

**OUTREACH CHRISTIAN CENTRE**

**ASSOCIATE PASTOR (YOUNG PEOPLE) RECRUITMENT PACK**

Outreach Christian Centre (OCC) is a vibrant, growing Assemblies of God (AOG) affiliated church. The main building is set in the village of Darton, north of Barnsley, with a second building in New Lodge (2.3 miles away towards the town). Born out of a church plant in the early 1990’s and a merger with a smaller AOG church in the early 2000’s, OCC provides a range of church services, including childrens and youth clubs running during the week and a Sunday School. In addition, there are other activities for adults in the church and local area. We work with other Christian organisations and churches in the area, all with the aim of deepening the faith of those already in the church and sharing and projecting the love of Christ into the local community and beyond, to encourage others to come to a faith of their own.

An exciting opportunity has arisen for a new Associate Pastor (Young People) to allow us to develop our offering for young people in Darton, which currently consists of two weekly groups, Sparks (school years 5 through 8) and OCCSY-Gen (school years 9 through 13) as well as expand our activities to include provision at our New Lodge building.

There is currently no youth provision at New Lodge, so this is something that we would wish the AP to develop in the future, alongside the Darton activities.

Whilst the primary focus of the role will be on youth, other parts of the role will involve, mentoring and pastoring adults within the church family.

Our current children’s club at Darton, Powerpack (year groups from reception to school year 4), is run by a team of volunteers. The leaders and their team, plus Sunday School activities (Live Wires) will continue to be co-ordinated through our Children’s Work Co-Ordinator at Darton.

***Please use the information in the enclosed job description and person specification as a basis for your answers on the application form.***

**The OCC Vision Statement is “To build up and grow out” based on John 15 verse 5, with the objectives to “Reach, Disciple, Equip and Release”.**

**OCC JOB DESCRIPTION – ASSOCIATE PASTOR**

**Responsible to:**

Senior Minister (spiritual leadership/daily work)

 Senior Leadership Team (Church Council) for employment matters and overview

**Responsible for:** Teams of volunteers for respective youth/children’s activities

**Hours:** 25 hours per week, including some weekend/evening work

**Salary :** £18k to £19k depending on experience

**Contact details :** woodhull1979@gmail.com or 07879442699

**Overview**

The AP role is key in developing our provision for young people in Darton and New Lodge. The primary responsibilities will relate to taking over and developing the existing youth groups, Sparks and OCCsy-gen (school years 5 through to 13) in Darton, as well as supporting and developing existing children’s work and establishing activities for youth at our New Lodge building. This will be done in collaboration with our SLT, to ensure proposed activities align with OCC’s vision.

The AP will need to lead and develop their respective teams of volunteers, to provide engaging activities for the different age groups. In addition the AP will work with other volunteer leaders and their teams to develop ways to encourage the transition of young people between different groups, as they grow up, and seek to bring them and their families into the church family through positive engagement.

The appointee will be someone who is a deeply committed Christian, who is spirit-filled and passionate about sharing their faith, particularly with young people. It is expected that the appointee will play a full part in the life of OCC, to develop their gifts and contribute to the church family in a positive way, and that they will connect with other youth leaders in the area and other AOG churches, to share and collaborate, where possible.

**Areas of Responsibility**

*Leadership*

Recruit, lead and mentor teams of volunteers for respective youth/children’s groups and support/facilitate their training and development, as necessary.

Delegate tasks, where appropriate, to enable volunteers to develop/use their gifts and work as a team, in line with the overall vision for the group.

Create clear two-way communication methods with volunteer team members, including holding periodic meetings/reviews with volunteers, to facilitate feedback, sharing ideas, concerns, etc and provide time to discuss future plans.

*Admin*

To source and organise activities, resources and materials to be able to deliver weekly groups in line with OCC vision and values.

To manage budget, including any regular expenses/payments, as agreed with OCC’s Treasurer/SLT, as appropriate. To buy tuck shop, etc and re-stock as necessary.

To organise volunteer rotas and ensure there is adequate cover for the respective groups.

To ensure that youth/children’s registration forms, attendance records, etc are kept up-to-date and stored securely, in line with Data Protection requirements.

Ensure compliance with safeguarding policy and practices and that any safeguarding concerns are recorded and referred to the Safeguarding Officer/Deputy in a timely manner.

Ensure any health and safety requirements are met and any risk assessments carried out, as necessary and ensure any accidents are recorded and reported to SLT, as necessary.

Compile and present written reports on activities for the AGM and produce other reports for other parties, as required by the SLT.

*Youth/Children’s groups*

To oversee and develop programmes for our Sparks and OCCSY-Gen youth groups..

To create engaging activities, including biblically sound, age-appropriate materials/activities for the young people.

To provide teaching, spiritual guidance and mentorship and pastoral care to young people, as appropriate.

Create ways to engage young people of Sparks/OCCSY-Gen with the church family at OCC.

Develop clear communication with parents/carers and seek to engage them in activities where their young person is taking part in church services, etc or where there is a special event at OCC.

