

# Youthwork@ St. Mary's

2010-2013

# Job Description

<b>Job Title:</b>	Youth Minister
<b>Employed by:</b>	P.C.C. of Luton, St Mary
<b>Responsible to:</b>	The Vicar
<b>Based at:</b>	St Mary's Church Office, Luton
<b>Hours:</b>	Full-time (40 hours spread over a six day week)
<b>Remuneration:</b>	£20,000-£22,000 per annum including accommodation
<b>Period of Contract:</b>	Initially 3 years, thereafter renewed annually at discretion of the PCC

## **JOB SUMMARY**

*To be responsible for the development of St Mary's ministry for young people in the age range 10+ (school year 6) to 19 - within different settings ('churched'/'un-churched', new/traditional, formal/ informal etc) and for those of varied social, cultural and spiritual backgrounds*

# Background to St Mary's Luton

*St Mary's is at the heart of the ever changing mix that is Luton - to its front lies the Arndale shopping centre, behind is the University and on all sides are centres of commercial, civic and social life. There is opportunity for ministry in a multi-cultural, multi-ethnic, urban community of 180,000 people which still looks to the Parish Church for a spiritual lead.*

*Rooted in the Bible and the work of the Holy Spirit, shaped by Anglican evangelical and charismatic traditions - we are not ashamed of the Gospel or of taking risks. Current operations are extensive but the possibilities are endless!*

*That Jesus be worshipped and followed – our mission is to proclaim God's love from the town centre to the people of Luton and provide an environment in which they can respond.*

## **CELL BASED**

*It is a privilege to be part of the learning curve of growing and increasingly eclectic congregations as they become aware of shared responsibilities for God's work and mission. Once a 'church with small groups' God is now leading us to a cell-based model of a 'church of small groups' in which we can realise five core values:*

*All involved:* *to seek and nurture the gifts of all our members*

*Becoming disciples:* *to apply God's word to our lives*

*Creating Community:* *to have relationships of honesty and service*

*Doing Evangelism:* *to recognise that all are called to the lost*

*Encountering God:* *to focus our lives, corporate and personal, in Him*

# Person Spec

- Mature Christian faith firmly rooted in the authority of the Bible and led by the work of the Holy Spirit
- Motivated by a genuine desire to serve God and others
- Clear vocation and passion to see young people saved and disciplined with some training and experience in Christian youth work
- Creative and innovative thinker
- Able to mix easily with people of all types and background
- Willing to take risks and able to bounce back

*Full details explained in next pages*

Attributes	Essential Criteria	Desirable Criteria	Tested by
Knowledge	<ul style="list-style-type: none"> <li>• Knowledge of Youth Work principles</li> <li>• Knowledge of issues concerning young people</li> <li>• Some understanding of fund raising and church leadership</li> </ul>		<ul style="list-style-type: none"> <li>• Application and interview</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Effective communication skills with young people and other community members.</li> <li>• Ability to separate out the distinctive nature of Christian Youth work from secular youth work which is carried out by a Christian</li> <li>• Ability to develop effective working relationships with young people in a variety of settings</li> <li>• Effective management, facilitation and development skills of volunteers</li> <li>• Effective staff management and supervisory skills</li> <li>• Excellent listening and support skills</li> <li>• Effective recording and record keeping skills (including financial)</li> <li>• Leading, planning and co-ordination appropriate youth events and worship activities</li> </ul>	<ul style="list-style-type: none"> <li>• Budgeting skills</li> <li>• ICT related skills</li> <li>• Planning and co ordinating youth trips away</li> </ul>	<ul style="list-style-type: none"> <li>• Application and interview</li> </ul>

# Person Spec

Experience	<ul style="list-style-type: none"> <li>• Successful experience working with and being responsible for young people above the age of 11 in a variety of youth work settings</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of Anglican Worship</li> <li>• Experience of working with Y6-Y13 in schools</li> </ul>	<ul style="list-style-type: none"> <li>• Application and interview</li> </ul>
Abilities	<ul style="list-style-type: none"> <li>• The ability to work with an inclusive ethos for all</li> <li>• The ability to work effectively as a team member</li> <li>• The ability to create effective working relationships with other professionals and community members</li> <li>• The ability to keep up to date with national youth worker developments</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>• Christian Youth Work Qualification Currently in training for Christian Youth work (with References)</li> <li>• Or, Appropriate experience</li> </ul>	<ul style="list-style-type: none"> <li>• JNC 2</li> <li>• Further qualifications in specialist or related areas</li> </ul>	<ul style="list-style-type: none"> <li>• Sight of documents</li> </ul>
Personal Circumstances	<ul style="list-style-type: none"> <li>• Ability to work flexible hours which would include some evenings and weekends</li> <li>• Agreement to have an enhanced CRB check</li> <li>• Full driving licence and own vehicle</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to live in or near the local community</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>

