

## YOUTH PASTOR

# ST ALDATES

A HOUSE OF PRAYER AT THE HEART OF OXFORD  
PREPARING A GENERATION TO SHAPE THE NATIONS FOR CHRIST

### PURPOSE OF THE ROLE

The Youth Pastor is responsible, with the Rector, for leading, growing and developing the Youth Ministry at St Aldates. We are looking for someone who can build on current good foundations by bringing fresh vision and developing our outreach to this age group.

The role of the Youth Pastor is to teach, encourage, support & model the Christian life to the youth of St Aldates, in order to see them mature in their faith in Christ. This will include sound and imaginative biblical teaching and the development of genuine, caring relationships with young people. She/he will serve the young people by developing, co-ordinating, and administering a comprehensive Christian youth ministry programme for young people from 11 – 18 years' old as well as providing leadership and supervision for staff members and volunteers involved in this ministry.

The role will also involve some imaginative outreach to non-churched youth in our city.

### ABOUT ST ALDATES

St Aldates is a charismatic evangelical Anglican church situated in the heart of Oxford on a site where there has been a worshipping community for several hundred years. Our first priority is to connect upwards with God through worship, prayer and the Word, which together provide the foundation for all that goes on.

The city-centre parish is relatively small, with few residents; but the congregation is large (1000+), with members travelling from around Oxford and the wider county. As well as three Sunday services, the church serves in a range of ministries specifically for students, men, women, children, youth, internationals and the poor and ex-prisoners. Members are encouraged to join small groups, which meet midweek for fellowship, worship, teaching and ministry in a smaller context. In addition, St Aldates is an outward-looking church, with an emphasis on evangelism (running Alpha courses each term), considerable outreach to students in both universities, the marginalised in the community (through the ACT! ministry) and support to mission work (based both in the UK and overseas). St Aldates has partnered with St Mary's church in Barton on the outskirts of Oxford. St Mary's is located in a deprived area with existing and planned large housing estates. This exciting partnership gives additional opportunities for youth ministry.

The St Aldates staff team consists of 15 Leadership and Ministry members, and a similar number of operational staff working in general administration, facilities and finance. In addition, the School of Ministry recruits 10-15 Interns annually who work alongside ministry leaders.

The main Church building seats around 650 people and was extensively re-ordered 30 years ago. It provides a majestic yet flexible space for worship and is regularly used for special events such as Children's Holiday Club, Student Balls, conferences and other meetings. The Parish Centre (40 Pembroke Street) holds the offices of most of the Staff team along with various meeting rooms which, when not in use for Church activities, are rented out for Commercial Lettings. The Catacombs Building (a few hundred metres away on Littlegate Street) has space that is used as a Youth centre and the basement has been dedicated as the Oxford Prayer Room.

For more information about St Aldates, please visit [www.staldates.org.uk](http://www.staldates.org.uk).

## **KEY TASKS AND RESPONSIBILITIES**

### **Vision and Leadership**

To seek God through prayer, bible reading, research and consultation to develop an exciting and inspiring vision for youth ministry in a large city centre church, resourcing Christian families to live out their faith and reaching out to those outside the church:

- To teach, encourage, support & model the Christian life to the youth of St Aldates, in order to see them mature in their faith in Christ.
- To develop the teaching themes for Youth work, based on sound and imaginative Biblical teaching
- To lead or support Youth events, meetings, teaching groups as required.
- To organise significant one-off events such as Youth missions or weekends away.
- To keep abreast of new initiatives in Youth ministry and identify appropriate ideas that could be used to develop the work and outreach at St Aldates
- To work collaboratively with other Youth leaders in Oxford to develop new opportunities for outreach

To encourage young people to see themselves as fully integrated and committed members of the church family, and, with the church leadership, to encourage the church family to value and include their younger members at all levels of church life.

- To be the focal point for all Youth activities in the church and to encourage awareness of and prayer for Youth work.
- To work closely with the Children's Pastor so our young people transition easily between different groups.
- Currently our Youth Pastor also leads our large group of 11s-14s meeting on Sunday mornings.

To be a witness to teenagers from all types of backgrounds, through various means such as mission in school's work, youth celebrations and small groups in order to develop relationships that enable them to come to faith in the Lord Jesus.

As a leader in St Aldates, the Youth Pastor will be expected to take a full part in the life of the church. He or she will be required to represent the church and its values and vision to outside agencies, and to take occasional leadership of Sunday services, preaching, leading mid-week meetings and external events.

### **Building, Developing and Supporting Leaders**

#### **Recruiting**

- Advertise for, approach, seek out and recruit teams of volunteers at regular church events to run the various groups (eg: cell groups, Reality youth group, Sunday Children's Church 10-14's), ensuring that recruitment follows Safer Recruitment safeguarding guidelines

#### **Training**

- Train leaders on a termly basis to know how to lead the various groups.
- Develop and train up young leaders.
- Organise different speakers annually (e.g. the Diocesan Safeguarding officer for annual Safeguarding training or other people with specific gifts who will inspire and equip the leaders).
- To encourage, support and resource leaders to enable them to operate efficiently in their roles.
- Observe and give feedback to leaders of the various weekly groups.

