



## Youth and Young Adults Pastor

### Job Description and Person Specification

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#### The 'Why' of the role

Now more than ever, there is a need for creativity and innovation to reach the unreached and release God's people to be salt and light in schools, in workplaces, in the streets and in the cloud, bringing life, hope, comfort and joy to our communities, to our city and to our world. Christ Church and St Barnabas are Anglican Evangelical sister churches sharing a parish 5-miles southwest of Nottingham City centre with a vision to meet that need.

In the rapidly changing society we live in, we want to see youth and young adults encouraged, equipped and empowered to be proactive participants and leaders in God's call on his church to bless and build up this part of Nottingham. We want to see young people having fun together, discovering their gifts together and pursuing the prompts of God in their lives together. We want to see young people hungry for 'the person of Jesus and the priorities of his kingdom' to be tasted and seen in their generation.

We are looking for someone to join us and take us forward as we seek to:

- Reach and disciple more youth and young adults in our midst and in our wider communities as above
- Raise up and release ever stronger teams to invest time, love and wisdom into youth and young adults for the above
- Relate better with local schools and other organisations that seek to invest in youth and young adults with the above always in mind

The *Youth and Young Adult Pastor* will play an essential part in helping us achieve key elements of our strategic vision that by 2025 we will have:

- Welcomed at least 150 new followers of Jesus
- Released at least 15 new emerging leaders in calls to ministry and mission

This is a great opportunity to serve, nurture, disciple *and grow as a disciple*, alongside a positive and engaging team, in a church community that is already widely recognised for its work with children and families and is committed to investing further in youth and young adults. We are welcoming and supportive of all people, even where disagreements may be found regarding the priority, handling and meaning of the Bible for life today. As such, we embrace the diversity of Christ's church, seeking to love and nurture one another in a knowledge and love of God through Jesus Christ, to live lives empowered by the Holy Spirit; though we admit we do not always get it right.

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## The Context of the role

Christ Church and St Barnabas serve two very distinct areas of our shared parish, each with very different socio-economic contexts. Across several worshipping communities, we see ourselves as one family, following Jesus and growing community around his life and love. We are considered a 'larger resourcing church' and a 'flagship church for children's ministry' by our diocese.

The youth and young adult role is a new role, following several years with a different leadership structure for children's and youth ministries. Following the lockdown of 2020-2021, our programme for youth and young adults involves: Fortnightly, on Thursday evenings, **C3Y (Yr.7-9)** welcomes 10-14 youth for a structured drop-in space; monthly, on Friday evenings, **Inspire (Yr.10-13)** meet socially; termly, half a dozen **students** gather socially over a meal; every Sunday, **Pathfinders (Yr.7-9)** leave our largest congregation (10:45) for an hour – like an adult Life Group, while **Yr.10+** are part of the main service.

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## The Responsibilities of the role

Your appointment seeks to raise the profile and increase the impact of our work with youth and young adults in the life of the church and our engagement with our wider communities. You will help foster a culture of practical service and evangelical witness in the church and wider communities through your work with youth and young adults. You will oversee all mission, ministry and gift/leadership development amongst youth and young adults, supporting the Vicar and other members of the leadership team to meet and enlarge our strategic vision around welcoming new followers of Jesus, nurturing faith in young people, and releasing emerging leaders. To do this well, you will need to embrace, model and promote the vision and values of the church as well as participate fully in regular team gatherings and meetings.

**Vision and direction:** You are a team player, working with the Vicar, youth and young adult ministry teams to pray and discern which are the right things to pursue in each season; then to communicate, oversee and manage the realisation of that vision with a focus on youth and young adults, in partnership with relevant leaders, through events, mentoring and wider opportunities. You will enable ministries to emerge where students and those in their 20's can discover and thrive in faith amongst us.

