



Dear Applicant,

Thank you for your interest in the Partnership Youth Worker role. We appreciate the time you've taken to apply and would like to provide you with additional details about the recruitment process. This pack contains all the information concerning the post; we encourage you to review these materials thoroughly. We also understand that sometimes, you may have further questions. If you would like to have a conversation, either by telephone, Zoom or in person, don't hesitate to get in touch with me using the details below or email [paul@yfcgloucestershire.co.uk](mailto:paul@yfcgloucestershire.co.uk)

This pack contains the following information:

- Church and Organisational Profile
- Partnership Youth Worker Job Description
- Partnership Youth Worker Person Specification
- Ethos Statement

Also attached is an application form. Please note that we do not require a CV; any sent will be disregarded in the application process.

#### **Interview Date**

Interviews will be held Saturday 22<sup>nd</sup> - Sunday 23<sup>rd</sup> June 2024. The process will involve interviews on Saturday, an opportunity to visit the church on Sunday, lunch, and a chance to meet other key people. We aim to finish by mid-afternoon. Accommodation can be provided if required.

We look forward to getting to know you better during the selection process. We pray that God will guide you and speak to you as you consider applying for the position.

Yours sincerely,

Paul Bennett  
Director

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## **Job description: Church Partnership Youth Worker**

**Responsible to:** Director of Youth for Christ Gloucestershire and the Hillview Church Leaders.

**Line Manager:** Director of Youth for Christ Gloucestershire

**Job Summary:** To develop the current ministry of Hillview Church and Youth for Christ Gloucestershire through continuing existing work and introducing new areas of work. To engage with young people and present them with opportunities to encounter the Good News in ways relevant to their lives and grow in their relationship with Jesus.

### **Aims and Objectives:**

1. Contribute to the vision and ministry of Youth for Christ Gloucestershire and Hillview Church by upholding and demonstrating their values and ethos.
2. Contribute to the ethos of Youth for Christ Gloucestershire and Hillview Church by involvement in corporate and individual worship, bible study and prayer.
3. Develop a strategy for outreach to young people in partnership with Hillview Church.
4. Be involved in the schools and youth work of Youth for Christ Gloucestershire.
5. Recruit, inspire, lead, and equip the Hillview Church volunteer teams.
6. Oversee the discipling of young people at Hillview Church, helping them to discern and use their gifts, grow in their faith, become committed to the local church and to share Jesus' love with others.

### **Hillview Church:**

1. To plan and deliver quality and engaging Biblical teaching in conjunction with the wider teaching programme of Hillview Church. To create spaces where young people can ask questions, explore faith, and learn 'how to' and not just 'what to' think.
2. Inspire the development of missional programmes enabling non-churched young people connected to the church community to encounter and respond to the good news of Jesus.
3. To collaborate closely with the parents of young people in the church to encourage and support their discipleship and care.
4. To lead, recruit and equip others to join the Youth Ministry Team with input and help from the church leadership.
5. To be involved in planning and leading all-age/youth services where appropriate.
6. To work closely with the Children and Families ministry team leaders generally (and others as appropriate) and in particular facilitate children's transition to the youth ministry.
7. To be responsible for the youth budgets, general administration and be the main point of contact for the church's DBS coordinator regarding youth work and any training that youth leaders may need in this respect.
8. Connect and pray with other local youth workers and involve our young people in local and regional youth events and residential activities as appropriate.
9. To be an active member of the congregation of Hillview Church and involved in the church community.

### **Youth for Christ:**

1. Play an active part in the schools' ministry of Youth for Christ Gloucestershire, including taking the lead in one school.

2. Play an active role in the youth provision of Youth for Christ Gloucestershire.
3. Be involved in relevant youth work networks and support the Big Bash in Gloucester.
4. Raise awareness of Youth for Christ Gloucestershire among churches, individuals, and other interested parties. Play an active part in fundraising for Youth for Christ Gloucestershire. There is a fundraising target of £200 per month.
5. Actively promote equality and diversity in the workplace and work of Youth for Christ Gloucestershire.

#### **Monitoring and Administration:**

1. Record statistics relating to all aspects of work.
2. Monitor and evaluate the youth provision with your line manager.
3. Ensure safeguarding policies are adhered to in all aspects of the role. Ensure volunteers are trained in safeguarding. Consult with safeguarding officers and the DBS coordinator to maintain records, ensuring good practice is maintained.

#### **General:**

1. Always work, within the policies of Youth for Christ Gloucestershire and Hillview Church.
2. Attend and actively participate in weekly staff business and prayer meetings.
3. Attend training days and conferences relevant to the work, including the annual Youth for Christ conference and Focus days.
4. To work outside regular office hours on evenings or weekends, as required.
5. To undertake other duties appropriate to the post, as assigned by the Director and leaders, which are consistent with the above.
6. Be a good ambassador of Hillview Church and Youth for Christ Gloucestershire.
7. Maintain and promote safe working practices ensuring high standards of safeguarding are maintained.

