



## Recruitment Pack Youth Minister

### Vicar's Introduction

We're delighted that you're reading the recruitment pack for the Youth Minister position at St John's Church. We hope that as you read the document, you'll catch a sense of the vision and purpose of the church, some understanding of where we are in our story, and an idea of what we're looking for as we recruit a new member of our staff leadership team. We hope that you will be excited by both the challenges, but also the opportunities afforded by the role, and that as you pray about whether God is calling you to apply, you will discern his call in your life. We've been praying already for several months for whoever the Lord is calling to join us – and that could be you!

Revd Graham Hunter  
Vicar

### Vision & Purpose

The vision of St John's Church is to be 'a beacon of hope for Hoxton'.

Our aim is that women, men and children of all ages, every ethnicity, every nationality and cultural background might experience what it means to be 'reconciled to God in Christ' (2 Cor. 5:19).

Everything we do as a church is to this end, and is expressed in our mission statement:

Worship God | Make Disciples | Share Jesus | Transform Hoxton



## Mission

Our approach to mission can be summarised by four activity headings: Worship God | Make Disciples | Share Jesus | Transform Hoxton. We aim to ensure that all of our activities and resources are aligned with enabling these core priorities.

Our strategic plan for this mission is expressed in our Mission Action Plan 2016-2021 in which we have articulated ambitious goals in relation to congregational growth and site redevelopment. We recognise that the work required to make the vision a reality will be hard and costly – and we seek to recruit people to our team who thrive in exciting and challenging environments where mission and ministry can be reimaged and developed in innovative ways.

## Values

### *Rooted*

- We are confidently Christian: focused on prayer and worship, we are attentive to the voice of God in Scripture and work within the inherited structures of the Church of England.
- We are committed to loving and serving Hoxton and being ambassadors of the kingdom of God.
- We are rooted in our relationships to the wider church: within our parish and diocese but also with Christians from other traditions. We will honour their gifts, and humbly seek to work and learn together.

### *Relational*

- We are committed to sharing life with all its ups and downs – rejoicing together and weeping together.
- We want fun, food and friendship to be hallmarks of our church, and hospitality a fundamental part of our corporate life.
- We want to embrace the great diversity of people in our neighbourhood.

### *Responsive*

- We're responsive to the changing shape of our church and neighbourhood, and we continually adapt our mission and ministry to reflect the context. We're happy to experiment creatively, and we recognise that fruitfulness does not always mean short-term visible outcomes.
- We want to ensure our compassionate ministry addresses real local needs.
- We want our church ministries to express the variety of our members' gifts and vocations – not fit people into a predetermined model.

### *Risk-Taking*

- We trust in a God who is able to do 'immeasurably more' than we can ask or imagine – this has been our experience over the past years.
- We will be attentive to the voice of the Spirit, and willing to step out in faith
- We will not shy away from making changes if we believe that God is calling us into something new.



## Workplace Culture

We are developing a professional while also relational working environment. We expect ministry leaders – whether paid staff or volunteers – to lead others by example. We expect our team to work diligently, efficiently and attentively in their areas of responsibility. We expect that team members will honour their commitments to other members of the ministry team as well as members of the wider church by behaving in accordance with our code of conduct.

We are a developing and growing church, and we foster an entrepreneurial approach to ministry. Although we plan our work carefully, we also experiment and evaluate. We care about measuring outcomes and fruitfulness, but we're more concerned with ensuring that our inputs are carefully considered and applied. We commend effort more than attainment. But we also use quarterly and annual work plans as well as 'Key Performance Indicators' to help direct and evaluate our work.

## L-O-R-D

*'Whatever you do, work at it with all your heart, as working for the Lord, not for human masters... It is the Lord Christ you are serving' (Colossians 3:23-24)*

All our work in mission and ministry falls into four main categories. It's not an exhaustive list of duties, but it should remind you of different areas of your work – even those you may not instinctively warm to! It should help you keep a balance in your work between the practical and administrative side of ministry and the inter-personal and up-front aspect of ministry.

