

Position Title:	Leader of Youth Ministry
Purpose of Role:	To lead, develop and implement the strategy for ministry to young people
Accountability:	The Rector (or in the case of vacancy, another suitable person identified by the PCC)
Employer:	The Ashtead PCC
Responsible for:	Volunteer adult leaders Volunteer young leaders Possibly Interns in the future
Relationships:	Rector; staff team; PCC; volunteer leaders; young people and their parents/carers; parish DBS validators; parish safeguarding officer; network of local youth leaders; Diocesan Youth Advisor; local schools

Main Responsibilities:

1. Strategy

- 1.1 In accordance with the mission and ministry strategy of the church, to lead, develop and implement the delivery of youth ministry to, by and with young people in school years 7-13
- 1.2 To participate with and support ministry to students/18-25 year olds, including university students returning at holiday times
- 1.3 Liaise and work closely with the Leader of Children and Families' ministry

2. HOUSE (school years 7-10)

- 2.1 To lead, develop and deliver, with volunteer leaders, the HOUSE ministry programme, currently meeting on Sunday mornings during the 10am and 11am services and occasional mid-week events
- 2.2 To oversee, recruit, train, support and develop volunteer leaders
- 2.3 To organise and be present with a volunteer team at regular gatherings/trips/events outside regular meeting times to nurture fellowship, evangelism opportunities and discipleship
- 2.4 To support and liaise with families and those working with young people with special needs to ensure that they are included and provided for in our church family
- 2.5 To be the primary point of pastoral care for young people, liaising with the Leader of Pastoral Care ministry and clergy as appropriate
- 2.6 To liaise closely with the 10am and 11am congregations with regard to HOUSE and its place within the worshipping life of these congregations

3. LIFE (school years 9-13) & The Six

- 3.1 To lead, develop and deliver, with volunteer leaders, the LIFE ministry programme, currently meeting during/after the 6pm Sunday service (The Six) at St George's and mid-week
- 3.2 To nurture young people in their journey of discipleship and help them to discern and use their gifts in ministry to one another and the wider church
- 3.3 To be the primary point of pastoral care for young people, liaising with the Leader of Pastoral Care ministry and clergy as appropriate
- 3.4 To support and liaise with families and those working with young people with special needs to ensure that they are included and provided for in our church family
- 3.5 To oversee, recruit, train, support and develop the LIFE leadership team
- 3.6 To be part of the leadership team and ministry of The Six congregation through regular attendance and involvement (ie leading, speaking)
- 3.7 To plan, lead and oversee the LIFE programme after The Six
- 3.8 To oversee and facilitate midweek LIFE groups led by volunteer leaders
- 3.9 To encourage and prepare young people for Baptism and/or Confirmation
- 3.10 To organise and be present with a volunteer team at gatherings/trips/events/residentials/festival trips to nurture fellowship, evangelism opportunities and discipleship
- 3.11 To develop links and ministry with two local secondary schools as appropriate

4. Students/Young Adults aged 18-25

- 4.1 To support leaders of ministry to students/young adults (aged 18-25 years) and participate in this ministry as appropriate

5. Administration

- 5.1 Budgetary responsibility for youth ministry
- 5.2 Comply with parish/Diocesan safeguarding policy at all times. Attend training and to keep up to date with safeguarding policies and procedures.
- 5.4 Organise rotas and maintain records of attendance; registration forms; volunteers and DBS checks
- 5.5 Ensure appropriate and regular communication with young people, parents/carers, leaders and others as appropriate in accordance with the parish communication and social media policies

6. Liaison

- 6.1 To 'network' and develop relationships in the local community particularly with schools; local council funded youth agencies and groups and members of Mole Valley District Council
- 6.2 To network, pray and develop relationships with local church youth workers and the Diocesan Youth Adviser
- 6.3 Connect with national youth work agencies

7. Leadership and Management

- 7.1 To be part of the senior leadership of the church and take an active role in the weekly staff meetings; pastoral meetings; morning prayers and day-to-day ministry of the church
- 7.2 To meet with the Rector for regular one-to-one meetings for accountability and support
- 7.3 To invest in yourself as a leader through participation in training and development, for which a small budget is available by agreement with your line manager
- 7.4 To participate in the church's appraisal and development programme
- 7.5 To nurture and develop your own spiritual life and relationship with God
- 7.6 To be a role model for Christian discipleship and leadership

Working Conditions: 6 days per week (including Sunday) with one established day off
Based in the Youth and Children's' office in St George's church

Salary & Benefits: Salary in the range of £22,000- 26,000 pa negotiable dependent on qualifications and experience.
A contributory pension scheme, in-line with statutory requirements
A 3-bedroom house within Ashtead, for the better performance of your duties
Ministry expenses will be fully reimbursed
Reasonable moving costs will be agreed with the church prior to appointment

Holidays: 30 days – based on a 6-day working week. This includes no more than 5 Sundays in any given calendar year. Statutory holidays are in addition to this leave.
You will be expected to work on Good Friday and Christmas day for which TOIL will be offered.

Contract: Permanent following satisfactory completion of a probationary period of 6 months and a full review at this point

Licensing: This post requires licensing in the Guildford Diocese.

Special Requirements:

- There is a Genuine Occupational Requirement for the post-holder to be a practising Christian and a confirmed member of the Church of England, and to be in agreement with the vision and values of Ashtead PCC.
- It is expected that the post-holder will regularly worship at St Giles' and St George's churches and will be a fully participating member in the life of the church.

Selection Criteria

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> A degree (in any subject) or an additional 3 years' experience leading youth work 	<ul style="list-style-type: none"> A theological/youth work qualification at degree level or higher
Experience	<ul style="list-style-type: none"> 3 – 5 years' experience leading youth ministry A track record of successful team building and recruitment 	<ul style="list-style-type: none"> Leading a growing youth ministry
Knowledge	<ul style="list-style-type: none"> Thorough understanding of safeguarding policy and its application in a parish context A thorough knowledge of the Bible, with the ability to communicate nuanced ideas effectively to young people in a variety of contexts (eg one to one; small groups; church services) 	<ul style="list-style-type: none"> Knowledge of issues particular to young people at the moment (eg mental health; sexuality etc)
Skills	<ul style="list-style-type: none"> IT Skills, proficiency in MS Office Social media awareness and ability to use in ministry Ability to communicate to a wide variety of audience types in a wide variety of contexts Driving licence 	
Behaviours	<ul style="list-style-type: none"> We are an evangelical Anglican church and expect the candidate to live a lifestyle commensurate with our beliefs and values 	
Personal	<ul style="list-style-type: none"> A baptised member of a church, and if not confirmed, willing to undergo confirmation Willing to undergo licensing in the Diocese of Guildford An enthusiastic, attentive, empathetic and wise 'people' person A self-motivated team player, able to inspire and empower others under accountability Creative thinker with fresh ideas to engage young people and nurture discipleship Flexible and innovative, adapting to change Sense of humour A satisfactory DBS Check at an enhanced plus level 	<ul style="list-style-type: none"> A baptised and confirmed member of the Anglican Church