#### **Summary Terms and Conditions:**

1. The post is for 40 hours a week. The split is 24 hours in the church and 16 hours with Youth for Christ. The starting salary will be between £24,000 - £27,000, based on qualifications and experience, plus a 3% pension contribution. Youth for Christ Gloucestershire's pension provider is NEST. There is a six-month probationary period which may be extended by a further three months if required.
2. The nature of the work is flexible but will necessitate a regular commitment to evening and weekend work.
3. The holiday entitlement is 25 days pro rata. These must be agreed in advance with the Director.

As the work will include working with young people in an unsupervised capacity, the successful candidate will be subject to screening regarding police records. The post holder's permission is required for a Disclosure Barring Service check (refusal means the application will not be considered further). The position will be offered subject to satisfactory references and a satisfactory DBS enhanced check.

There is a Genuine Occupational Requirement (GOR) that the role holder is a Christian in accordance with the Employment Equality (Religion and Belief) Regulations 2006.



### Person Specification: Church Partnership Youth worker

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b> The minimum acceptable level for safe and effective job performance.	<b>DESIRABLE</b> The attributes of the ideal candidate.
<b>PREVIOUS EXPERIENCE</b>	At least two years' experience of youth work.	Experience of youth work in a church and community context.  Experience of leading and developing discipleship programmes.
<b>QUALIFICATIONS</b>	Educated to degree level qualification or a clear demonstration of significant relevant experience.	A JNC recognised youth work qualification.  A full clean driving licence.
<b>DELIVERY SKILLS</b>	Able to organise and plan work.  Experience of evaluating, reflecting, and improving on your own work.	An ability to develop and train others in youth work delivery.  Experience of providing pastoral support and one-to-one mentoring.
<b>LEADERSHIP SKILLS</b>	Able to accept responsibility for own work and projects.  Experience of leading others and being led.	Experience of leading a team of volunteers.  Experience of setting up and establishing new projects.
<b>COMMUNICATION SKILLS</b>	Able to communicate formally and informally.  Able to listen to the needs of others.  Able to establish appropriate relationships with young people and their families.  Good IT skills.	Experience of presenting to groups.  Able to establish and maintain partnerships.  Able to develop positive relationships with people from a wide demographic.
<b>INTERPERSONAL SKILLS</b>	Able to work as part of a team and independently.  Able to motivate and encourage others.	Experience of working as part of a team.  Experience of managing others.
<b>PERSONAL QUALITIES</b>	Enthusiastic and self-motivated.  Flexible.  Able to work in a variety of settings.  A willingness to be involved in all aspects of fundraising.  A creative thinker.  Able to demonstrate good emotional intelligence.  Evidence of a desire for personal development and growth.	Previous experience of fundraising or generation of personal support.

<p><b>CHRISTIAN COMMITMENT</b></p>	<p>An active member of a local church.</p> <p>Able to express their faith to others.</p> <p>Living a lifestyle that reflects their faith.</p> <p>A passion for evangelism.</p> <p>A good understanding of the Bible.</p> <p>An ability to relate the Bible to young people.</p>	<p>To have a good understanding of the practice, spirituality and breadth of Youth for Christ and Hillview Church.</p>
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The successful candidate will be required to complete an enhanced DBS check. You must have the right to work in the United Kingdom.

## Hillview Church

Hillview Church is a thriving, well-established, growing, evangelical church in Hucclecote, a short drive from the centre of Gloucester, with between 140-180 people attending Sunday morning services, including a range of children and youth people.

The church has a long history of ministry to children, young people and their families and is well regarded locally. Our youth work, run by a volunteer team, includes a midweek club attended by church young people. On Sundays, youth activities go deeper into the Bible and faith, connecting it to everyday life. We see about 20-30 young people (Y6-Y13) churched and unchurched each week through our various activities. The Youth Worker will have responsibility from age 10 (School Year 6) up to and including students and young adults as appropriate.

<https://www.hillviewchurch.net/>



## Youth for Christ Gloucestershire

Youth for Christ Gloucestershire has been in existence since 1974. We seek to see young people's lives changed by Jesus. In a world that never stops changing, we are continually adapting our ministry to address young people's challenges. We work in schools, running Christian Unions, evangelistic after-school clubs, taking assemblies and mentoring young people. We have an unemployment support service for young people looking for work. We are currently developing warm spots for young people to come after school during the fuel crisis, where they can stay warm, grab some food, get help with homework, play games and get support from youth workers. We run an annual residential and support numerous churches. We work across Gloucestershire, but most of our work is in Cheltenham, with a growing presence in Gloucester. We are developing projects to increase this capacity. The team comprises the Director, a full-time youth worker and administrative staff. We are looking to add one more staff member, with the possibility of a second in 2025. We also expect to be joined by a student on placement from September 2024.

