

Youth Minister, St Paul's Church, St Albans



This is an exciting opportunity to oversee and develop our youth ministry at St Paul's. We are looking for a dynamic, relational and passionate follower of Jesus who will help young people encounter Him and grow a living, authentic relationship with Him that will last their whole lives. You will have vision, energy, wisdom and sensitivity to take forward this ministry in the context of the challenges faced by young people today.

Who we are and what we offer

St Paul's vision is 'to be a people pursuing God and expecting the extraordinary, as He works through us to transform people and places.

We are a charismatic, evangelical Anglican church seeking to encounter God, hear His voice and follow Him, so that we can experience life in all its fullness, and share this with those around us. We see Transformation, Community, Mission and Wellbeing as key priorities as we seek to put our vision into action.

We are committed to growing disciples of all ages within the church family, and to welcoming and reaching out to children, young people and parents in the community.

As a church we believe that parents are the primary disciplers of their children and we want to resource and encourage them in this task.

We recognise the importance of social media and online presence in our ministries, and seek to develop these further.

For secondary age young people, we currently have a Sunday morning group (year 7-9), Wednesday evening group (year 10-13) and, prior to lockdown, met together informally after the Sunday evening service which many of our young people attend. Many of our young people also serve on our 10.30am kid's teams or in the worship ministry. We also offer 1-2-1s and mentoring for young leaders and would love to see this developed across the whole youth ministry. We seek to support young people as they transition to an adult faith, whether at St Paul's or elsewhere. We have an informal Young Adults' network, and want to strengthen the pathways from youth into this group.

We work closely with other Christian organisations in St Albans, including STEP (ministry in secondary schools), 2:67 (supporting children and youth work and providing events for churches across the district) and Haven (drop in for mental health support for young people). We have links with OneLife, and draw on their training and other resources.

We also seek to make connections into our local community and prior to Covid-19 restrictions were running a Friday night youth club 'Crossover', for years 6-8, followed by an 'After 8' group for year 9-13, both attended by a large proportion from families outside St Paul's. As Youth Minister you will develop these 'outward facing' ministries to build effective bridges for young people interested in discovering and going further in their faith as we move out of lockdown and beyond.

You will be part of a creative and supportive staff team that includes our Vicar and Associate Vicar, Children and Families Minister, Worship Minister and Pastoral Minister/Curate, along with our admin team. The staff team are supported by committed and skilled volunteers, and you will be encouraged to grow and develop a youth team to work with you.

This is a permanent, full time post (37 hours per week, plus time spent participating in church life). The salary is based on the C of E Curate Salary Scale, (currently £25,256 - £26,350pa, subject to experience) plus an

allowance of £5,000 pa for housing. A pension is provided (8% of salary), and you will receive 5 weeks annual leave, plus bank holidays.

The hours worked will be flexible and will include Sundays and frequent evening and weekend work, but with at least one clear day off each week.

Our Vicar is retiring in October 2020, and our Associate Vicar will take prime responsibility for leading the staff team during the vacancy period and agreeing line management arrangements. We encourage ministry staff to have a 'reference group' to provide personal support, prayer and act as a sounding board for you and your ministry.

You will be reviewed at 3,6, and 12 months. There is a 6-month probation period.

We may in future engage an intern who may work in our Youth ministries – you would then have some responsibility for overseeing their internship.

If you would like to hear more or have an informal discussion about this post, please email office@stpauls-stalbans.org to request either further information or a phone conversation.

Applications by CV and covering letter (telling us why you are applying for this job and how you meet the responsibilities the job involves and the person we are looking for) to be emailed by latest 31 August 2020, to office@stpauls-stalbans.org.

Our Vision for the Youth Minister role

You will be a motivated leader who will develop a vision for St Paul's Youth Ministry in line with the overall vision, values and direction of the church. You will grow and lead a team that will, with you, support and encourage young people age 11-18 to come to and grow in their faith, engage in a living relationship with God, and to put this faith into action by serving others and sharing the Good News.

Our goal is for young people to grow a faith to last a lifetime, and so you will support young people as they make the transition to adult church; and support families in the discipling of their children through the pre-teen and teenage years.

What the job involves

To provide leadership, vision and support for our work amongst young people aged 11-18 years and as they transition to adult church, devising, implementing, recruiting and empowering team and adapting a strategy for youth ministry within the vision of the church.

To pastor, equip and encourage young people to grow as full members of the church by:

- teaching and modelling the gospel,
- helping them establish habits of worship, prayer and personal Bible reading,
- encouraging a culture of worship and prayer within groups and activities,
- building up their spiritual gifts and encouraging them to listen to God and to act upon what they have understood,
- encouraging and empowering them to grow in leadership within the children's and youth ministry in St Paul's and a wider context
- providing pastoral support and helping equip young people to handle life pressures; offering appropriate mentoring and one to one contact
- ensuring the church maintains contact and provides support for young adults 18-22, helping them to transition to adult church, including St Paul's existing Young Adults Network where appropriate.

