

Is God calling you to Fleetwood?

Wow – what a moment to step into something incredible! Thank you for considering this amazing opportunity to become our new **Youth Pastor** here at **St Nic's**. And thank you, above all, for prayerfully seeking God's call on your life.

You've likely already had a glimpse of who we are in the job description – but let us share a little more of the bigger picture. In the face of real social and economic challenges, **Fleetwood is a place where the Gospel is powerfully at work**. People of every age and background are responding to the love, grace, and hope found in Christ. God is moving – and we believe this is just the beginning.

Over the past five years, we've been sowing deep into the community: building trusted relationships with local schools, families, and other churches in town. That groundwork is now bearing fruit – and the timing couldn't be better.

We're thrilled to announce the launch of our **brand-new bespoke Youth Centre**, right here on the grounds of St Nic's. This is a *game-changing* facility designed to be a vibrant hub for young people in our area. We already have fantastic ministries up and running – **Family & Co** (our 4pm Sunday service), **Little Gang** (Friday mornings), and other creative community connections – but **the potential to grow and expand is vast**.

Through our strong link with **BHY**, a well-established secular youth charity committed to building confidence, restoring self-esteem, and simply bringing joy to young people, we are ready to launch the spiritual heart of the Fleetwood youth offering.

Together, we have a vision to help young people explore faith in Jesus, find community, and know that they are deeply loved and valued.

Take a look at the video in the attached link – hear directly from the young people about what this centre means to them. It's clear: this is more than just a job. It's a God-given opportunity to lead, create, and make a lasting impact.

We believe **you** could be the person God is calling to walk with us in this exciting new chapter. There's space here for fresh ideas, new energy, and bold steps of faith. St Nic's is known as a church that is open, welcoming, and rooted in love. We're a **Eucharistic-centred community**, passionate about helping people grow in faith and live it out.

If your heart is stirring as you read this – don't ignore it. Reach out. Come and visit. Talk to us. We'd love to journey with you in discerning this call.

To explore further or arrange a visit, please contact Rev'd Carolyn on 01253 874402.

Is it you? We can't wait to find out.

Closing date: 30th September 2025



Job Description

Job Title:	Youth Pastor
Salary:	£27,000 to £31,000 based on experience
Hours:	37.5 hours per week (including some evening and weekend work)
Location:	St Nicholas Church Fleetwood
Responsible to:	The Vicar (Rev'd Carolyn Leitch)

1. Background

St Nicholas Church is one of two Anglican parishes in Fleetwood, a town on the Fylde Coast in Lancashire. With a population of approximately 26,000, Fleetwood is an area of significant social and economic deprivation. Six of its wards are in the top 10% most deprived areas in England. The town faces challenges such as high levels of benefit dependency, social housing, houses in multiple occupation, crime, and lower-than-average life expectancy.

Despite these challenges, St Nicholas Church has seen a remarkable period of renewal since 2019. Average weekly attendance has grown from 20 to over 100. A significant number of new families and children have joined the congregation, particularly at the 4pm "Family & Co" service, which regularly welcomes around 11 primary-age children. In addition, our Friday Church, a pre-school initiative serves approximately 25 children with their parents/carers, and a small but faithful group of children attend the 10:45am service.

In partnership with The Boathouse Youth (BHY)—a respected youth charity with three centres in Blackpool—we have recently completed a purpose-built youth centre in the grounds of St Nic's. This £1.2 million centre, funded by the Russell Haldane Trust opened in May 2024. This centre provides a unique opportunity for our Church to build new and meaningful relationships with the young people of Fleetwood.

2. Purpose of the role of Youth Pastor at St Nic's

Our Vision:

- To establish and lead a Christian spiritual strand within the youth work of BHY at St Nicholas.
- To continue developing the church's existing youth and family programmes.
- To strengthen partnerships with the two local primary schools in the parish, engaging children and families through assemblies, clubs, and other outreach initiatives.

The Youth Pastor's duties will involve:

- Collaborating with BHY to offer spiritual development and opportunities for young people to explore life's big questions and the Christian faith.
- Encouraging and equipping volunteers from within the congregation to support youth and family ministry.
- Leading and expanding the "Family & Co" service held on Sundays at 4pm.
- Developing discipleship and teaching programmes for young people, including a regular Sunday evening youth church.



- Building stronger relationships with families connected to Little Gang (Friday Church).
- Ensuring safeguarding best practices and Safer Recruitment procedures are consistently followed.

