



BE THE TRAILBLAZER  
ACTIVATE CHANGE  
STRENGTHEN LIVES  
BUILD COMMUNITIES  
EMBRACE THE CHALLENGES  
BE THE HELPING HAND  
FAITH TAKING ACTION  
PURPOSEFUL ACTION  
REAL PEOPLE  
REAL FAITH  
RISK TAKERS

# INTERIM SEACROFT YOUTH WORKER

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# FROM OUR CEO

I'm delighted that you are interested in the role of Interim Youth Worker for Seacroft, Leeds, with Church Army, I hope that as you read through this job pack you get a clearer sense of who we are.

In all our work Church Army seeks to support and empower those most in need in the UK & Ireland. We walk alongside and love those who are struggling, especially the marginalised. We are a mission organisation committed to enabling the transformation of lives and communities in and by the love of God.

The work of Church Army makes a real difference in people's lives. Every role offers the opportunity contribute to making our vision a reality. The work that you do with Church Army really will make a difference, and we are thankful for every one of our committed and passionate staff. Our GRACEUP values are at the heart of all that we do across Church Army, in our work and in our relationships. They serve as cultural cornerstones, compass points and anchors. In joining Church Army, you will belong to a community of remarkable people who are proud to do what they do. Together we work hard to make sure our team know that they are valued for their contributions and moreover valued for who they are.



This is an exciting time to join us. As we implement our DARE strategy Church Army is growing its frontline work and growing its impact. We are proud to work in some of the toughest communities across the UK and Ireland. Our Centres of Mission, in partnership with Dioceses, are where evangelists live in local communities sharing faith, and empowering & equipping the local church in mission and evangelism. In Marylebone London, we run the biggest women's only hostel and the only 24/7 emergency drop-in centre in the UK. Marylebone empowers women to end their homelessness and live their lives to the full. In Cardiff, we run the Amber Project, which helps young people who battle self-harm, and the Ty Bronna Project, which is a hostel for homeless young people.

It can be challenging work. Church Army is often found where others won't go and doing things that others can't or won't. Yet it is joyful and fulfilling work. We serve in a broad range of settings, with people from all walks of life, and of all faiths and none. I am thrilled and humbled to work for an organisation that does this in God's name and your name.

I hope that you will be inspired and encouraged to want to join our amazing team.

Yours,

Jude Davis

A handwritten signature in black ink that reads "Jude".

# FROM THE BISHOP OF KIRKSTALL

Church Army is an amazing organisation, and I have been very impressed by the work of the Leeds Centre of Mission in Seacroft. When I visited the Biker Outreach last year, I could see first-hand the relationships that had been built up and how the lives of the teenage lads and young men were being affected by the gospel as it was being lived out among them.



Our vision as a diocese is for confident Christians, growing churches, transforming communities and so helping share the Good News of Jesus Christ across our young Diocese.

The work of Church Army in Seacroft, working with the local church and volunteers, is helping to achieve our vision amongst young people who are often forgotten by society but who are so very important to God.

The continuation of this ministry is really important to us as a diocese and I hope you will prayerfully consider applying for this role.

+Arun

**Bishop of Kirkstall, Arun Arora**

# **LEEDS CENTRE OF MISSION**

Leeds Centre of Mission reaches teenagers in the Seacroft area with the good news of Jesus, seeking to make disciples and to grow new forms of church that are missional. Leeds Centre of Mission is part of the Missional Youth Church initiative of Church Army and the Church of England (see [mycn.org.uk](http://mycn.org.uk)).

This ministry to Seacroft was launched in November 2019 to reach young people with the good news of the gospel and grow a youth church. It reaches young people from unchurched backgrounds; these are mainly disadvantaged young people often with challenging behaviours and complex needs.

The Lead Evangelist has been present for a day a week in both Bishop Young Academy and Leeds East Academy, supporting young people with behavioural issues who are at risk of exclusion, and helps them make changes and engage better with their education. Through this, relationships of trust have been built up, and teenage boys/ young men in particular have developed a great respect for the Lead Evangelist.

Friday night youth clubs take things a step further for older primary school children and for teens. These currently run 4 - 6pm for school years 4-6, and 7 - 8.30pm for years 7-11. These two groups are socially different; the younger attenders brought be parents and the older group needing more disciple, but who have responded wonderfully to the love they have experienced and have huge respect for Neil.

A biker outreach was runs out of Neil's garage on Wednesday evenings, where young people are assisted in repairing bicycles and motorbikes, in partnership with the Christian Motorcyclist's Association. This is developing into a project called 'Geared for Life', with the aim of developing a social enterprise where young people can develop practical and business skills to convert bicycles to e-bikes.

