

# **Youth Pastor**

## **Job Description**

<b>Employer:</b>	St Stephen's Ealing Parochial Church Council
<b>Responsible to:</b>	Vicar
<b>Responsible for:</b>	Volunteer youth leaders
<b>Liaises with:</b>	Children's Worker and other children's leaders, Safeguarding officer, Children's Champion(s)
<b>Hours:</b>	20 hours per week including Sundays, and some Saturday and evening work

### **Main purpose:**

To help older children and young people at St Stephen's come to faith and grow in their relationship with Jesus by taking responsibility for the oversight, implementation and growth of youth work.

### **Summary of main responsibilities:**

#### **1. Strategy and vision**

- Work with the Vicar and Leadership Team to ensure that the youth work is aligned to the church's own vision, values and mission action plan.
- Regularly review and refresh the vision for the youth ministry.
- Gain an awareness of different models and ideas for developing youth work through study, meeting with other youth workers and attending training events.

#### **2. Youth ministry**

- Lead the youth team and recruit, train, and mentor volunteer youth leaders to help them develop
- Help young people to grow in faith through worship, prayer, Bible reading and serving others.
- Plan and oversee the running of the Sunday youth group (age 11-18)
- Liaise with children's work leaders to get to know older children (age 9-11) as they approach the age of the youth group and to enable a smooth transition.
- Plan and help to run mid-week youth activities.
- Provide pastoral support to young people and their families.
- Run Youth Alpha or equivalent.
- Organise regular events for young people – both social and to raise awareness of social justice and environmental issues
- Organise and take young people to appropriate events and/or camps, along with volunteers from the church community
- Encourage young people in their involvement in the wider church life such as taking on roles in the main services, children's work, worship bands and social events
- Fully comply with our Safeguarding Policy and ensure all DBS checks, risk assessments and other compliance requirements, are regularly reviewed and up to date
- Manage the youth work budget, within agreed limits.

#### **3. Other expectations:**

- Take a full part in the Leadership Team of the church and be involved in all aspects of church life but in particular to represent the interests of young people
- Attend church on Sundays and other key festivals and monthly mid-week prayer meetings.
- Participate in church social & outreach events and be willing to help set up & clear up at the end.
- Attend children's work planning meetings as required.
- Work to their own interests and strengths – setting up new initiatives according to their gifts
- Be a role model for children and young people and volunteer helpers, demonstrating good practice and high standards of personal conduct
- Any other appropriate responsibilities/tasks as required by the Vicar.

# **Youth Pastor Person Specification**

**The ideal candidate will have the following:**

## **Experience:**

- Helping young people explore the Christian faith; leading them to Christ and discipling them in their journey of faith
- Organising and leading youth events, youth cells and worship.
- Managing volunteers.

## **Knowledge:**

- Knowledge of Safeguarding policies and procedures
- Knowledge of Health and Safety issues in relation to working with young people including the use of Risk Assessments.
- Awareness of needs and issues affecting young people today.

## **Skills and Abilities:**

Candidates should be able to

- Plan and deliver youth activities, and have ideas for new initiatives.
- Self-organise in order to manage the workload efficiently with minimum supervision
- Work as part of a team.
- Recruit, train, supervise and motivate a team of volunteers
- Establish positive and productive relationships with young people and their parents.
- See potential in young people, nurture and empower them
- Communicate verbally and in writing with a range of different audiences (young people, professionals, church members etc.) and have good listening skills.
- Manage a budget
- Be confident in use of Microsoft Office programs and have some experience of desk top publishing.
- Use social media in an appropriate way, within defined boundaries, to communicate with young people and to promote the activities

## **Qualifications:**

- Relevant youth work qualification and/or experience in youth work
- First Aid at Work certificate or willingness to receive training on acceptance of the post.
- Evidence of safeguarding training.

