

role description

Youth Pastor

OVERVIEW OF CHURCH & ROLE

We are a vibrant charismatic evangelical Anglican church in the heart of Worcester with a congregation of approximately 300. We are a part of the New Wine network of churches. We are in the process of becoming a “resourcing church” in the Diocese of Worcester with a specific call and role to take a lead on the planting of new churches, assist with the revitalizing of existing churches and to facilitate the resourcing of local churches.

Our mission is to “join with God in the renewal of all things”. Our vision is “to be a growing community of Kingdom people, formed of multiple smaller communities, in and through which our lives and our city are radically transformed by God’s love, grace and power”.

This is a key role on the Staff Team of the church at an exciting stage in our continued role as one of two “resourcing churches” in the diocese. We are looking for someone who is both passionate about ministry to and with youth (11-18 year olds) who feels called and gifted by God to create both a vibrant and exciting youth ministry in the church and effective missional strategies to help youth and their families beyond the church discover God’s love and grace.

PERSON SPECIFICATION

The successful candidate will be highly motivated, high capacity, creative, self-starting and dynamic. They will either be someone best described as an apostle/pioneer and/or an evangelist, with a desire to innovate with regards to discipleship, mission and evangelism. They will be confident ministering in the gifts and power of the Holy Spirit. They will be self-aware, undefended, good at relating to and connecting with people of all ages and backgrounds, open to growing and developing both personally and in ministry, with a desire to be part of the wider church and to model what it looks like to live out our vision and values.

They will be specifically tasked with:

- Leading our youth ministry on a Sunday, working with volunteers to develop appropriate groups for 11-18 year olds, ensuring they grow and develop in number, depth, impact and scope
- Shape and deliver a regular programme of both discipleship and social events throughout each term for youth both in and those currently beyond the church.
- Identifying and implementing ways of connecting with young people beyond the church by collaborating with the Youth Community Missioner and other Youth Workers in the area.
- Contributing to the development and delivery of whole church celebrations and “festival” services (Easter, Christmas etc), as well as our regular Sunday gatherings
- Communicating pro-actively with parents about all matters relating to youth ministry in the church, and seeking ways to support them in their parenting/caring.
- Establishing new and strengthening existing relationships with local secondary schools and identify ways to serve and contribute to them.

TERMS AND CONDITIONS OF THE ROLE

Reports to:	Associate Vicar
Direct reports:	Youth team leaders and volunteers
Liaises with:	Youth Missioner Staff Team and leaders within the church Parish Safeguarding Officers Parents, carers and guardians Local churches, schools and charities Relevant local, national and international organisations
Places of work:	This role is based in the All Saints church office and our two church buildings (All Saints and St Helen's). The post holder will be expected to work in and from the office. The post holder will be required to work at other locations as the need arises, including local schools and community events.
Hours of work:	Part-time (18 hours per week) to include Sundays, Wednesday mornings (staff meeting) and some weekday evenings. The post holder will be required to work on all the Christian festivals including but not limited to: All Saints Day, Christmas Eve, Christmas Day, Mothering Sunday, Fathers Day, Ash Wednesday, Maundy Thursday, Good Friday, Easter Sunday and Pentecost. There may be busy times in the year when the role may require more than 18 hours in the week and we would expect the post holder to take time off in lieu of this.
Annual leave:	28 days per annum pro rata, equating to 101 hours, plus bank holidays. This to include no more than five Sundays, and to be agreed in advance by the Associate Vicar.
Supervision:	The post holder will receive regular one-to-ones with their line manager.
Role review:	There is a six-month probationary period for this role. The post holder will then receive annual reviews of the role and requirements.
Salary:	For 18hr week, the salary is £11,682.36. All reasonable and approved working expenses will be reimbursed in line with PCC policies. The PCC will make pension contributions in line with PCC policy.
Contract:	Permanent.

The post holder will at all times, carry out their responsibilities in accordance with the church's Safeguarding Policy.

It is a Genuine Occupational Requirement that the holder of this post is a practicing Christian.

This post also requires an Enhanced Plus DBS disclosure.