<http://www.yfcgloucestershire.co.uk>

## Why a joint appointment?

We believe that we can achieve more together. Both Hillview Evangelical Church and Youth for Christ Gloucestershire believe that partnership is essential. Working together allows a worker to be rooted in a local church, developing their work as part of the community whilst also receiving the support of being part of a wider youth team and a national organisation. We share the same heart and vision to see young people encounter Jesus and grow in their relationship with him. This role provides an excellent opportunity for someone to use their skill set inside and outside the church.

## **Ethos Statement**

The ethos of Youth for Christ emerges from the Youth for Christ Statement of Faith and a desire and motivation to express God's love. This love is expressed to those outside the organisation and internally in our relationships within the team. We express God's love to those outside Youth for Christ by obeying Christ's mandate in Matthew 28:18-20 and Acts 1:8. Jesus gave these mandates to his disciples, and we take our mission from these.

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.

### **Matthew 28:18-20**

But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth. **Acts 1:8**

### **The Christian Faith**

- States that God is the sole creator.
- Determines that each individual is uniquely made in the image of God, although they are fallen.
- Declares that Jesus Christ is the Son of God who came to save humankind from sin.
- Provides for a relationship with the living God in the person of Jesus Christ that defines what being a Christian means.
- Equips the Christian to live life through the power of the Holy Spirit and grow in holiness.

### **The Christian Expression of Faith**

- Honours, obeys and glorifies God, acknowledging God's sovereignty.
- Nourishes the spiritual life and is fully committed to developing it.
- Believes that no one is beyond the redeeming love of the Saviour, Jesus Christ, and this love reaches out to the people of all nations, cultures and ethnicities.
- Knows God through the person of Jesus and seeks to follow his way of life, modelling love, justice, peace and forgiveness in attitudes and behaviours.
- Embraces the power of the Holy Spirit as the source of strength for living.

As we see in Colossians Chapter 3, the Christian's motivation to express the love of Christ in their life affects not just the nature of the work they are involved in but the way they behave and relate to others. This should lead to a vocational and relational lifestyle characterised and driven by faith in God, touching the lives of others through the work of the Holy Spirit.

The motivation for our mission comes from Christ's love compelling believers (2 Cor. 5:14) and is therefore rooted in our faith in Christ. This faith produces a distinctive heart attitude of love, which expresses and is characterised by the following values and behaviours.

**Courageous:** Empowering, taking a step of faith, growth.

**Helpful:** Reliable, supportive and nurturing.

**Relational:** Dignity, love, compassion for individuals and groups.

**Innovative:** Creative, pioneers and explorers.

**Spiritual:** Committed, dependent and energetic.

**Together:** United in our mission and value mutual partnerships.

## **Core Behaviours**

**Inclusivity:** Facilitating a sense of belonging to the corporate whole.

**Integrity:** Youth for Christ and individual staff would be true to our values in how we operate internally and externally. The values we promote for ourselves as Youth for Christ should be matched by those we practice when relating to others.

These values and behaviours are intrinsically linked to the success and fulfilment of our mission. Our staff's attitude and motivation and how our mission is achieved are as important as the mission itself. (John 13:34, Matthew 22:36, 1 Corinthians 13:1-2)

As this attitude and motivation come only from a relationship with Christ, it becomes an occupational requirement that many of our staff are committed Christians who assent to our statement of faith. Roles with significant leadership or representational responsibilities, or central to fulfilling our aims and purposes or developing and maintaining our Christian ethos, will always be held by committed evangelical Christians.

Other roles have key spiritual elements to them, which can only be carried out by those who are committed to a living faith in God.

Some posts do not require someone to have an expressed Christian commitment, but it is expected that every member of staff will respect and uphold all areas expressed in policy.

Youth for Christ recognises that it is essential that these attitudes and behaviours continue in Youth for Christ and mark our work. We expect our staff to act in good faith and with loyalty to that relational ethos.

Notwithstanding this, Youth for Christ is committed to diversity amongst its staff and volunteers and will not discriminate on grounds unrelated to our ethos.

The following section defines our Code of Conduct, which comes out of our values, beliefs, and ethos.

## **Appendix 1**

**The mission statement of Youth for Christ is:**

**"Taking the Good News relevantly to every young person in Britain".**

All Youth for Christ's activities must be rooted in the Mission Statement, and nothing should be undertaken that does not fulfil the mission statement's goal.

This means:

### **Taking**

We carry what has been personally and corporately grasped to present to young people. We carry this gift that is beneficial to others.



**Good News**

The Gospel as expressed in the Bible and systematised in the historic Christian creeds.

**Relevantly**

In a style and form that communicated effectively with the given audience. This demands flexibility in approach. This reflects the original commitment of Youth for Christ "Geared to the times, anchored to the rock."

**To Every Young Person**

Not limited by national geography, economics, status, culture, ethnicity, disability, etc.

**Britain**

England, Scotland, Wales and Channel Islands.