What will success look like?

- Doubling attendance at the “Family & Co” service.
- Growing the number of young people at the 10:45am Sunday service by introducing age-appropriate activities and support.
- Engaging with families attending Little Gang, with the goal of encouraging regular attendance in Sunday worship.
- Establishing a thriving Sunday evening youth church.
- Developing and sustaining a committed team of Christian youth leaders.

3. Key Relationships

Building relationships with both existing and new families will be key to this position. It will also be important to develop strong connections with parish representatives, church volunteers and the leadership team of BHY and its volunteers.

Line Manager: Rev'd Carolyn Leitch, Incumbent of St Nicholas Church

- **Mentoring:** Through the Blackburn Diocese *Ignite Project* for Youth Leaders
- **Support:** Deputy CEO of BHY, Peter Crossley

4. Person Specification

Education and Training	Essential	Desirable	Assessed by (App = Application / Int = Interview / Ref = Reference)
English Language GCSE, grade C or above or equivalent	✓		App
Five GCSE qualifications, grade C or above or equivalent		✓	App
Qualification in youth work or theology		✓	App
Knowledge and Skills			
Strong interpersonal and communication skills	✓		App, Int
Ability to lead and develop teams of volunteers	✓		App, Int



Understanding of safeguarding and safer recruitment practices	✓		App, Int
Experience			
Experience planning and delivering worship and teaching appropriate to young people	✓		App, Int
Experience working with children and young people in a church or faith-based context	✓		App, Int, Ref
Experience working in partnership with schools		✓	App, Int
Personal Qualities			
Committed Christian, with a passion for youth and family's ministry <i>Given the nature and context of the work, it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland, in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010.</i>	✓		App, Int, Ref
Creative in areas of lesson planning, event organization, problem solving and relational engagement.	✓		App, Int
Resilient in areas of spiritual endurance, objection handling, emotional strength and adaptability	✓		Int
Loyal: to God's call, to God's church. Loyal in all relationships with a proven track record of confidentiality and trust	✓		Int, Ref

Outline of Terms and Conditions

Employer: St Nicholas Parochial Church Council

Contract type: Permanent

Salary: £27,000 - £31,000

Hours: This is a full-time role based on a 37.5 hour working week, but the post holder may be required to work additional hours as to meet the reasonable requirements of the role. The post holder will be entitled to time off in lieu for attending meetings outside normal office hours which may include evenings and weekends.



Location: The post holder will be based at St Nicholas Church Fleetwood, with office provision within the BHY

Pension: 3% paid by employer 5% paid by employee

Annual leave: 28 days including statutory public holidays

Probationary period: Six months

Notice Period: During probation one week's notice of termination of employment, thereafter 8 weeks' notice

Expenses: To be agreed

Right to work: The post-holder must have the right to reside and work in the UK. An enhanced DBS check will be required to be in place prior to the start date.

Diversity - The Diocese of Blackburn believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic/ Global Majority Heritage backgrounds

The Diocese of Blackburn is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

Preparation of Job Description

Author of Job Description	Carolyn Leitch	
Date signed off	05/08/2025	Version

ignite PROJECT

The Ignite Project is part of Diocese of Blackburn's ambitious vision to see Jesus made known amongst children & young people in Lancashire. We seek to equip the local church to more than double the numbers of active disciples of Jesus in these ages.



We know that employing a youth or children's minister is the biggest common factor to seeing sustainable growth of youth and children's ministry. Therefore we are strategically placing 30 youth and children's leaders in parishes across Lancashire to **ENABLE** greater engagement with local young people, pioneering vibrant, faith-filled communities, events and activities that inspire and **NURTURE** young people's spiritual growth; space to encounter Jesus, exploring what following Him looks like

today. All to see them become a lifelong **DISCIPLE** of Jesus whose faith roots run deep and find a home in their local church family. Each parish that employs an Ignite Leader shares the vision and works together with the Ignite Project Team to see this vision come into fruition; reaching growing numbers of children and young people with the love of God through supportive and Spirit-filled ministry.

Ignite Leaders will receive monthly training (Forge Days), regular mentoring, and have the opportunity to access a formal ministry qualification. The Ignite Project seeks to be a catalyst for growth, creating lasting change through equipping churches to nurture faith and disciple future generations for a life a disciple of Jesus, whilst developing a network of passionate and dedicated youth and children's ministers who are valued, care for and invested in across the Diocese.

