



YOUTH MINISTER

Job Description and Person Specification



St Thomas with St Stephen

www.stwss.org.uk



Youth Ministry at St Thomas with St Stephen

Come and join our joyful, growing and supportive team and church family at STwSS. This is an exciting time in our church life as we grow and reach more areas of our community. There will be adventures, support, laughter, learning and a lot of cake! We are looking for a Youth Minister to work with our fabulous youth and committed volunteer team who can build on the hard work of their predecessor and help us to reach and disciple even more young people.

St Thomas with St Stephen's is a lively Anglican church in a vibrant area of southwest London, serving Streatham Hill, Clapham Park and Balham. We are a diverse group of people from different backgrounds and our church reflects the population of the local area. Previously formed by two churches the parish is now all based on one site at St Thomas' and the St Stephen's site has been sold. This has given us a substantial sum to invest in mission, ministry and the future of our church.

The core values of STwSS are:

1. Growing the Church
2. Developing Discipleship
3. Reaching the Community

We have a church Mission Action Plan and would then expect a separate MAP for Children & Families following these three values and developing the areas of the church plan that specifically relate to this area.

The purpose of the Youth Minister role is to lead and resource our work amongst young people in Year 6 and above, our Children and Families Minister has responsibility for our younger children.

We want to see our young people:

- Grow in their faith and their confidence in sharing it with others
- Mature as disciples with their commitment to daily prayer and Bible reading
- Know and use their spiritual gifts to serve the church and community



Why the Vacancy?

Our current much loved Youth Minister, Sam has been selected for training for ordination in the Church of England. Sam has been with us for nine years and over that time has established a strong programme of youth ministry activities and a competent, confident and joyful volunteer team. Sam and the team worked hard to restore numbers post covid and to help our midweek youth activities transition from St Stephen's to The Cube on a Tuesday night and St Thomas' for discipleship groups. Sam has built up good relationships with the parents of our church and community youth and that has enabled many of the young people to go away on residential trips with CPAS and led by Sam. We have strong safeguarding systems in place and the youth ministry is in good health and ready for its next phase under a new youth minister.

Sam says....

"It has been an honour and privilege to journey with the young people, their families, the church and the wider community since I joined STwSS in 2015. As you can imagine, life in SW London for teenagers is not always a bed of roses. However, it has been moving to see young people navigating all that life throws at them, with some getting to know Jesus and following him. The parents and carers have been supportive and appreciative of the youth provision provided by the church over the years, with a genuine sense of partnership in guiding the young people through their teenage years. I also give so much thanks to God for the volunteer Youth Team who make the whole thing possible, they are the best. Please be assured of my prayers and well wishes for the next person who gets to lead this ministry. God is with you and for you."

The Team

You will be well supported by our staff team including Rev Sue our Vicar, Rev Sarah our curate, Judith our ordinand and Jordan our new Children and Families Minister. Sarah B runs The Hive (our community drop in café) and Lisa and Cynthia provide fabulous administration support. We have great churchwardens, a supportive and positive PCC and many members of the church family who volunteer with our youth ministries. We meet together weekly as a staff team and take time to pray together. We work in a shared office and there is a real spirit of encouragement, collaboration, hope, expectation and a lot of laughter.



Current Youth Programme

Reaching the Community

Our Youth Nights run each Tuesday at the Clapham Park Cube community centre with the aim of engaging with local youth. The evenings are split over two sessions: Younger Youth followed by the Older Youth. There are sports, baking, crafts and gaming. We use various activities and games in which to spark conversation around life and faith, such as Jenga with questions on the bricks, question card games and other innovative approaches. We currently have 60 young people attending across a month, with 40-45 attendees each week.

Growing the Church

Youth Alpha is currently running each Thursday in the Café at St Thomas' as a place for young people to explore questions around life and faith on a deeper level. A hot meal is provided each week, followed by interactive films to discuss. There are eight young people attending this course.

Each year we take young people to the Danehill Ventures youth holidays, where they can hear and experience the Christian faith with around 60 other young people. We have 15 attending from our Older Youth this Summer. In October we take the Younger Youth to the Autumn Danehill Venture. This summer a new Young Leader Development Venture has also been launched, with the theme of 'developing leadership for the whole of life' aimed at young people aged 16 and above. Our Youth Minister is taking four young people to this Leadership Venture from our Older Youth.

