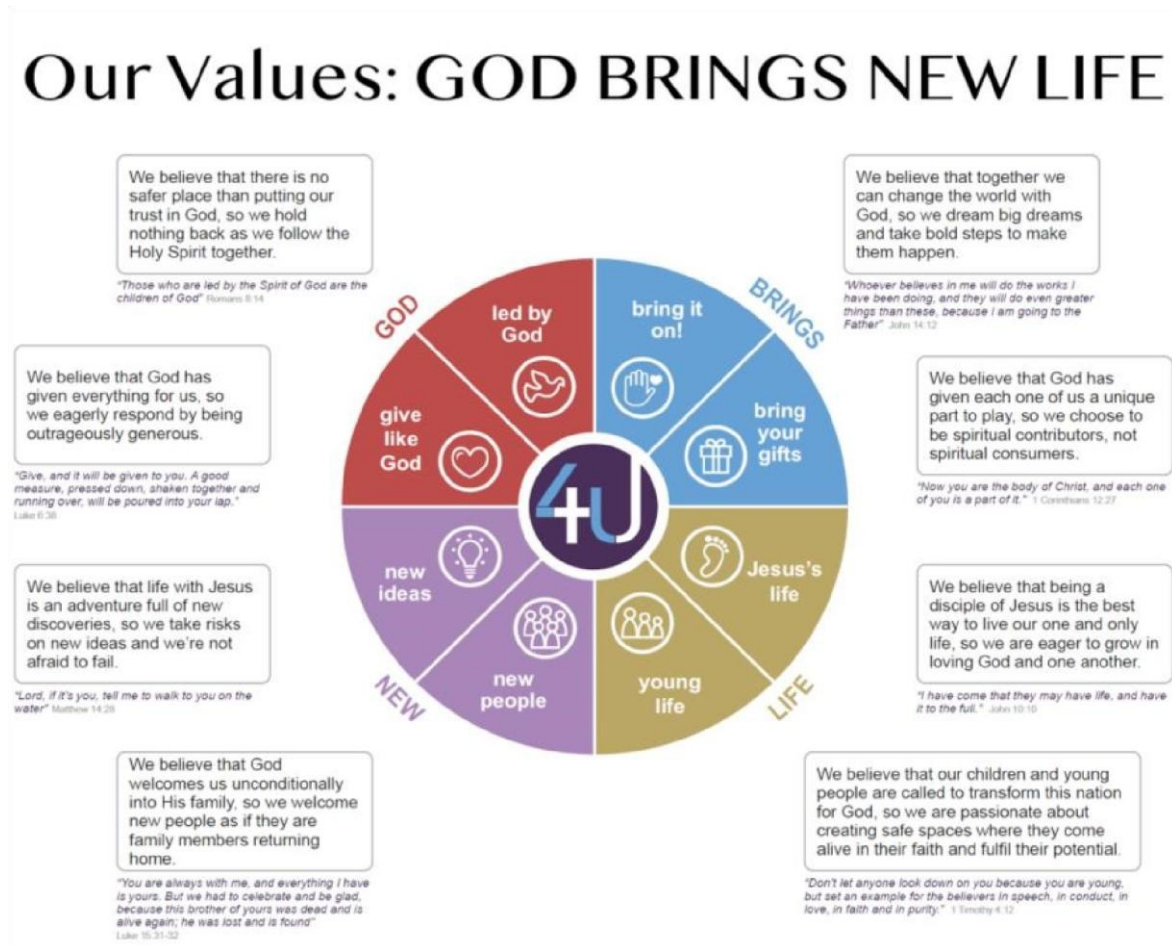
Earlier this year, following the departure of Dave Bull, now Bishop of Buckingham, we were joined by our new Team Rector, Rev Sam Follett, who joined us from Holy Trinity Brompton, London. He leads All Saints Marlow and the wider 4U Team.

3. More about All Saints Marlow and our values

All Saints is a lively and growing church, seeking to love God and serve our local community. We are a church family of all ages, stages and backgrounds. We embrace both traditional and contemporary

styles of worship and livestream our services on YouTube. We also host a large number of life event services with about 30 weddings, 40 baptisms and 50 funerals per year.

We have eight values that guide us as a church family here in Marlow, introduced in 2020. They are grouped into four pairs, easily memorised by the words “God Brings New Life”. Each value has a corresponding Bible verse and a sentence which shows how our beliefs about God lead us into action as a church.