*Outreach*

Investigate ways of engaging with other organisations in the area, eg schools, with a view to developing links and working with them in the future.

*Collaboration*

Take an active interest in the other children’s provision at OCC, with a view to developing relationships with children and their families, in order to encourage transition to the older youth groups, eg after Powerpack at Darton, with the aim of encouraging active involvement in the church family and spiritual growth.

Connect with other Youth Pastors/workers from AOG and local churches, to support each other spiritually and share experience, knowledge and encouragement; host a Youth Leaders’ Brunch, three times a year, at OCC.

*Spiritual/Church*

Become a member and take an active part in the life of OCC, attending Sunday services and taking part in other activities, as agreed with SLT/Senior Minister, to nurture and develop skills and gifts.

Demonstrate a vibrant, personal faith and commitment to Christian values.

Be prepared to preach when required (with appropriate training and coaching support as needed).

*Self-Development*

Be willing to be mentored by the Senior Minister and to undertake training or development activities to develop skills, role-based knowledge and spiritual knowledge/understanding, as appropriate.

As the role develops there may be other aspects which replace or are added to this overview, which is not exhaustive. Any changes will be agreed by the Senior Minister and/or SLT (Church Council), as appropriate.

**OCC PERSON SPECIFICATION – ASSOCIATE PASTOR (YOUNG PERSON)**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Education/ Training** | Willing to undertake training, etc to develop in the role and in personal faith, eg keep up-to-date with Youth ministry practices by reading, attending training, conferences, etc | Theological training, eg AOG Missio Dei, Youth Training etc.. |
|  |  |   |
| **Proven Experience** | Experience of working with youth/children in a church setting | Experience of leading or assisting the leader in youth/children’s ministry in a church setting |
|  | Successful experience of leading others in a team setting | Experience of inspiring others and growing, developing and sustaining volunteer teams |
|  | Basic knowledge and understanding of safeguarding | Experience of leading/ensuring safeguarding standards are upheld |
|  | Spirit-filled; able to sense what God is saying and open to growing in the gifts of the Spirit |  |
|  | Appreciation of the challenges and pressures faced by youth and children today | Appreciation of the challenges and pressures faced, with experience of recognising the impact these can have on youth/children |
|  |  | Appreciation of challenges faced by neuro-diverse youth/children |
|  | Experience of developing, planning and implementing a balanced programme of activities for youth/children |  |
| **Skills and Abilities** | Self-starting, with the ability to organise self and others | Excellent organisational skills, including good time management and use of creativity and initiative |
|  | Good leadership skills, including the ability to provide a vision for teams and release other leaders | Excellent leadership skills, including the ability to inspire the whole team whilst also developing individual team members, eg through feedback, coaching and delegation of tasks |
|  | Good communication skills in relation to communicating biblical truths in an engaging and relevant way to youth/children | Excellent communication skills to engage youth/children in learning biblical truths and to motivate and engage with parents, as appropriate. |
|  | Ability to connect with youth/children and parents/carers from a range of backgrounds | Experience of supporting/working with youth/children from a range of social backgrounds |
|  | Good written communication to produce written reports, official correspondence and to interact with parents and others in the community, where necessary |   |
|  | Willing to build relationships with peers and colleagues in other churches/denominations or other organisations to maximise impact in the local area | Experience of collaborating and working with peers/colleagues from other churches/denominations or organisations on joint ventures to spread God’s Word to youth/children in the local area |
|  | Ability to plan, co-ordinate diaries and rotas and organise trips/events, as necessary | Experience in using software to keep attendance records, registration details and records of activities, as appropriate. |
|  | Ability to keep basic financial records for activities within the relevant areas of responsibility, as agreed with the Church Council/Treasurer | Experience of operating a basic budget for relevant activities |
|  | Ability to use core MS products, or similar, to produce and deliver materials, correspondence, etc  | Appreciation of how online platforms can be used positively in communicating with young people, as well as understanding the implications of social media platforms for these groups  |
|  | Willing to learn how to use church sound/technical equipment |  |
|  | Able to work well in a team, as a leader and/or as a team member | Thrives in a team, whether leading or as a member, and seeks to bring out the best in others |
|  | Able to take initiative, within agreed boundaries |  |
|  | Aligns themself with biblical principles and the vision of OCC |  |
| **Additional Requirements** | Willing to attend OCC Sunday services weekly (outside of holidays) and become an active member of the OCC family |  |
|  | Passionate to outwork the OCC vision, particularly in relation to youth and children |  |
|  | Deeply committed Christian  | Passionate about own faith and able to inspire others to grow in their faith |
|  | Aligned to AOG UK “Statement of Faith” (as amended by the 2004 General Council) |  |
|  | Willingness to develop the ability to preach effectively to the church family in Sunday services. | Experience of preaching to the church family in Sunday services |
|  | Willing to undertake Enhanced DBS Check (with Children barred) prior to appointment and then periodically, in line with the OCC Safeguarding policy |  |
|  | Full driving licence. | Full driving licence and a car. |