**Collaboration and sustainability:** You are a facilitator and an enabler, responsible for identifying, training, supporting and managing those who serve in youth and young adults ministries; recruiting wisely, inspiring biblically and delegating carefully; being dedicated to the growth of each person. In partnership with parents and other leaders, you will play a significant part in enabling whole-life discipleship through the various transition points of youth and young adults. One way we expect this to take place is by convening a parents focus group two or three times a year to hear the parental perspective on our work amongst youth. Relatedly, you will seek to make the most of events and training offered by our diocese and wider networks like New Wine to help fuel both ministry ideas and your own spiritual life.

**Safeguarding and risk-assessing:** You understand appropriate levels of risk and can create a safe place for all youth and young adults to thrive, no matter what their age, abilities or identities may be. This will be expressed as you take responsibility for ensuring the policies and practices of the church regarding safeguarding are understood and followed by all involved in ministries relating to youth and young adults.

**Connecting beyond the church:** You have an appetite to see the church serve, bless and transform our wider communities and contexts. As a result, you will be a proactive point of contact for local organisations working with youth and young adults, such as local schools and Scouts. Similarly, as we seek to serve and resource other local churches, where appropriate, you will be expected to collaborate with their youth leaders/pastors.

**Discipling and releasing:** You are a pastor, a role-model and a gift-nurturer, enabling youth and young adults to develop their gifts and grow in faith; and, in-so-doing, increasing their spiritual and emotional maturity, preparing them for a lifetime of proactively serving God's kingdom within and outside the local church. Part of realising this vision will come as you enhance their engagement and integration with various expressions of church life, not just through participating in regular services, but also through events, Life Groups, C3Y and Inspire. You will be expected to head the teams for both C3Y and Inspire.

**Mentoring and coaching:** You will invest in youth and young adults so that they might live more like Jesus and lead more people to Jesus. Whilst you will be expected to respond to pastoral concerns and make regular time to instil deeper faith and leadership through 1-1 mentoring, coaching and Bible study, you cannot manage this alone, and you must be capable of training and releasing others into this ministry too.

**Leading and teaching:** You will find yourself up front on a regular basis whether teaching, leading, praying or being the point person at key events. Your role requires you to be a present and active member in the leadership and delivery of Encounter, our fortnightly evening of worship, prayer and soaking in Scriptures, a place we want geared for youth and young adults. Half your Sundays will be leading Pathfinders (Years 7-9) and half with the Year 10+ in our main service at 10:45 (helping them and the adults in the congregation worship and serve well together).

**Preparing and planning:** You will have responsibility for putting the vision for youth and young adults into action by planning their curriculum and calendar, drawing on the Bible, on the creativity of the various teams and on a sense of where the Holy Spirit is leading. This will include Sunday teaching series for Pathfinders, C3Y and Inspire's and regular programme, mentoring arrangements, discipleship courses, evangelistic events/programmes, social events and trips away.

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## The Person for the role

### Faith and Character

- A well-nurtured, warm-hearted, personal faith in Jesus Christ in accord with the Anglican Evangelical identity and core values of Christ Church and St Barnabas; committed to growing in spiritual maturity and Christ-likeness, and fostering a similar commitment in those around them
- Eager to foster the faith of youth and young adults, such that they can confidently live and serve as active members of the church and as invested participants in shaping society to better reflect the kingdom of heaven
- Passionate about helping the church to grow wider, younger and deeper, in accord with the vision of the Diocese of Southwell and Nottingham
- A willingness to balance both being a leader and a servant, recognising one's own gifts and others' gifts and encouraging all to use them appropriately
- A self-starter with a positive 'can-do' attitude
- A team player – at Christ Church and St Barnabas, a team player is: (i) humble and ready to be open, accountable and vulnerable with colleagues; (ii) hungry for realising our shared vision as a team, and hungry to grow (and help those around us grow) in spiritual and personal maturity; (iii) smart in the way we engage with, challenge, enthuse and encourage those we lead and work with. As a team we are engaging with The Five Voices of leadership (freely available at [giant.tv/ascend](http://giant.tv/ascend)) to understand ourselves and each other better and grow in maturity as leaders.