Youth Church was begun in 2021, but has struggled with a lack of attendance in 2023, and has not restarted as yet. There is scope for continuing to imagine what church might look like for the young people of Seacroft, and to explore how Seacroft young people become disciples. There is also great potential for identifying and developing young leaders who can take a lead in owning the youth ministry for themselves and to fulfil the aim of it being 'for young people, by young people'.

Activities take place with the support of the Parish of Seacroft, with access to St Richard's church building for youth club and youth church.

It has been our intention for some time to invest more in this ministry, and to appoint a colleague to work alongside the Lead Evangelist.

**However, the Lead Evangelist will be ending his role at the end of July 2024.** It is our every intention to appoint a new Lead Evangelist in time, and to ensure this ministry is linked with the wider diocesan mission strategy for East Leeds that is being developed for Summer 2024. **We hope to appoint a new Lead Evangelist in late 2024 / early 2025, and restart the Centre of Mission.**

# **THE ROLE OF THE INTERIM YOUTH WORKER**

The Interim Youth Worker role is primarily intended to keep some core activities going whilst the main thrust of the work is paused. We wish to keep the valuable relationships, activities and teams of volunteers that have been built up. This is particularly Wednesday and Friday evenings. Depending on availability and hours, there will also be the potential for exploring how links with young people at the 2 high schools can be maintained.

We are keen to ensure that the successful candidate feels fully supported, particularly in the absence of a Lead Evangelist. Support will be provided by a member of the MYCN and the CA Mission Development Officer, with regular supervisions and guidance, and offering telephone support where needed.

Once the Lead Evangelist is appointed, the Interim Youth Worker would work with the Lead Evangelist in evangelism, innovative mission, making disciples and continuing to grow missional youth church in Seacroft: to advocate, resource and enable evangelism. Candidates should therefore anticipate a change of focus, that may affect when hours are worked, when the new Lead Evangelist is appointed. This may or may not lead to a continuation of the role after one year, or a new role being developed.

Leeds CoM attracts and ministers mainly to teenage boys and young men, and there is a particular desire to grow this work among teenage girls as well, over time.

The right person for this role will be someone with a sense of call to work with young people, especially those who face many challenges in life and who can in turn present with challenging behaviours. He or she will have a desire to see lives changed for good, and see encountering the gospel of Jesus, his truth and love as key to how lasting change can come about. He or she will understand that trust is built slowly, that Christlike relationships are key, that change is rarely quick and not always obvious, and be willing to commit for the long term.

The Interim Youth Worker can expect to work closely volunteers and with the new Lead Evangelist; to support and help develop existing ways of outreaching but also to explore the developing of new ways of reaching young people with the gospel. She or he will bring his or her own gifts and experience to Leeds CoM, and will be supported and receive appropriate training from Church Army, the Diocese of Leeds and as a member of MYCN.

## **Church Army DARE Strategy**

People who work for Church Army are passionate about Evangelism. But to fulfil our vision 'For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action', Christians across this nation need to be encouraged and equipped to be living witnesses to Jesus Christ. Every person in this land has the potential to share in God's mission. So, our strategy is to see all who are part of Church Army:

- Doing evangelism
- Advocating evangelism
- Resourcing evangelism
- Enabling evangelism

# **JOB DESCRIPTION**

<b>Job Title:</b>	Interim Youth Worker
<b>Location:</b>	Seacroft, Leeds
<b>Accountable to:</b>	Initially MYCN Development Officer North, then Lead Evangelist. Also to Church Army Mission Development Officer (North of England) & the Leeds CoM Steering and Support Group
<b>Purpose:</b>	To maintain key aspects of the work of the Leeds CoM, and in time to work with the Lead Evangelist in evangelism, innovative mission, making disciples and continuing to grow missional youth church in Seacroft: to advocate, resource and enable evangelism
<b>Objectives:</b>	<ol style="list-style-type: none"><li>1. To evangelise young people to build the Kingdom of God and make disciples through various outreach activities.</li><li>2. To work with the Lead Evangelist and volunteers in exploring and implementing appropriate mission opportunities to make disciples and grow Seacroft youth church.</li><li>3. To prosper the work and witness of the Church Army Mission Community, the Diocese of Leeds and MYCN.</li></ol>