On Sundays we run weekly Youth Church sessions during the main Sunday service. The group has followed the church theme of discipleship this year. Attendance at Youth Church can be anywhere between three and seventeen, with an average of six or seven. The youth have also recently shared the leadership of a small amount of evening worship events with contemporary songs and the sharing of personal testimonies.

Developing Disciples

We run our Youth Discipleship Group on Monday nights and one-to-one mentoring as a tool for helping people grow in their living faith. We have four young people engaged with these initiatives. We have recently completed the Discipleship Explored course on Mondays.

Big Meal, Big Topic runs every couple of months. It is an event where there is a feast cooked by one of our church members and a visiting speaker. Topics have included mental health, handling money and leadership. Each event has around 10-12 attending.

Each month our Parenting Teenagers Group runs at St Thomas' on Monday nights. We have just completed the Care for the Family series on Parenting Teenagers, watching the episodes with honest and real discussions. The group has had 15 parents who have attended with attendance at the sessions anywhere between three and seven.



Future Vision

We recognise that when a youth minister leaves after nine years there will need to be a time of transition and for new relationships and trust to build and grow with the new youth minister. The volunteer teams will do all they can to assist with this, as will the clergy team. We also know that a new team member will bring new ideas, fresh vision and a desire to make changes and we will do all we can to support this.

We have strong foundations in our youth work and would love to see that maintained and built on. In our next phase of youth ministry we would love to see the following:

- Tuesday night youth activities being maintained and grown so even more community youth connect with us and reintroducing more Christian content to these evenings.
- Continuing midweek discipleship opportunities including Bible study across the age groups, potentially moving older youth away from the Sunday morning group
- All our older youth (Year 9 and above) regularly serving on a church rota
- The establishing of a group within the church committed to praying for our youth ministry who get monthly updates and who gather with the youth minister for termly prayer meetings.
- Regular social events, trips and activity days for the young people.
- An activity weekend away organised just for our STwSS youth and maybe their parents/carers
- Regular planned activities for our young people and their families to build up relationships, especially with the parents and carers of our community youth.
- Consideration given to a shared discipleship course for our youth and their parents.
- Stronger links with our local schools and other youth community groups and service providers
- Development of an intergenerational mentoring programme.



Primary Areas of Ministry Responsibility

- Youth provision on a Sunday morning
- Youth nights on a Tuesday evening
- Running mid-week discipleship groups for our young people
- The safer recruitment of and training and support for all our youth volunteers
- A continued programme to raise up young leaders
- A strategic plan to get all our young people serving in our church
- Working with our Children and Families Minister to put on community events
- Encouraging the whole church family to understand the importance and privilege of having young people as part of our church family and so valuing them all.
- Working with our Children and Families minister to support our parents and carers in the challenging task of parenting children and equipping them with the tools needed to share their faith in the home.
- Maintaining our Parenting Teenagers group
- Meeting with new families and their young people when they join the church
- Pastoral care of our parents and the youth, including mentoring and individual meetings as appropriate.
- Organising regular social events for our youth and sometimes including their families.
- Completing risk assessments and ensuring safe practices for all youth activities
- Leading on prayer for our youth and youth ministry across the church
- Continuing to recruit, support and develop volunteer members of the youth team



Growing the Church

- Develop and oversee the rotas and sessions for our Sunday youth group
- Oversee the recruitment, training and development of youth teams
- Running midweek courses and Youth Alpha or the equivalent
- Continue to encourage and accompany our young people on CPAS (or equivalent) residentials

Developing Discipleship

- Preparing our young people for confirmation and/or baptism
- Supporting and equipping parents to feel confident to nurture their young person's faith at home
- Hosting parenting courses as appropriate
- Enable opportunities to develop links with parents outside our main Sunday morning services, and opportunities to engage with the Christian faith
- Leading on appropriate support and pastoral care to families