4. The Person and the Role

This is an opportunity for a gifted and enthusiastic leader to join the staff of All Saints and to lead and encourage a team of gifted volunteers.

The **person** we are looking for is:

- A committed follower of Jesus.
- A team player with a high level of self-awareness and commitment.
- Naturally gifted at connecting with children and families, and passionate about seeing them grow in faith.
- Someone with a track record of inspiring faith in children.
- Someone who can be creative, engaging and interactive in the way they teach children.
- A natural leader and delegator, with an ability to cast vision, recruit team members, train and manage a team of volunteers.
- Able to build and nurture strong relationships and appropriate boundaries with a wide group of people, including children, parents, schools and church staff.
- Able to set wise boundaries and live graciously within them, to keep a healthy life balance.
- Experience and knowledge of good safeguarding practices, including responding to disclosures and concerns.
- Willing to undertake First Aid training.
- Willing to become a member of All Saints Marlow.



In addition, the following would be advantageous:

- Qualifications in children's work
- Training in Theology or Biblical Studies
- Experience in working with volunteers
- Use of a car, to assist in delivering activity across the community
- Ability to positively use social media



The **role** includes:

- Encouraging children (aged 0-11) and their families in their faith and leading them in becoming followers of Jesus, both in our church family and the wider community, including through our church schools.
- Serving as part of the staff team for All Saints Marlow, supporting the wider ministry where necessary and working closely alongside our Youth Pastor (ages 11-18).
- Key responsibilities:
 1. In partnership with the leadership team and key volunteers, developing a renewed vision for making disciples of the children in the Marlow area.
 2. Lead, encourage and grow our volunteer team, who together implement this strategy.
 3. Ensure the delivery of all our core ministry activity among children and families.
 4. Take on some responsibility for leading and preaching at our Sunday services alongside the clergy team, encouraging a more intergenerational church.

5. Safeguarding children and volunteers, working with our Church Safeguarding Lead and Parish Safeguarding Officer.
6. Building relationships with parents and communicating effectively with them.
7. Liaising with our primary schools and supporting and enabling volunteers to work with them.
8. Managing resources, including people, budgets and space and being accountable with the staff team for them.

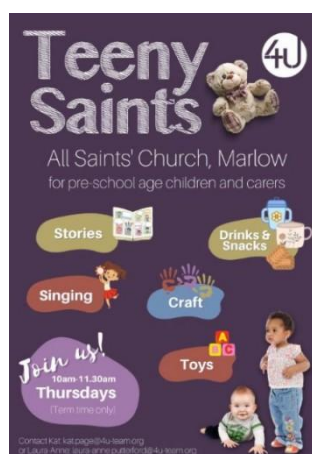
Working arrangements, hours and conditions

- Reporting to the Team Rector
- 40 hours per week, including Sunday mornings and some evening work
- Pattern of work to be flexible by agreement
- Employed by the PCC of the 4U Team
- 6-month probationary period
- Based in the church office on The Causeway, Marlow
- Attendance at weekly team meeting
- 6 weeks' holiday per annum including 6 Sundays (agreed with team rector to ensure adequate staff coverage at all times throughout the year)
- 1 week of paid retreat per annum (can be taken as one week or spread across the year)
- Salary: £30-34,000 per annum (depending on experience), pension, laptop and work phone

Occupational Requirement: Due to the nature of this role, it is a genuine occupational requirement that the successful candidate be a practicing Christian.

The final appointment will be subject to satisfactory references and an Enhanced DBS check.

5. Snapshot of our current children's groups and activities



Teeny Saints

- Pre school aged children and their parents/grandparents/carers
- In the church
- Thursdays 9.30-11.30am (term time only)
- Between 40-60 toddlers plus their adults
- Team of 11 (not everyone there every week), including Nick (Worship Pastor)



FLAME

9.15am Sunday Service

- Children aged 3 years to 7 years (FLAME & BLAZE combined group)
- At the back of the church service – activities based on sermon series
- Between 2-10
- Support from Youth Leader (Emily) on 2nd, 3rd & 5th Sundays

10.59am Sunday Service

- Children aged 3 years to 7 years (currently do take children who are 2.5 years old and toilet trained)
- Held in the Church Hall
- Between 10-15
- Team of 7
 - Leaders – 4
 - Helpers – 3
- Children in year 2 currently move to BLAZE after Easter (ahead of moving to year 3 in September)



BLAZE

9.15am Sunday Service

- Children aged 8 years to 11 years (FLAME & BLAZE combined group)
- At the back of the church service – activities based on sermon series
- Between 2-10
- Support from Youth Leader (Emily) on 2nd, 3rd & 5th Sundays

