Job Description for a ‘Youth & Community Pastor’

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| The Priority Communities Network is a parish based holistic project that looks to deploy substantial resource into churches in areas of disadvantage in the Diocese of Bristol. The programme aims to enable and cultivate sustainable, good growth across areas of multiple deprivation so that we see numerical growth of people and finances, deeper discipleship, and social transformation in these communities. The Priority Communities Programme is funding this role for St Peter’s Church Lawrence Weston, Bristol. | |
| **JOB SUMMARY:** | The Youth and Community Pastor is a new role created to encourage, enable and grow Christ centered discipleship, mission & evangelism with young people in the church & wider Lawrence Weston community – with a particular focus on connecting with young people aged 9-13yrs old and their families. | |
| **REPORTS TO:** | Rev Melanie Griffiths (Curate) | |
| **TERMS** | Salary £27,000 to £30,000 dependent on qualifications or experience)  This is a four-year fixed term contract (to 31st December 2028). The role is a full-time, 6-day flexible working week which includes evenings and weekends (37.5 hours per week). Part time working would be considered (0.75 FTE minimum). The employer and contractual location will be St Peter’s Church Lawrence Weston. As public transport is limited, access to own private transport is a requirement. Travel expenses will be reimbursed in line with the Parish Expenses Policy. | |
| **KEY RELATIONSHIPS**  ***Staff wide*** | * To maintain and develop your relationship with Jesus through regular times of personal prayer, study and retreat. * To play a full and active role in the worshipping life of the church family at St Peter’s Church Lawrence Weston. * To be a fully participative member of the staff team: attending staff meetings, prayer times, retreats and trips away, and to play your part in building excellent working relationships. * To meet regularly with your line manager to help reflect on, and manage your workload; to structure the pattern of your normal working week; to pray and plan strategic targets; and for personal/spiritual support and accountability | |
| **KEY RELATIONSHIPS**  **Role specific** | * To develop a positive and collaborative working relationship with our ‘Children’s Youth and Families Pastor’, volunteer leaders, helpers and parents linked to St Peter’s church. * To initiate, develop and maintain positive working relationships with staff in local schools, as well as other youth providers in the area, working collaboratively for the good of young people in the local area. * To build good relationships and networks of support and encouragement with children’s & youth ministry leaders in local churches and wider Bristol. * To collaborate with the Parish Safeguarding Officers and clergy, to ensure our Safeguarding Policies are implemented effectively in all areas of the children’s & youth ministry. * To connect with the Diocese Priority Communities Network & team. | |

**Main Responsibilities: Youth focused mission, evangelism & discipleship**

**Schools work:**

* Work with LW Primary Schools to developing our ongoing Yr 6 transitions work, and the opportunities to begin mentoring schemes in the schools.
* Supporting the CF&Y Pastor in ministry and mission to LW primary schools incl. seasonal trails, prayer spaces, assemblies, lunchtime groups, and Christmas & Easter ‘-in-a-box’ sessions.
* Develop partnership with the Oasis Schools Youth Team and grow our existing links with other local community partners.
* Work closely with the CF&Y Pastor to develop connections with LW Secondary Schools

**Church & Community:**

* Encourage the church’s mission and evangelism to local youth & families
* Provide safe spaces where young people can engage, find a sense of belonging, and explore what it means to be a disciple of Christ.
* To spot, nurture and encourage young people’s gifts and skills, and their leadership potential.
* Raise up, encourage and release new volunteers from across the age spectrum.
* Supporting the CF&Y Pastor in delivering & developing our families outreach events & activities e.g. messy church, family fun days, etc. With a particular view to developing a provision for young people in the 9-13yr old age group alongside these existing outreach events.
* Work with the ‘Saturday Space’ team to grow our engagement with local families & youth.
* Working with the church team to build on our positive community relationships to develop a Fresh Expression of church that engages 9-13yr olds & families: a place to go deeper with faith conversations and engaging with the Bible.
* Nurturing a culture of Christlike ‘word & spirit’ discipleship in 9-13 age-range, whilst also modelling this yourself.
* Support families in their parenting & discipleship of their children (9-13s)
* Advocate for young people in the church and wider community

**Management & Communications**

* Working with the new Operations Hub Manager to develop our youth and families outreach social media.
* Helping to organise our annual church trip to the New Wine Bible Week and encouraging young people and families to attend.
* Maintain good records and statistics, and sharing case studies and good news stories with the Diocese Priority Communities Team.
* Financial planning and management of the Youth Ministry budget, with the support of our Operations Hub Manager.
* Raising the profile of youth and community ministry in the life of the benefice through excellent communication and regular testimonies in church services.

**Person Specification**

We are looking for an engaging and sensitive leader with a heart for young people to meet Christ, be transformed through the power of the Holy Spirit, and become members of Christ’s body, the church. A leader with the energy and experience to develop our growing links with the young families and the wider communities we serve.

**Qualification & Experience**

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| **Experience** | |
| **Essential Criteria** | **Desirable Criteria** |
| * Has a proven track record of church-based children’s & youth ministry, schools ministry, or equivalent transferrable skills * Has experience and understanding of safeguarding & safer recruitment, GDPR, H&S legislation. | * Urban ministry leadership experience * Experience of working with those with mental health issues * Experience of leading people to faith in Christ * A working knowledge of the Church of England structures and traditions. |
| **Skills / ability** | |
| **Essential Criteria** | **Desirable Criteria** |
| * Ability to relate & communicate well with all ages in variety of settings. * Enthusiastic advocate for intergenerational ministry. * Good self-awareness & desire to work well with others. * An ability to establish good working relationships with local community stakeholders & organising community events * The ability to work collaboratively as part of a team sharing learning and ideas. * Is well organised and able to deal with administrative and communication tasks using good computer skills. | * Educated to A Level * Theological training and/or children’s & youth training * Knowledge of IT platforms such as Canva, Eventbrite, ChurchSuite * Good social media skills * Preparing risk assessments, and first aid training. * Experience of worshipping in Anglican Church(es) |
| **Personal** | |
| **Essential Criteria** | **Desirable** |
| * A vibrant, life-giving and life-shaping Christian faith, rooted in a local church. * Vision & enthusiasm for children, young people and families to meet Jesus and be equipped by the Holy Spirit & word of God. * Has an awareness of contemporary culture and the issues which affect this age group, especially those from areas of social disadvantage. * A heart for local churches particularly areas of social disadvantage. * Flexibility to work evenings and weekends. * Able to travel independently across the parish and Diocese. | * Urban church experience. |

**Genuine Occupational Requirement**

This post is subject to an occupational requirement that the postholder be a practising Christian under part 1 of Schedule 9 of the Equality Act 2010

**SAFEGUARDING**

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

**HOW TO APPLY**

For an informal conversation regarding this post please contact:

Rev Nic Harris (Associate Vicar): [nic@standrews-stpeters.org](mailto:nic@standrews-stpeters.org)

Applications should be made by completing the application form, which is available at:

<https://www.bristol.anglican.org/vacancies-xdb/>

Please send applications to: [jobs@bristoldiocese.org](mailto:jobs@bristoldiocese.org)

Closing date: 9am Monday 6th January 2025

Interview date: 12:30 Wednesday 15th January 2025