<p style="text-align: center;"><b>L</b> ead</p> <p>Demonstrate Godly character, kingdom values and reflect Christ's love. Show 'best-practice' in your area of ministry that others may observe and imitate in personal interactions, teaching, planning, or pastoral care.</p>	<p style="text-align: center;"><b>O</b> rganise</p> <p>Take responsibility for the practical administration of your programme area. Ensure good communication and preparation enables effective ministry.</p>
<p style="text-align: center;"><b>R</b> esource</p> <p>Assess the material, financial, practical and human resources needed for the ministry to flourish and set about attaining them.</p>	<p style="text-align: center;"><b>D</b> evelop</p> <p>Always look to train others in your area of ministry, passing on to future leaders the experience you have gained. Keep on learning: develop yourself and others.</p>



## Purpose & Story of Position

St John's Hoxton has experienced significant growth and development over the past 7 years, and the previous post holder played a significant role in developing youth ministry in the church. Children & youth under 18 constitute almost half our worshipping community, and have a special priority in our mission and ministry. Due to a period of rapid growth, we have been designated a 'Youth Minster' by the Diocese of London. This is supported by significant financial investment by the Diocese to support a continued and enhanced approach to growth in worship, discipleship and evangelism amongst young people. We are seeking a highly-responsible, creative and entrepreneurial leader who can motivate and manage a youth staff team as well as volunteer leaders.

More can be read about the Diocese of London Capital Youth project here:

<https://www.churchtimes.co.uk/articles/2017/7-july/news/uk/london-gets-2m-to-win-the-youth-1>

<https://www.london.anglican.org/mission/youth-ministry/capital-youth/>

This project is both exciting and challenging, and we wouldn't want to understate the complexity of youth ministry in a deprived urban setting. We are seeking someone who can skilfully navigate a course of development for this important piece of mission work. We pray that the person God is calling will be able to help the whole church deepen its commitment to seeing young people drawn to God our Father through the love of Jesus and the transforming power of the Holy Spirit.

## Main Responsibilities

### 1. Youth Programme Delivery

- Oversee, lead and develop the programme of existing regular youth groups including i) Streetlevel Hangout: Tuesday evening open youth group ii) Streetlevel Arts: Friday creative project; iii) Streetlevel Sports: Saturday morning active programme; and iv) the Sunday morning discipleship groups.
- Lead and develop a programme of pastoral care and mentoring for young people.

### 2. Youth Minster Development

- To review and develop our initial plans for a Hoxton Youth Minster, with its vision for regular gatherings of young people for worship and discipleship; and its four impact streams of worship, creativity, sport and leadership.
- To identify key barriers to participation and develop solutions to overcome them.
- To design and implement an impact assessment system for monitoring growth and development.
- To create and deliver tangible benefits for youth ministry in the wider Stepney Area and Diocese.
- To proactively pursue growth in numbers of young people, and well as deepening faith evidenced in worship, discipleship and holiness.
- To design and monitor a 5-year strategy for the Minster, manage budget and share key learning from ongoing evaluation.

### 3. Team Recruitment, Development and Leadership



- To recruit a team of volunteers from the local church and wider area: envisioning, supporting and developing them appropriately.
- To line manage a BLMF Youth Apprentice and other paid youth ministry staff.
- To identify and apply for additional funding streams to support the youth ministry team, reporting as required.

#### 4. Safeguarding

- To work closely with the Church Safeguarding Officer and Diocesan Safeguarding Team to ensure consistent application of Safer Recruitment in the youth ministry team.
- Ensure Safeguarding Policy & Procedures are consistently and accurately implemented.

### L-O-R-D

#### *Lead*

- Model best practice in youth ministry by leading groups and sessions
- Lead a team of staff and volunteers – inspiring them to commit their skills and dedication to achieving the vision for youth ministry
- By your vision, gifts and character, enthuse young people to experience the love of God in Jesus Christ.
- Leading and preaching occasionally at both midweek and Sunday services.
- Demonstrate passionate commitment to lifelong Christian discipleship – so that others may follow your example of Christian living.

#### *Organise*

- Organise a rota of staff and volunteer youth leader to resource all the activities of the youth ministry.
- Design systems for measurement and monitoring of the ministry.
- Rotas should be prepared to cover a three-month period, and should be prepared in advance of their commencement. Modifications as they proceed will be normal.

#### *Resource*

- Develop a Youth Ministry learning community offering skills and learning opportunities to the wider Diocese on a termly basis.
- Obtain additional funding streams to support the ministry.
- Be alert to web materials and literature for team development and learning that can be distributed.

#### *Develop*

- To organise a termly team meeting focusing on vision and development.
- To be proactive in recruiting and developing leaders from within the congregation.
- To maintain your own development by reading, reflecting and undertaking appropriate professional development training.