## **RESPONSIBILITIES AND KEY TASKS:**

- 1. To evangelise young people to build the Kingdom of God and make disciples through various outreach activities.**
  - 1.1 Work with the Lead Evangelist, and volunteers to continue the youth ministry, particularly the younger and older youth clubs and the biker outreach.
  - 1.2 Support the Lead Evangelist in the ministry to secondary schools, and being a Christ-like witness.
  - 1.3 With the Lead Evangelist explore the potential for in or after school small groups and activities, seeking to appropriately share Christian faith.
  - 1.4 Liaise with school staff as appropriate in supporting young people and care for them pastorally.
- 2. To work with the Lead Evangelist and volunteers in exploring and implementing appropriate mission opportunities to make disciples and grow Seacroft youth church.**
  - 2.1 Work with the Lead Evangelist and volunteers to mentor, disciple and pastorally support the young people of Leeds CoM.
  - 2.2 With the Lead Evangelist explore the potential for further out-of-school groups and activities where Christian life and faith can be explored.
  - 2.3 mission of Leeds CoM.
  - 2.4 In time, work to widen the ministry to reach teenage girls more equitably.

3. To prosper the work and witness of the Church Army Mission Community, the Diocese of Leeds and MYCN.
  - 3.1 Once re-established, to attend meetings for the Leeds Centre of Mission; regular one to ones with your line manager, and an annual appraisal; any Diocesan meetings if appropriate.
  - 3.2 With the Lead Evangelist communicate the ministry of Leeds CoM such that others may be inspired, and their prayerful and financial support encouraged.
  - 3.3 Take an active part in the life of the Church Army Community, attending gatherings and events as appropriate and be an active member of MYCN (in so far as your hours allow).

**General:**

- To undertake any such duties as are commensurate with the post at the direction of the line-manager or their senior.
- To regularly attend and contribute to the worshiping life of Seacroft Youth church, offering your gifts and skills as appropriate
- To be conversant with and work within the relevant contractual and noncontractual policies, procedures and practices of Church Army (these are outlined in the Staff Handbook and on Church Army's intranet document library or are available on the relevant websites).
- To undertake any training as required for the role as identified in an appraisal or supervision.
- To undertake and regularly update assessments of the risks associated with the ministry, and to take steps to manage and reduce the risk.
- To comply with all current safeguarding legislation, Church Army and Leeds Diocese Safer Ministry policies and such Diocesan Regulations as may be appropriate to the same.
- To Act in the best interests of Church Army and the Diocese of Leeds at all times to safeguard from binging any party into disrepute.



# TRAINING

As a responsible employer we value the importance of professional formation and expect our employees to commit to ongoing training to fulfil their roles well. Church Army will provide necessary training to better equip the successful candidate in their role as Interim Youth Worker. An induction will be provided with Church Army both nationally and locally.

The Lead Evangelist and the CA Learning and Development Team will work with the successful candidate to identify any specific training and formational needs that will be key for enabling him or her in this role and for future ministry, and together draw up a plan to address those needs.



# **ROLE REQUIREMENTS**

The Interim Youth Worker will be someone who is passionate about working with young people, including those with challenging behaviours, who are currently outside of the Christian church. Applicants should be able to demonstrate ability and experience through some of the existing work that they do. Whilst experience is important, a good basic knowledge of working with young people and a passion to learn more is essential.

We are looking for a candidate that models the Church Army values in their work and life. You must be in sympathy with the vision & values of Church Army and be willing to represent the organisation in public.

For this role, you must be willing to be flexible with your hours recognising that you will need to work some evenings and weekends in order to fulfil the requirements of the role. The successful candidate will need to have access to their own transport or a workable alternative, and will need to live sufficiently close to Seacroft to be able to fulfil the varied pattern of hours associated with this role.

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below. All aspects of the person specification will be assessed via the application form, interview and selection process, and within pre-employment check (e.g. references).

## **Essential:**

### Qualifications, Knowledge & Understanding

- A willingness to explore membership of Church Army and appropriate training.
- A good understanding of current safeguarding requirements and general good practice.

### Experience

- Experience of youth ministry with unchurched young people
- Experience of working and/or living on outer estates
- Experience of helping volunteers to be effective members of a ministry team.

### Spirituality

- A commitment to living the mission of Jesus through a thoughtful and committed Christian faith.
- Excited about the gospel and journeying with people in the long term
- Prayerful and spiritually disciplined.

### Attributes

- Able to manage self, time, and sustain oneself for the long term.
- Good listening and communication skills
- A team player who can use own initiative whilst remaining accountable.
- Teachable; open to new ways of working, and of making disciples & growing Christian community.

**Desirable:**

Qualifications, Knowledge & Understanding

- A theological qualification.
- A recognised qualification in youth work.
- First aid trained.
- Good IT & Media skills.

