



YOUTH PASTOR

Job Description & Application Information

April 2017



INTRODUCTION

We are looking to appoint a Youth Pastor from September 2017 to develop, supervise and co-ordinate discipleship and care given to young people in school years 7-13 and to help young people to grow into mature disciples of Jesus Christ.

THE CHURCH

All Saints' is one of the larger churches in the Diocese of Chichester (around 450 people on Sundays) and is evangelical in its theological convictions. Our core beliefs include the substitutionary atonement of Christ, the authority of Scripture, the need for conversion and the importance of evangelism.

The theological stance of the leadership is what it commonly regarded as 'conservative evangelical', though the church embraces the full spectrum of evangelical belief, including many from non-Anglican roots. We accept that evangelical Christians may hold differing views on secondary matters; we actively encourage a generosity of spirit and positive church-family life as we seek to grow together for Christ, but we are keen to contend for unity on the basic core doctrines of the faith.



THE PARISH

Lindfield is a large village (population c.6,000) set in semi-rural Mid-Sussex on the northern fringe of Haywards Heath. It forms a distinct community with a strong sense of its own identity and it is well served by local shops and public transport. The district is generally an affluent, mainly middle-class commuter area with a well-educated, energetic population.

Roughly a third of the working population commutes to London; about a third work in nearby centres such as Gatwick, Crawley and Brighton; about a third work locally in service occupations such as health and education. The age profile of the church membership broadly reflects that of the parish population – a good spread across the generations and a higher than average number of retired people.

There are two primary schools in the parish. Oathall Community College (11-16) is on the border of the parish, and a private preparatory school is nearby. A number of young people from the groups also attend private schools further afield in Ardingly, Brighton, Hurst and Lancing.

THE YOUTH MINISTRY (in brief)

The weekly outreach events attract 50-65 young people each week. Around 30-35 of these are in small groups for discipleship, and a further 15 or so Pathfinders (11-14s) meet during the main Sunday morning service. The evening service (Cornerstone) is aimed at 15-30s, but is attended by a much broader age range including many families of 11-18s.

There are annual weekends away for each age group (11-14s and 14-18s), they are encouraged to go on summer ventures/residential, and mission trip to a link charity in Romania have been set up for the 14-18s. There are strong links with other churches in the area and positive collaboration (e.g. a Christmas united worship event).

KEY RESPONSIBILITIES

1. Deliver and develop, with the volunteer youth leadership team, an engaging and relevant programme of outreach and discipling activities, which aim to lead young people to Christ and help them to grow in their relationship with him. This currently includes Engage (11-14s) on Thursdays, Encrypt (14-18s) on Fridays, Pathfinders on Sunday mornings (during the 9.30 service), and small group ministries at other times during the week.
2. Train and co-ordinate volunteers from within the church community. Identify, manage, provide training for, and otherwise support, the leaders of the ministry for the youth work.
3. Collaborate with the leadership team in developing our evening service ("Cornerstone") to be particularly accessible to young people. Help to recruit young people to serving opportunities at this service and in the wider church community.
4. Be a full member of the staff team and work collaboratively with other team members.
5. Co-ordinate pastoral care for young people and their families.
6. Share in the development and running of 9.30am all-age services.
7. Work with Christians from other churches in the area to run the Christian Union ("Refuel") at Oathall School during Wednesday lunchtimes.
8. Explore opportunities for occasional assemblies at Oathall (large comprehensive) and GreatWalstead (private prep school), and/or RE lessons.
9. Involve our youth and their leaders in appropriate inter-church activities.
10. Manage the youth ministry budget.
11. Have an understanding of, and work within, all the diocesan safeguarding guidelines.

OTHER INFORMATION

Management

The youth pastor will be line-managed by the Associate Vicar.

Pay Range

The remuneration package is in the region of £26,000-34,000pa depending on experience.

Hours, days off and annual leave

On average, we are not expecting the Youth Pastor to work more than forty hours a week, with one clear weekday off (to be agreed) per week. Some periods may be busier than others and it is expected that the post holder will work reasonable additional hours as and when necessary.

There is an annual holiday entitlement of 35 days, plus statutory Bank Holidays (or days in lieu when Bank Holidays are church festivals, e.g. Good Friday, Christmas Day). Up to five Sundays can be taken off in a year. All the above is subject to discussion and agreement with the church leadership.

PERSON SPECIFICATION

ESSENTIAL

- Committed Christian who takes care to nurture his/her own relationship with God as a personal priority and who is seeking to grow in their personal discipleship.
- Fully in tune with the clear evangelical ethos of All Saints church
- Committed to building and establishing young people in their faith and seeking to make lifelong disciples
- Sees the position as a vocation, a particular calling by God to sacrificial service
- Good working knowledge of the bible and confidence in communicating biblical truth
- Ability to recruit volunteers, lead a team, and delegate
- Ability to think strategically and envision others
- Willingness to accept the guidance and accountability provided through the church's organisational structure
- Ability to respect matters of confidentiality and sensitivity
- Able to establish strong and appropriate relationships with young people
- Able to speak up-front
- Sense of humour

DESIRABLE

- Schools work experience
- Experience of residential or camp work with 11-18 year-olds
- Experience of one-to-one mentoring
- Competent user of standard office software
- Knowledge of the Church of England (worship, ministry and structures).



APPLICATION PROCEDURE

Those wishing to apply are asked to provide

- A CV
- An account of their spiritual development, i.e. influences that have shaped their journey
- An account of their vision for youth ministry, explaining their previous experience and responding to the Job Description
- The names, addresses, telephone numbers and email addresses of three referees.

Ideally, we would like to hear from someone whom you have worked under, someone who has worked alongside you and someone whom you have supervised or overseen. One should be a church leader.

Applications should be emailed to **Canon James Clarke** at **allsaints@lindfield.info** by 4pm on **Friday 5th May 2017**, or posted to:

The Tiger Office, 122-122a High Street, LINDFIELD, West Sussex, RH16 2HS.

Interviews are scheduled to take place on **Friday 19th May**.

The job will be offered subject to filing the necessary declaration forms for satisfactory DBS checks.