## Person Specification

Essential	Desirable
<ul style="list-style-type: none"> <li>• A deep commitment to prayer, spiritual growth and theological reflection.</li> <li>• A love of people, regardless of their background or attitudes; a desire to engage deeply with diverse people groups. A particular concern for young people.</li> <li>• A passion for the gospel of Jesus Christ and a desire to see men and women converted to his Lordship and transformed by his love and power.</li> <li>• Trust, perseverance and resilience in mission; an attitude that overcomes setbacks.</li> <li>• A willingness to contribute beyond the immediate duties to anything which contributes to the wider mission of the church.</li> <li>• A clear understanding of youth culture, proven experience in communicating effectively to young people, and a good understanding of 'best practice' in contemporary youth work.</li> <li>• Good interpersonal skills, including a professional and sensitive manner in dealing with members of the public, and in fostering good relationships with church officers, regular contacts and volunteers;</li> <li>• Good verbal and written English, able to communicate with a wide range of people.</li> <li>• An appreciation of the gifts, skills and responsibilities of others, and a willingness to collaborate as part of a wider team.</li> <li>• Excellent self-management skills, an ability to organize projects and work to deadlines, good with time-keeping and preparation.</li> <li>• Capable of using social media appropriately.</li> <li>• It is an occupational requirement (under the Equality Act 2010 and Regulation 7(2) of the Employment Equality (Religion or Belief) Regulations 2003) that this post holder be a committed, worshipping Christian as the core of this role is supporting work to bring people into relationship with the Lord Jesus Christ.</li> </ul>	<ul style="list-style-type: none"> <li>• Formal qualification in youth work and / or theology</li> <li>• Degree level education in a relevant field</li> <li>• Demonstrable experience of leadership role in a youth work position</li> <li>• A high degree of computer literacy, and an ability to create, edit and distribute electronic documents; familiarity with Microsoft Office and Google software packages</li> </ul>



Role Description Summary	
Title	Youth Minister
Responsible For	Youth Minister Staff Team; Youth Ministry Team
Accountable To	Vicar & Churchwardens; Children & Youth Working Group
Paid / Volunteer	Paid – 40 hpw - £26-30k (According to experience) + Contributory Defined Benefit Pension Scheme
Usual Working Hours	5 days per week incl. Tuesday, Friday & Sunday
Term	2 Year Fixed-Term Contract (Subject to 6-month probationary period)
Application Process	<p>To apply:</p> <ol style="list-style-type: none"> <li>1. Please write a letter of application, no more than 2 sides of A4, stating why you think you are suitable for the position.</li> <li>2. Please include a CV giving details of experience in youth work to date.</li> <li>3. Give the names and contact details of two people from whom we may seek a reference. Please ensure you give names of people who can offer feedback on both your character and suitability for the role and also any technical skills or training required by the role.</li> </ol> <p>These should be emailed to <a href="mailto:graham@stjohnshoxton.org.uk">graham@stjohnshoxton.org.uk</a></p> <p>Shortlisted candidates will be invited for an informal interview with the Vicar, followed by a more formal interview with a wider panel from the church. Candidates may also be invited to attend as a ‘guest session leader’ at an appropriate time, or may be asked to prepare a presentation. Relevant travel expenses will be reimbursed.</p> <p>Employment will be subject to an Enhanced DBS Disclosure.</p>
Other Information	<ol style="list-style-type: none"> <li>1. St John’s Hoxton is a Church of England parish church in the Diocese of London and a member of the HTB Network of churches. We are committed to the doctrines of the Christian faith as expressed in the worship and doctrine of the Church of England.</li> <li>2. There is affordable accommodation available for the successful applicant. The subsidised housing is worth around £15,000 per year.</li> </ol>



## Usual Working Pattern

### *Sundays – 8 hours (9-5pm)*

- Assist in worship services and contribute to the Children's ministry team.
- Youth discipleship provision during services.
- Youth cell groups / mentoring / discipleship / sports during Sunday afternoons
- Occasionally contribute to the preaching ministry at all services
- Assist in pastoral engagement at the back of church after the services.
- Collaborate on administration of services rotas and teams.

### *Tuesdays – 8 hours (12-8pm)*

- Participate in and contribute to lunchtime service
- Operations / Ministry team meetings / Supervision meeting
- Streetlevel open youth group

### *Wednesdays / Thursdays – 8 hours*

- Youth Minister development and delivery
- Volunteer recruitment and training / team rota organisation
- Youth mentoring and schools work
- Session and group planning
- Termly team meetings for vision, fellowship and development.

### *Fridays – 8 hours*

- Youth staff and ministry team development and meetings
- Streetlevel Arts programme

### *Saturdays – according to programme needs*

- Youth Worship Events

### *Other Working Commitments*

- All major Christian feasts: Christmas and Easter, with holiday / rest time given afterwards.
- Attendance at Focus in July – our annual church summer holiday.
- Attendance at the annual HTB Leadership Conference.
- All major church events: carol service, summer fair, other major initiatives.
- There will be some degree of flexibility in the working week, but a clear expectation that you will complete tasks in a timely fashion.