## **Other requirements:**

- A committed Christian with a lively personal faith
- The flexibility to work evenings and weekends
- Disclosure and clearance under the DBS scheme

**There is a Genuine Occupational Qualification that this post must be filled by a Christian.**

## **Youth Pastor**

### **Additional Information**

St Stephen's is a growing, Anglican church in Ealing, West London. Our vision is expressed as:

#### **Community growing in the love of Jesus**

Our Mission Action Plan (available on our website) is based around four priority areas designed to help us grow, spiritually and in size: Discipleship; Worship and Prayer; Children and Young People; Outreach. Our Youth Pastor will be committed to all these priorities in order to see the growth and extension of Christ's church.

There are currently over 200 Church members (over 16s) on our Electoral Roll. Before lockdown our main Sunday morning services averaged about 170 people: 50 at our 9 am traditional service, and 120 (including children and young people) at our 10.30 informal service. Monthly we ran Open to God on Sunday evenings, a celebration service with extended sung worship, teaching and prayer ministry and attracting between 20 and 30 people.

We are currently blessed with over 20 families with children 11 and under who are regularly connected with the church and in addition, several with older children including some of student age. Whilst the children's work is thriving, there is less engagement with the youth work and there is huge potential for development

Our current youth work during the lockdown, consisting of Zoom meetings for different age groups, is connecting with young people from 8 different families (some with more than one sibling).

Youth work prior to the virus consisted of a Sunday morning group, a Sunday afternoon social group and an evening small group. Youth Alpha was run last year and had a positive impact. Some young people took part in a charity Sleep Out and several have attended New Wine with their families. There is a small but committed team of volunteer helpers.

The Youth Pastor is responsible for ensuring that we help young people explore the Christian faith and own it for themselves; leading them to Christ and discipling them in their journey. Whilst this person will be expected to work with all ages of youth we would like them to prioritise working across the boundary of children/youth work to help young people remain connected with the church and to grow a new generation of committed Christians.

The person appointed will be managed directly by the Vicar. Current paid staff in post are a part time Children's Worker, a part time Worship Pastor, a part time Communications Manager, and a Centre Manager. Other key leaders include a Curate, an Associate Vicar, a Lay Minister, two Churchwardens and a Special Events Coordinator.

The Church building is located in St Stephen's Road, Ealing, W13 8HB. The Church is attached to the Church Centre which has facilities that are used by outside organisations as well as the church. The Centre Manager, who lives on site, is employed to manage the Centre bookings and arrange the day to day maintenance of the building.

## **Youth Pastor Benefits**

### **What we will provide**

- Salary of £13,143 – £15,428 per annum depending on skills and experience, (based on £23,000 - £27,000 for a full time week of 35 hours) paid monthly in arrears.
- 20 hours per week with some flexibility on hours although we expect you to work core hours on Sunday and major Christian festivals. The role will require weekend and evening work, and residentials or festivals away.
- Annual Leave, pro rata equivalent to 5 weeks plus bank holidays.
- Pension scheme.
- A supportive, environment that encourages you to enjoy your role and ensures you are treated with respect and courtesy.
- Regular meetings with your supervisor to review your work and to discuss future plans.
- Opportunity to be linked up with a mentor in the local area.
- Opportunities to attend relevant training (safeguarding training essential and to be refreshed every 3 years)
- Help to find appropriate accommodation in the area.

**Please note that this is a part time post. It would be possible to combine it with study, family responsibilities or additional employment, according to personal circumstances.**

### **Safeguarding**

- We take the safety of everyone within the church very seriously and expect that everyone, including volunteers, will work within our safeguarding policy. In particular, the church expects that anyone who becomes aware of a safeguarding risk or actual abuse, will report it immediately to the Church Safeguarding Officer and/or the Vicar.
- We are committed to safeguarding and promoting the welfare of all those who are vulnerable. We expect all of our staff and volunteers to share this commitment. This post is subject to a Disclosure and Barring Service disclosure and identity check which will be renewed at least every five years.