Experience

- Experience of delivering Christian schools and youth ministry.
- Experience of responding to the spiritual needs of unchurched young people and nurturing them in their growth as Christians.
- Experience in pioneering Christian groups/activities ideally among the profoundly unchurched.



# **OUTLINE TERMS AND CONDITIONS**

<b>Location</b>	Seacroft, Leeds
<b>Salary</b>	£8,424 per annum (£13.50 per hour)
<b>Hours</b>	12 hours per week (some daytime, some evenings and some Sundays)
<b>Pension</b>	The employee will be assessed under auto enrolment pension legislation and if eligible, minimum contributions will be made.
<b>Annual Leave</b>	25 days per year, plus bank holidays (33 days total), pro rata
<b>Housing</b>	There is no housing offered with this role. The successful candidate will need to live sufficiently close for the varied hours of this role.
<b>Expenses</b>	Reasonable work-related expenses will be reimbursed.
<b>Probation Period</b>	6 months
<b>Contract Type</b>	Part Time, 1 year initially
<b>Notice Period</b>	4 weeks (after Probation)
<b>Safeguarding Requirements</b>	<ul style="list-style-type: none"> <li>• An enhanced DBS check is required</li> <li>• Compliance with Church Army's Safer Ministry policy.</li> <li>• Basic Awareness and Foundation Level safeguarding training required before starting in post</li> <li>• Leadership level training required within 6 months of starting in post</li> </ul>
<b>Occupational Requirement</b>	This post is subject to an Occupational Requirement under the provisions made in the Equality Act 2010 that the post holder has an active faith in Jesus. The successful candidate must be in agreement with the vision and values of Church Army.

We also offer our staff:

- Life Assurance cover at 3 x salary
- Access to employee perks scheme through Life Works
- Access to cycle to work scheme
- Free Employee Assistance Programme available to staff 24/7
- Free confidential counselling service

# WHAT MAKES US CHURCH ARMY

## Our Vision

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

See our [We Are Church Army](#) video.

## Our Values

Everything we do is underpinned by our GRACEUP values:



**Generous** - We believe God is generous and we want to model that generosity to others.



**Risk-taking** - We have a long heritage as a pioneering movement, taking calculated risks and giving our staff permission to try new things.



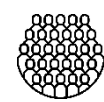
**Accountable** - We are accountable to God and others, and we want to be reliable and responsible to high professional standards.



**Collaborative** - We are committed to partnering with others who share our values; we believe collaboration enhances the potential and outcomes of our work.



**Expectant** - We are hopeful, expecting God to do new things through our frontline work and the Church Army community.



**Unconditional** - We believe God loves everyone and every person is significant in His eyes. We serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.



**Prayerful** - We listen to God through prayer, and we want to be obedient to Him. We want to be like Jesus in all we do.

## Working with Us

We aspire to see our teams reflect the communities they serve, and to have a diversity of people and views reflected across our organisation. We are a Christian charity working with people of all faiths and none. We ask that our team, where being a Christian is not a requirement, to respect and be sympathetic to our history, work, vision and values.

We welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are an equal opportunities employer and we do not discriminate on the basis of any characteristic, including those protected by the Equality Act.

Church Army staff have access to a wide range of benefits, and you can find some of these listed on our [website](#) below our vacancies.

# **APPLICATION PROCESS**

For more information, please contact Lead Evangelist Neil Obbard [neil.obbard@churcharmy.org](mailto:neil.obbard@churcharmy.org) or Mission Development Officer Richard Cooke [richard.cooke@churcharmy.org](mailto:richard.cooke@churcharmy.org)

To apply, please submit a Church Army Faith-Based Application Form which is available to download from the advert for this post on our website.

Applications should be sent to: [recruitment@churcharmy.org](mailto:recruitment@churcharmy.org)

**Deadline: 8am Wednesday 3<sup>rd</sup> July**

**Candidates are welcome to arrange a visit on a Wednesday or Friday prior to the interview**

**Interview Date: Wednesday 17<sup>th</sup> July**

## **What to expect from our Recruitment Process:**

- Upload your completed application form on our website, or email it to [recruitment@churcharmy.org](mailto:recruitment@churcharmy.org)
- One of our team will acknowledge your application
- Applications are shortlisted against the person specification
- You will be contacted as to whether you have been invited to interview

## **Offers of employment are made subject to:**

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- Two satisfactory references, including one faith based

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.

For more information about Church Army please visit: [www.churcharmy.org](http://www.churcharmy.org)