

**Youth Pastor  
Job Description  
(Full time)**

<b>Our Vision</b>	To be a church family who LIVE for Jesus and LOVE one another, LEADing to transformed lives and communities.
<b>Job Title</b>	Youth Pastor
<b>Reporting To</b>	The Vicar (in the absence of the Vicar a designated Church Warden)
<b>Purpose</b>	To take the lead in creating and developing an exciting, safe, fun and vibrant young people's ministry at St. Luke's that sees young people come to faith and grow in their faith in Jesus.

**Introduction**

This is a new staff role and builds on the great work of our volunteer youth team at St. Luke's over many years. The role will require elements of building on existing ministries and pioneering new ones both inside and outside the church in our community.

The COVID global pandemic has had a massive impact on this current cohort of young people, with disrupted education and some church youth groups having either stopped or been taken 'on-line'. The impact has resulted in significant numbers of young people leaving the church and some suffering mental health issues. Currently St Luke's youth has around 30-34 young people who are connected with the church, of this number there is a core of around 14-15 each week. Some are from church families who attend Sunday worship and others who just attend week night club activities or our older youth LIFE group.

We also have a significant and growing number of Primary age children in St. Luke's. Some of these children are fast approaching secondary school age. There is also potential partnership with local secondary schools, The Family Trust ([familytrust.org.uk](http://familytrust.org.uk)) a local schools ministry and we have a number of boys and girls' uniformed organisations that we are connected with and who use the church halls mid-week.

There is, of course, significant scope for greater outreach into the wider community and online.

This appointment is in partnership and comes with the support of the Diocese of Canterbury as part of the '*Changed Lives, Changing Lives*' vision and strategy. It aligns to the specific strategic outcome of doubling the number of children and young people in our diocese by 2030.

We want the successful candidate to develop the St. Luke's vision for ministry and mission relating to young people, but we do not expect you to do it all. It's our desire that the post holder will lead and empower teams of volunteers as new ministries emerge and grow.

## Responsibilities

Due to the varied nature of church ministry and mission, the list of responsibilities are not exhaustive, but aim to provide an overview of what the role may involve. The order in which these tasks are listed does not reflect their respective importance.

### To take the pastoral lead and oversight for the 11-18s' ministries and mission at St. Luke's.

In particular:

#### LEAD - for transformation by Jesus

- Lead/oversee Sunday and mid-week youth ministries.
- Develop and lead outreach programmes for teenagers not currently engaged with any church.
- Plan creative, fun and spiritually engaging programmes.
- Oversee and plan weekly groups giving an opportunity to explore faith and build deep relationships with and within the groups (such as Youth ALPHA).
- Disciple those who have chosen to follow Jesus into a deeper relationship with Him, enable and train them to start serving in leadership roles within the church.
- Lead and co-ordinate young people's provision during the holidays and run events and residential's during the year.
- Build teams by recruiting, training and supporting volunteers into leadership roles.

#### LOVE - like Jesus

- Looking after your team is a vital part of the role.
- To help pastorally support young people and, as necessary, their families. To engage in communication with parents regarding the spiritual development and care of their teenagers.
- To liaise with other ministry leaders to ensure good pastoral care and provision for discipleship as young people grow and transition through different groups.
- To communicate with parents regularly about the vision of the ministry, teaching programmes and events and provide parents the opportunity to pray and get to know each other.

#### LIVE - for Jesus

- To build links and relationships with local schools, offering support in assemblies/RE lessons and developing in-school and after-school clubs, seeking opportunities to develop outreach projects bringing young people with no contact with the church into contact with the local church.
- Facilitate young people to participate in the leadership and delivery of any all-age worship/ Family Sundays/special services.
- As a member of the St Luke's core team, to participate and contribute to weekly team meetings & other team events, contributing to the wider mission & vision of the Church.

- To network with other local youth leaders. In particular the Maidstone Deanery and where desired offer support and foster collaboration in reaching and discipling the young people of Maidstone.
- Be responsible for and committed to good practice in keeping children and young people safe in the church.
- To promote the welfare, health and safety of young people in line with the national Church of England, Diocesan and St. Luke's safeguarding policies, by ensuring that:
  - Safeguarding procedures are known, understood and practiced.
  - Appropriate training and awareness are promoted.
  - Risk assessments of activities are carried out.
  - Appropriate DBS clearance is obtained for those who work with young people.