10.59am Sunday Service

- Children aged 8 years to 11 years
- Held in the Church Hall
- Between 10-15
- Team of 7 ○ Leaders – 3 ○ Helpers – 4
- Children in year 6 currently move to WILDFIRES in January (ahead of moving to year 7 in September)



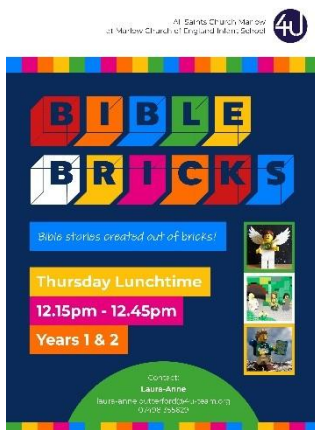
Mini Doughnut Club

- Holy Trinity School
- Year 6
- Wednesday Lunchtime (12.30-1pm)
- Holy Trinity School gym
- Attendance varies throughout year, on average 30-40 attend weekly
- Mini doughnuts, games and questions about God



Tuesday Club

- Holy Trinity School
- Year 3, 4 & 5
- Tuesday after school (3.30-4.15pm)
- Holy Trinity School hall
- Parents register children to attend via the school office
- Attendance 20-30 per term
- Lego, games, craft and a group discussion and prayer



Bible Bricks

- Marlow CofE Infant School (Sandygate)
- Year 1 & 2
- Monday lunchtime (12.15-12.45pm)
- Year 2 classroom
- Attendance 10-15 per term
- Bible story and then children create this out of lego

6. Our Schools

We enjoy strong links with the schools in our town, especially our two church schools: Marlow CE Infant School (180 children; known locally as ‘Sandygate’) and Holy Trinity CE Junior School (360 children). The head teachers and staff at both schools are very supportive of links with the church and there are very frequent opportunities for church members to go into the school and vice versa.

We run a weekly lunchtime club in both schools and have termly ‘Sandygate Sunday’ and ‘Holy Trinity Sunday’ at the 10.59 service, plus other regular services at Christmas, end of term and leavers services

etc. Both schools also regularly visit the church in year groups for teaching purposes and special services.

Several members of the school staff are regular worshipping members of our church as well. The clergy and Children's Pastor regularly take assemblies in both schools.



7. Churches Together in Marlow

Churches Together in Marlow is very active, involving the different Christian denominations in the town. There is a close spirit of co-operation and strong relationship between the leaders, who share a vision for the growth of God's kingdom in the area. A good example of the churches working together is Lighthouse - a children's holiday club each August.

8. Who's Who at All Saints Marlow

The Staff Team

We have a wonderful staff team at All Saints and enjoy working and having fun together. Here is a list of some of the people with whom you would be working.

Team Rector – Sam Follett

Two Churchwardens – Ross Bull and Rachel Bourdillon

Operations Manager – Karen Christie (full time)

Worship and Production Leader - Nick Collard (full time)

Youth Leader - Emily Clark (full time)

Parish Administrator - Alison Gröttrup (part time)

ASM Ministry Administrator – Alison Southgate (part time)

Director of Music – Mervyn Williams (part time)

Assistant Director of Music – Rhidian Jones (part time)

The congregation

We have lots and lots of other people in our congregations who give of their skills and time to build God's kingdom here in Marlow and beyond. They lead and are involved in our diverse ministries.

The Wider 4U Team

In the wider 4U team we also have a wonderful team of clergy, a mix of full and part-time and non-stipendiary: Rev Fiona Ellingham, Rev Graham Watts, Rev Sami Watts, Rev Carol Cooper, Rev Mieke Gaynor, Rev Gabrielle Smith, Rev Sue Irwin, and Rev Tom Venables our curate.

9. Summary

We long to see the children of Marlow growing in love for Jesus, and discovering the fullness of life that comes from Him. Marlow is a wonderful place and our church community is waiting to welcome our newest staff team member. If, as you have read these pages, you believe this might be where God is calling you then we would love to hear from you. We are praying for you.

10. Applications

Please download an application form from our website <https://4u-team.org/jobs4u/> or email Karen Christie (Operations Manager) at karen.christie@4u-team.org.

The deadline for applications is **Sunday 20th September 2026**.

If you would like to discuss the role before applying, please contact Rev'd Sam Follett at sam.follett@4u-team.org.