## Supporting

- Act as Pastor to leaders of the various weekly youth events and program.
- To encourage the team of voluntary youth leaders in their personal discipleship and ministry among young people, and where necessary to provide the means by which that might be achieved.
- Communicate with all leaders when necessary in terms of rotas, resources, information, developments, vision and youth in their groups.
- To oversee youth interns (typically 1-3 each year) and to aid them in their discipleship training, this will include regular meetings, distribution of jobs and releasing them in their gifts.

## Safeguarding

Safeguarding affects all aspects of our church life. You will be the focal point for advice and information on Safeguarding to the Youth team

- Communicate with the Children's Minister (Safeguarding lead) to ensure that St Aldates' Youth Ministry is kept current and up-to-date in relation to Safeguarding.
- Keep in regular contact with the Parish Safeguarding Officer (PCC appointed post) and ensure that they are notified about any safeguarding incidents or concerns.
- Read and put into place the most current regulations and safety procedures from the most recent 'Safeguarding Handbook for the Protection of Children and Vulnerable Adults' from the Diocese of Oxford.
- Carry out regular DBS checks and check references for Youth volunteers.
- Facilitate training for staff, leaders and helpers in Safeguarding procedures.

## Parents and families

- Maintain excellent communication with Parents / Guardians about the vision, upcoming events and specific enquiries or the needs of their children.
- Organise events to support parents inside and outside the church (e.g. Parenting courses) in conjunction with the Children's Pastor,
- Liaise with Parents / Guardians to ensure all necessary consents are in place (e.g. permission to attend events, for photographs etc ) communicated well to parents
- Encourage leader and family relationships by developing new ways of building relationships (e.g. leaders attending families' houses for supper; parent, children and leaders' lunches after church)

## Administration

To ensure excellent administration of all aspects of Youth Ministry including:

- Record keeping – registers, incidents, contact details, birthday lists, ensuring compliance with Data Protection and developing good processes to assist team leaders to collect necessary information
- Finance – managing income and spend within the agreed budget
- Equipment and resources – review, purchasing and storage
- Publicity - working with the Communications Manager to ensure that activities and events are publicised, that the website is up-to-date and overseeing Facebook usage
- Health & Safety including preparation of risk assessments when necessary
- Recruitment of volunteers to support administrative tasks as necessary

## **OTHER ASPECTS OF THE ROLE**

You will be part of the Leadership Team, supported spiritually through staff worship and prayer every Tuesday and Wednesday morning and by your line manager and the staff pastor, Anita Cleverly. You also have a responsibility to maintain your own spiritual growth by devoting sufficient time to prayer and the study of scripture. You will be expected to play a full part in the life of St Aldates church.

You are required to work Sundays, apart from those specifically agreed in advance with the Rector. You will participate in the monthly Hungry prayer and worship evening. You must be available to work at Christmas services (including Christmas Day), Carol services, Easter services, the Annual Parish Church Meeting and at other events when required

You may also need to attend other evening church events (e.g. Student Night and Sunday services) to recruit new leaders to the Youth Ministry.

## **PERSON SPECIFICATION**

There is a Genuine Occupational Requirement that the post-holder has a clear and demonstrable Christian commitment. You will be committed to the Vision and Aims of St Aldates.

An enhanced DBS with barring check will be required.

### **Knowledge and Experience**

- You will have a personal faith in Christ and be seeking to grow in the knowledge of God.
- Applicants must have at least 3-years' experience of working with youth – in a professional or long-term voluntary capacity
- You must have some experience of working with youth in a church context
- You need to be able to demonstrate experience of building, growing and developing teams
- You must know how to inspire and motivate people, ideally with experience of leading teams of volunteers and/or managing staff
- You must know how to develop vision and communicate it to other leaders and the church
- You need to be a committed charismatic evangelical Christian with a firm, mature faith and a growing love of the Lord.
- You will need to have good knowledge of the Bible coupled with a pastoral concern for and understanding of youth

### **Skills And Abilities**

- You will need to enjoy working with youth and be able to relate very well to the age groups of 11-14 and especially 14 years and over.
- You will be able to find appropriate ways of communicating the Gospel of Christ to those who have heard and those who haven't yet heard it and equipping all youth to grow and mature in their faith.
- You will be an excellent organiser, able to take responsibility and to see creative solutions to problems, which you are asked to solve.
- You will have the confidence and ability to lead from the front in both the Sunday services and youth groups
- You will have to have a good sense of humour and will combine leadership skills with the ability to work creatively as a member of a team.
- You will be happy to undertake routine work and be totally reliable in all that you do.
- Skills in any or all of music, art/craft, drama and IT would be an advantage.
- You will respect confidences and act with tact and sensitivity.

## **EMPLOYMENT DETAILS**

Employer: St Aldates Parochial Church Council  
Remuneration: negotiable, subject to experience  
Pension: NEST Corporation pension scheme, currently 3% employer's contribution  
Hours: Full-time: 44 hours per week  
Annual leave: 30 days, plus Bank Holidays.  
Place of work: St Aldates Parish Centre, 40 Pembroke Street, Oxford, OX1 1BP

## **APPLICATIONS**

To apply for this post, please contact [jobs@staldates.org.uk](mailto:jobs@staldates.org.uk) to request an application form.

If you would like an informal conversation about the post or to arrange a visit, please contact the Operations Director, Jenny Corps on 01865 254816

**DEADLINE FOR APPLICATIONS: 9.00am Monday 20<sup>th</sup> May 2019**

**INTERVIEWS: 5<sup>th</sup> June 2019 (provisional)**