### Person Specification (D - desired, E - essential)

<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Good formal education, ideally to degree level and preferably within the fields of teaching, youth ministry or other significant experience in youth work. (E)</li> </ul>
<b>Experience and Specific Knowledge</b>	<ul style="list-style-type: none"> <li>• Proven experience in the delivery of youth ministry. (E)</li> <li>• Good understanding of Biblical truths, demonstrating theological insight.</li> <li>• Experience of developing and training and nurturing volunteers. (E)</li> <li>• Experience in leading creative youth ministry activities along the lines of Youth for Christ and Urban Saints 'Energize' type programmes. (D)</li> <li>• Competent in IT, familiar and at ease with social media. (D)</li> <li>• Experience of ministry in schools. (D)</li> </ul>
<b>Spiritual Requirements</b>	<ul style="list-style-type: none"> <li>• Be a committed Christian and enthusiastic about the LIVE   LOVE   LEAD vision of St Luke's. (E)</li> <li>• Have a personal, vibrant relationship with Jesus Christ and a love for God's Word. GOR* (genuine occupational requirement.) (E)</li> <li>• Experience of leading prayer ministry in the power of the Holy Spirit with young people in appropriate ways and in line with safeguarding policies. (E)</li> <li>• Be open to God, through the Holy Spirit and committed to growing in your faith with personal spiritual disciplines to support your journey. (E)</li> </ul> <p>(You will be encouraged to find a spiritual director outside the church to support you in your spiritual journey, you will also be expected to join in the Diocese of Canterbury support networks, a Youth Pastor learning hub and Pastoral Supervision.</p>
<b>Gifts and Abilities</b>	<ul style="list-style-type: none"> <li>• Have a passion for youth ministry and connecting young people to Jesus. (E)</li> <li>• A natural ability to connect with and gather young people. (E)</li> <li>• Know how to teach the truths of God's Word in age appropriate and relevant ways which engage and are culturally relevant. (E)</li> <li>• Be an effective communicator to young people and their families. (D)</li> <li>• Be able to plan, organise, coordinate, and set priorities using skills in independent judgment and decision making to meet deadlines. (E)</li> <li>• Possess strong interpersonal skills, communicating well in a range of settings, and being able to listen effectively to others. (E)</li> <li>• Strong ability to build and motivate effective teams. (D)</li> <li>• A pioneering self-starting ability. (D)</li> </ul>

<b>Other Qualities</b>	<ul style="list-style-type: none"> <li>• Be prepared to work flexibly as the needs of the job require, including evenings and weekends. (E)</li> <li>• Good time management skills: using time effectively to maximise impact on greatest number of people. (D)</li> <li>• Be a creative and imaginative thinker. (D)</li> <li>• Have an ability to relate to young people with additional needs, and their families. (D)</li> <li>• To appreciate the importance of the provision of inclusive activities. (D)</li> <li>• An evangelistic heart to share the Gospel and reach those outside the church with the love of God. (E)</li> <li>• A generally positive and 'can do' attitude. (D)</li> </ul>
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## Terms of Employment

**Hours** Full Time is 37.5 hours per week.

Sundays are considered a working day and there will also be some regular evening requirements.

**Work Base** St. Luke's Church, Foley Street, Maidstone ME14 5AR.

**Holidays** Pro-rata allocation of 25 days (FTE) per annum plus bank holidays.

**Pension** St. Luke's will pay the equivalent of 10% annual salary into the C of E Church Worker's Pension Scheme.

**DBS** This post is subject to an enhanced DBS and all relevant pre-employment checks.

## Occupational Requirement

\*Please note that there is a genuine occupational requirement that the holder of this post is a committed Christian and will need to be, or become, a member of St. Luke's Church.

St. Luke's Church is committed to safeguarding and to promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

The St. Luke's PCC as part of the Diocese of Canterbury has formally adopted the Paraklesis Charter for Churches ([https://www.paraklesis.org.uk/Groups/364978/Charter\\_for\\_Churches.aspx](https://www.paraklesis.org.uk/Groups/364978/Charter_for_Churches.aspx))

in partnership with