To encourage and equip Christian parents and carers in discipling their children through

- providing spiritual parenting courses and other resources
- modelling and promoting **good communication** with parents and carers
- encouraging support among parents e.g. prayer triplets, informal groups
- undertaking occasional pastoral visits and one to ones with parents

To coordinate our Sunday and midweek Youth groups for 11-18year olds to provide a creative programme to cater for the young people's spiritual and social needs:

- developing teaching material,
- recruiting, managing, training and developing a team to provide the youth ministry, liaising with the Vicar/Associate Vicar
- troubleshooting and overseeing the running of groups, and
- ensuring necessary safeguarding practices and training are in place (supported by DBS administrator).

To develop and implement effective strategies for evangelism and to grow within the young people a heart for evangelism by for example:

- Encouraging and creating opportunities for the young people to actively share their faith, including engaging activities where young people are able to invite non-Christian friends
- Creating and providing ways in which young people with no church background may engage with faith
- Further developing links within the local community, including schools (possibly with local Christian organisations e.g. STEP)
- Organising mission trips, which may be at home or overseas
- Taking part in or organising other outreach and social justice opportunities on a regular basis

To work as an integral member of the church leadership team, including

- Liaising closely with other staff members as relevant including Children and Families Minister, Worship Minister, Pastoral Minister
- Participating in staff meetings and fellowship
- Acting as an advisor on the PCC
- Helping in the running of church wide events, including involvement in Sunday services and other worship and prayer meetings

To network with local and national Youth workers, in both church and secular areas; and to draw on the resources and activities of other children and youth organisations including STEP, 2:67, OneLife.

To develop positive relationships across all ages of the church congregation.

To act as a Parish Safeguarding Officer within our Safeguarding team, helping ensure compliance with safeguarding policy from the St Albans Diocese and Church of England.

Who we are looking for

You will be someone who

Commitment to aims and ethos of post

- Is a committed Christian, of godly character, a worshipper with a passion for the Bible, prayer, growth and action
- Shares the vision of St Paul's Church
- Loves seeing young people come to, grow in faith and take their place as full members of the church and who loves being with them
- Loves to teach, train and empower both adult team and young people in their giftings.
- Has a heart and vision to reach out to the community of St Paul's parish in order to enable people to meet Jesus
- Is committed to personal growth and fellowship with the whole church community
- Has a heart for equality, wanting to support families and individuals with special educational and physical needs
- Is able to build authentic relationships with young people whilst demonstrating good judgement in maintaining appropriate boundaries

Skills, abilities and knowledge

- Has a mature understanding and love of the Bible with an ability to teach the gospel in relevant, creative and contemporary ways and to bring young people to faith
- Will encourage and enable young people to grow in hearing God and discerning His voice, and in discovering and using their spiritual gifting
- Is able to lead worship (not necessarily a musician)
- Is a good communicator, has excellent interpersonal skills with children and adults – able to communicate effectively across a wide range of age and ability within the church and wider community, and using a range of spoken and written communication, including social media
- Is aware of and supports difference, having a heart for equality and able to support and include families and individuals with a variety of needs and abilities.
- Is a team builder who can enable and encourage leaders and manage teams of volunteers (both adults and youth). Is able to delegate effectively, giving support as needed
- Is a team player, who can lead and be led with grace, happy to be hands on and prepared to serve
- Is able to innovate and develop new initiatives, and inspire others to join in. Able to plan, manage, and follow projects through to completion
- Has a thorough working knowledge of policies and procedures relating to safeguarding children, health and safety and welfare. Respects confidentiality, able to act with tact and sensitivity
- Is organised, well-planned: a good administrator. Good IT skills
- Is a First aider, or willing to train in First Aid
- Is a car owner with full driving licence (desirable but not essential)

You will have

Experience relevant to the post

- Worked in Youth Ministry, as a volunteer or an employee
- Worked with youth across the age range of 11-18s and with a variety of needs and abilities
- Worked with volunteers, including some experience of managing volunteers
- Worked with young people in their journey to meet Jesus and become established in their faith
- Used and developed spiritual gifts personally and with young people
- Has some training in theology and/or youth ministry (desirable not essential – though should be willing to complete training as required by the post)

DISCLOSURE AND BARRING SERVICE

Any appointment will be made subject to the satisfactory completion and return of an enhanced DBS check.

This post has a Genuine Occupational Requirement (under the Employment Equality Regulations 2003 relating to Religion or Belief and Practice of Sexual and Moral Conduct and Lifestyle), that you share and endorse the understanding that St Paul's Church has, as a charismatic evangelical church, of Christian faith, conversion and commitment, sexual and moral conduct and lifestyle. If further clarity is required this can be provided on request.

The duties and responsibilities listed above describe the post as it is at present. You will be expected to accept any reasonable alterations that may from time to time be necessary.