# Oversight & Support

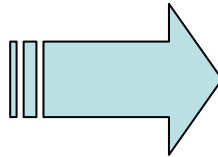
- The Youth Minister will be employed by St Mary's PCC.
- On a day-to-day basis the Youth Minister will be responsible to the Vicar as their direct manager – who understands this role to be multi-faceted:
  - “I believe in you” – the role of the spiritual parent*
  - “Come with me” – the role of the friend*
  - “Here’s how” – the role of the teacher*
  - “Do it with me” – the role of the coach*
  - “Now you try” – the role of releasing into ministry*
  - “It’s fun, isn’t it!?” – the role of encouragement to realise the deep fulfilment of serving God*
- The Youth Minister will participate as a full member of, and be supported by, the Ministry staff team (currently: Incumbent; Curate; Parish Administrator; Secretary/PA.; Caretaker and volunteer Lay Interns team).
- Whenever practical, one volunteer Lay Intern will be allocated each year to work specifically in support of the Youth ministry under the direction of the Youth minister.
- The Youth Minister will be linked to an adult cell group as a community for their personal support and encouragement.

# Key Area's

OUTREACH	DISCIPLESHIP	LEADERSHIP
Underground	Cell Groups	Church
Football	Residentials	Local Connections
Schoolwork	Intern Development	
		Young Church
		Personal Development

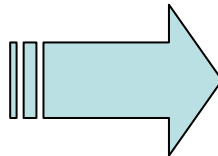
# Outreach

Underground



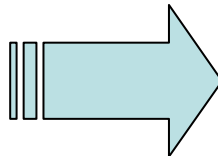
*Weekly youth club, reaching 15-20 non-churched young people. Building relationships, supporting and encouraging. Developing theme nights and creating stronger links with LCET & B1 café.*

Football



*Oversee 3 teams and 6 manager/coaches who play in the CYFL league – approx. 60 boys. Encourage, equip, budget and envision.*

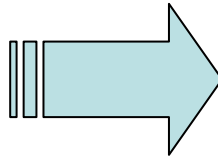
Schoolswork



*Creating stronger links with Barnfield south and Ashcroft HS, by working alongside LCET. Organising annual carol service, and developing new initiatives to let students see Christ. Plus annual visit with Gideons to distribute Bibles.*

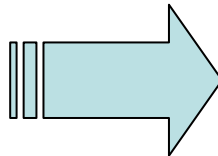
# Discipleship

Cell Groups



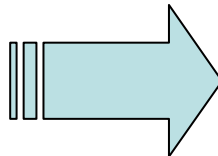
*Weekly cell groups, building up young people in their faith. Challenging and directing, spiritual disciplines. Being aware of the young persons background and situation. Facilitating the progression from young church, to teen ministry. Helping Young people to see the need to meet regularly and grow Christianly.*

Residentials



*Encourage involvement in and organise trips away for all age groups, including summer trips eg. Soul Survivor/New Wine.*

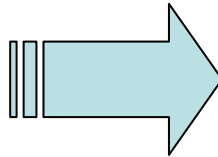
Intern Development



*Continuing the legacy of young men and woman who have interned at St. Mary's and are now involved in many forms of ministry across the country. To be line manager, developer, teacher, mentor..*

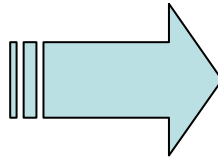
# Leadership

Church



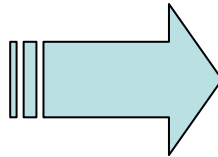
*Active participation in all aspects of church leadership; Church oversight group, PCC, team meetings, service participation, occasional preaching and leading.*

Local Connections



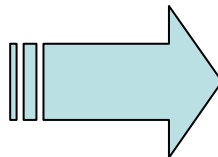
*Relating and working with local agencies, Luton Unite, LCET and statutory bodies, plus involvement with the diocesan youth service.*

Intern Development



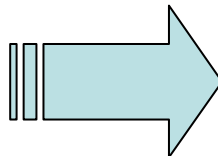
*Ensuring the continued leadership development of your team.*

Young Church



*Playing an active role in the steering group and enabling the team to use new ideas, develop curriculum and enhance training.*

Personal Development



*Seeking out appropriate training and development opportunities, which seek to skill you up and enhance your ministry and personal life.*

# Management Structure

- Your Line Manager will be The Vicar of St Mary's Luton.
- Your employer is the PCC of St Mary's Luton.
- The Vicar is responsible to the PCC of the Parish and is assisted by the Churchwardens who provide important secondary backup for any issues in grievance/disciplinary.
- The Vicar and yourself will meet regularly to feedback and coordinate the overall operation of your work.