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**First steps to recruitment**

This document is intended to help you think through the process of the recruitment of a children, families or youth worker. Please use it as an aid as you prepare to create a role. Although intended to be used for a paid worker some of it can also be used to help the thought-processes of a volunteer role.

**Vision for the role**

How does it fit with your MAP, church vision and Diocesan strategy?

What are your expectations of the role?

How many hours are you wanting the role to be?

What impact are you hoping to make both in your church and in your community?

Have you spoken to?

1. Your congregation
2. Your children and young people
3. Schools

What sort of person do you hope to attract?

What experience, qualification and spiritual gifts do you expect them to have?

**Discernment of God’s calling**

How do you know God is calling you to work in this area?

**Support for the role**

How might you raise funds for this role?

What kind of resources do you currently have to support the role?

Who will line-manage the worker?

What spiritual development plans do you have in place for the worker?

**Funding**

What funding is available both internally and externally?

**Supported by the whole church**

Has the PCC approved it?

Have you talked to the wider congregation?

Do you have an up-to-date safeguarding policy in place?

**Measuring outcomes**

What are your main outcomes?

How will you measure them?

How many kids, youth, and families are you currently working with?

What does discipleship currently look like?

How are you currently serving the community in this area?

If you need any further information please contact the Children, Young People and Families team by email: childrenyouth@leeds.anglican.org