SPECIFIC DUTIES AND RESPONSIBILITIES

1. Lead "Youth" on Sundays

- ensure that it grows and develops in number, depth, impact and scope
- oversee the development of age specific groups for 11-18 year olds
- identify and/or create suitable curriculum content for each of the age-specific groups and produce/provide high quality materials for group leaders to use each week
- identify and provide the best possible supporting resources for each of the age-specific groups
- liaise pro-actively and intentionally with parents/carers, congregation and team members to regularly review progress and gain feedback

2. Lead, coordinate, empower and grow a team of committed and passionate volunteer leaders and helpers for "Youth"

- nurture, develop, lead and support a dynamic, fun, passionate and committed team of volunteer leaders and helpers for "Youth"
- organise and deliver a termly team evening for training, planning, feedback and prayer
- recruit, train and mentor new volunteers to be involved in "Youth" on Sundays, midweek and at other times in the year

3. Run a regular programme of social events throughout each term for youth both in and beyond the church

- consult on, plan and deliver an agreed programme of one-off and repeating events throughout the year

4. Contribute to the delivery and development of whole church celebrations and regular Sunday morning gatherings

- contribute to "festival services" and all-age/whole church services in collaboration with the service teams and relevant staff.
- Be present at the 6pm gathering and before it for any youth meet up.

5. Communicate pro-actively with parents about all matters relating to youth ministry

- pro-actively communicate with parents/carers about "Youth"
- facilitate informal and more intentional feedback from parents/carers/youth
- host/create regular opportunities for parents to meet you and your team

6. Develop and oversee weekly life groups for youth aged 11+

- Creatively integrate life groups in to the youth programme as places of gathering and discipleship.
- identify, train and oversee life group leaders
- ensure their ongoing health and viability

7. Identify, Develop and help oversee effective means of regularly engaging with youth and families beyond the church

- Working alongside Youth Missioner and the Youth team to support and continue the work of Lightbox and Youth work initiatives outside of the existing church programmes.
- To help Identify, train and oversee a team to plan and deliver events, groups and/or activities

- 8. Build on relationships with local secondary schools alongside Youth Missioner and other churches in the city and develop ways to serve and contribute to them**
 - help us identify ways to engage with and contribute to local secondary schools

- 9. Engage with and contribute to the staff team and wider life of the church**
 - prepare and manage an annual budget
 - pray regularly for all children, their families and carers, as well as leaders and helpers
 - play an active role on the Staff Team, attending all staff meetings and prayer meetings as agreed with your line manager, and additional training opportunities as agreed or required
 - live out and model our vision and values as a church

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
EDUCATION	<ul style="list-style-type: none"> • Good standard of education in line with the requirements of the post – i.e. GCSEs and A-Levels. 	<ul style="list-style-type: none"> • University level degree or qualification. • A recognised qualification in Youth Work or a teaching qualification
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with youth in some/all of the following contexts: church, secondary schools and local community contexts • Leadership skills; a self-starting leader who is pro-active and willing to take risks • Ability to build, motivate and effectively lead teams of volunteers • Experience of engaging youth and families from beyond the church • Experience of leading others and building teams. • Ability to discern, grow and implement vision, and to inspire others towards this vision. • Experience of organising events and managing projects 	
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Proficient IT skills, including Microsoft Office and email • Excellent communication skills, both verbal & written • A good knowledge of the Bible, able to effectively communicate and teach these through a variety of creative and relevant means according to the audience • Committed to and confident in helping youth develop an active engagement with the life, gifts and power of the Holy Spirit • Fully committed to the safeguarding of children and youth and to taking a pro-active lead on the implementation of our safeguarding policies 	<ul style="list-style-type: none"> • Confident using a Mac computer (training would be given if not) • Confidence in the use of some social media (e.g. Facebook) • Confident knowledge of current legislation relevant to those working with children & youth • Good budget management skills

	<ul style="list-style-type: none"> • Strong organisation skills with the ability to take initiative, work independently and project manage. • Strategic thinking, ability to envision, inspire and lead creatively, responding to needs that arise over time • Good interpersonal skills and ability to be at ease with children, youth and adults 	
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PERSONAL QUALITIES	<ul style="list-style-type: none"> • A faith which is deep, genuine and infectious and draws others to Jesus. • A character which, by God's grace and in God's strength, models Jesus to others, recognising that we are all a 'work in progress.' • A personal lifestyle, conduct and practice which is consistent with the scriptures • Committed to a personal and active engagement with the life, gifts and power of the Holy Spirit • Excellent interpersonal skills • Dynamic, self-starter leader • A positive and 'can do' attitude • Enthusiasm, confidence, energy and creativity • Pastoral sensitivity and discretion • A strong team player who is able to work with, support and encourage others • Ability to work under their own initiative, to prioritise and to be 'self-starting' and to be able to motivate themselves and others 	
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