## Experience

- Leadership and management of other leaders (staff and/or volunteer leaders)
- Leadership of ministry for young people in church life and, desirably, in schools

## Knowledge

- A high-level understanding of safeguarding policies and practices and a clear picture of what a safe, trustworthy environment would look like for youth and families
- An evidenced grasp of Christian theology, ministry and leadership at a level suitable for this role, and an aptitude and thirst for growing in knowledge and understanding

## Skills

- Able to teach the Bible clearly, relevantly and faithfully.
- Approachable and able to excite, inspire and challenge young people appropriately.
- Able to connect and communicate well with a diverse range of people, community agencies and stakeholders through a variety of different channels, means and media (especially digitally)
- Able to reflect creatively on practice and adapt accordingly.

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## The Specifics of the role

<b>Contract:</b>	Full time, 40 hours per week including Sundays.
<b>Location:</b>	The primary location of the role will be at Christ Church, Chilwell, with time spent at St Barnabas Church, Inham Nook (1.3 miles between the two churches).
<b>Remuneration:</b>	Salary is £22,000-£28,000 gross pa (subject to qualifications and experience).
<b>Responsible to:</b>	Vicar (as line-manager)
<b>Key relationships:</b>	Members of Staff Team, Church Wardens and PCC
<b>Line manager for:</b>	Volunteers and teams engaged in youth groups
<b>Employed by:</b>	Chilwell PCC

## How we will specifically support you

We have an incredibly giving staff team, PCC and wardens, offering regular encouragement and support by informal means as well as more formal processes. A deeper sense of generosity and collaboration has been enhanced as the church has risen to the challenges presented by the COVID-19 pandemic and you can expect great interest and care to be taken in your mental, physical, emotional and spiritual wellbeing as you face the inevitable pressures of ministry. You, and any family that comes with you, will be given time to settle in and feel part of our community in your own right, not simply as a leader and minister.

You will be offered informal and/or formal training, depending on what is available and suitable, to support your continued personal and professional development as both a learner and a leader.

Whilst working some evenings in the week and on some Saturdays will be expected, we will want to see that you are investing well in the relationships that matter most, and that you are sustaining good health and wellbeing for yourself and any family that comes with you.

It is very easy in full time ministry to get over-absorbed in serving. As such, we will actively encourage you to take your full 41 days of annual leave (inclusive of bank holidays and with up to 6 Sundays away per calendar year (with the exceptions of Good Friday, Easter Sunday, Christmas Eve and Christmas Day). We will also encourage you to take up to 5 days per calendar year for personal retreat.

The staff meet regularly in our open plan office at Christ Church not only for 'business stuff', but, because we know we need all the help we can get, we encourage and pray for one another regularly too. We will want to support you prayerfully every bit as much as we support you professionally.

It is important to us that you are able to receive in worship as well as give/lead in worship. It is also important to us that, if you come with family, you are able to worship with them too. So, we will encourage you to attend one service amongst us each week where you do not have a particular role to play up front and, where possible, you may worship with your family.

We want to care well for your long-term future, so your salary will be made in monthly instalments with contributions to the Church Worker's Pension Scheme paid automatically, unless otherwise instructed.

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## How to Apply

**Enquiries via the Parish Office:** Email [office@ccchilwell.org.uk](mailto:office@ccchilwell.org.uk) or call [0115 922 2809](tel:0115 922 2809)

**Applications Emailed to:** [office@ccchilwell.org.uk](mailto:office@ccchilwell.org.uk)

*Please include your CV and a personal statement outlining: why you are interested in the role, what you might bring to the role, and how else you might input into the worshipping and witnessing life of the parish.*

**Closing Date:** Monday 28<sup>th</sup> February 2022

**Interview Dates:** Wednesday 16<sup>th</sup> and Thursday 17<sup>th</sup> March 2022

**Start Date:** As soon as possible, but anticipating September 2022

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*The above job description reflects the current requirements of the post. As duties and responsibilities change and develop, due to changes in organisational and other circumstances, so the actual duties and responsibilities may vary from the particulars of this job description.*

*Applications from suitably qualified individuals from all sections of the community are welcome and we strive to be an equal opportunity employer. Enhanced DBS clearance is required for this post.*