Reaching the Community

- Work with the Children and Families Minister to build relationships with our local schools
- Continue our Tuesday evening youth nights and including some intentional holy moments and opportunities to engage with Christian truths
- Build good relationships with other local youth services providers
- Plan and put on high-quality community events – aimed at those who don't usually come to church



General

- Participate in the life of the staff team and attend staff meetings, prayer times and away days.
- Be part of the church leadership team and share in the overall leadership of the church and wider church life.
- Represent the youth and their families within the church and report regularly to the Parochial Church Council and the annual meeting
- Maintain up to date information of youth activities on the website
- Make quality flyers and posters for events, information boards and social media
- Manage finance and administration for the ministry and keep records as appropriate
- To make grant applications as appropriate
- Ensure safeguarding procedures are met for all youth ministry activities
- Liaise with diocesan and national youth advisors and agencies, embracing strategies and training opportunities
- Other responsibilities as may be deemed necessary by the line manager from time to time to ensure the effective development of the church's mission



Person Specification

We are looking for a committed Christian who is passionate and experienced in working with young people and is excited about leading this area of our church's life.

Faith & Character:

- A committed Christian with a deep, whole-hearted, and secure personal relationship with Jesus (there is a Genuine Occupational Requirement for this post, that the office holder is a committed Christian, fully in agreement with the vision and values of STwSS)
- Passionate about making and growing children as Christian disciples for a life of faith.
- Committed to sharing the good news of Jesus with children.
- Positive and works healthily in a team, both teams they lead and teams they are part of
- Willing to learn and able to take on board, and give, healthy critical feedback.
- In their personal spirituality, is committed to continual personal growth as a disciple of Jesus, maintaining life-giving patterns of worship, prayer, Bible reading and Church fellowship.

Experience:

- Experience of church-based youth work.
- Experience of leading and/or supporting teams of volunteers in church-based youth work.

Skills and Knowledge:

- Able to relate well to people of all ages, especially a proved ability to develop relationships of trust with children from both churched and non-churched backgrounds.
- Able to develop good working relationships of trust with adults, including volunteers, parents, educational professionals, and wider youth organisation.
- Able to teach young people the truths of the Christian faith and to speak of their own faith in ways which are engaging, age appropriate, creative and relevant
- Able to teach and encourage adults in the Christian faith
- An effective organiser, able to prioritise tasks, both personally and with colleagues.
- Able to be self-motivated when needed to be and inspire and motivate others.
- Confident in their ability to work alone or in a team, taking initiative appropriately.
- Be able to maintain high levels of confidentiality.
- Good formal education, ideally to degree level or equivalent, preferably in the fields of teaching or children's ministry
- Competent user of IT including Microsoft Office and presentation software, able to get familiar with our ChurchSuite software and use Canva and social media.



Main Terms and Conditions

Reports to: Vicar

Liases with: St Thomas with St Stephen (STwSS) staff and volunteers

Base: Parish Office, St Thomas', Telford Avenue, SW2 4XW

Working hours: 37.5 hours a week. Weekly working patterns to be agreed, but to include some evening work and Sundays. There is the possibility of reduced hours, but a minimum of 30 hours per week is required.

Remuneration: A salary of £24-29k per annum will be payable, dependent upon experience, with accommodation (a flat) provided for a generously subsidised rent of £500 pm Including council tax, service charge and water rates. If you do not require accommodation a higher salary will be provided.

Holidays: 5 weeks (25 days) including up to 6 Sundays, plus Bank Holidays (excluding Good Friday & Christmas Day when required which can be taken as "time off in lieu")

Training: There will be the opportunity for the right candidate to engage with formal training.

How to apply for this post – If you would like an informal chat about the role, please do get in touch with our vicar, Sue Cooke, on sue.cooke@stwss.org.uk to arrange a time to chat or to visit the church

To apply for the role please complete the online Confidential Declaration Form via [our website](#) and send the Application Form (available to download at stwss.org.uk/jobs) to Rev Sue Cooke by midnight on Sunday 7th July 2024.

Candidates will hear by Tuesday 9th July.

Interviews will be held on Sunday 14th July.

Start date – Ideally September 2024, but this can be negotiated.

www.stwss.org.uk/jobs

