



We are recruiting for a new
YOUTH & YOUNG ADULTS
PASTOR

Our Story

Welcome Church is a large, lively, diverse, multi-generational church in the centre of Woking, Surrey. Our vision in all that we do is to see **Life Transformed Through Jesus**.

During the last 7 years our church has experienced a rapid transformation in its leadership, staff, facilities and culture, which has accompanied an exciting season of growth. Since re-opening after the Covid pandemic we have more than doubled in size. We now regularly gathering over 1000 adults, youth & children at our two Sunday meetings, as well as serving and engaging hundreds more during the week. We have also grown increasingly diverse as a church, with now over 50 nations represented in our congregation, including many from Africa, Southeast Asia, South America and the Caribbean.

We have over 700 adults engaged in midweek Lifegroups, and serve over 100 people each Monday at our Community Café. In 2024, 170 people completed a CAP Course run by one of our social action teams.

But one of the biggest drivers of our growth has been amongst our children and young people. We are joined by over 200 0-14s each Sunday, and our weekly Friday night Youth group currently gathers over 175 11-18s. Furthermore, our church has a growing number of young adults aged 18-30, with several of our midweek Lifegroups dedicated to this age group. Many of these serve in our Youth ministry, so there is a natural crossover between our Youth and Young Adult ministries.

We have invested heavily in creating more space for our Kids and Youth, through the purchase and renovation of an empty office block next door, due to be completed in Easter 2026. We feel we are now ready to invest in the right person to lead in this crucial area of church life, bringing vision, strategy, passion and pastoral wisdom to how we shepherd and shape these next generations.



Our vision for youth & young adults

We believe that one of the most important responsibilities we have as a church is to disciple our young people into a lifelong relationship with Jesus. We want them to feel that Welcome Church is the place they are known and belong, and we also want to empower and release them into purposeful ministry inside and outside the church.

Over the course of the last five years, our youth group has grown significantly from two key sources - firstly from the many families who have joined us, and secondly from our youth bringing their unchurched friends. This has been accelerated by the openness to faith which seems to characterise Gen Z and Gen Alpha. Our vision is to faithfully care for every young person who God brings to our church, fostering a love for Jesus and lasting friendships with one another.

We have also seen growth in the number of young adults joining us, and the increasing number of 18-30s looking for Christian community. We want to see our young adults growing and flourishing in their gifting and calling, finding their place to serve in our church and developing firm friendships. Many of our young adults serve passionately in various teams across the church, but we feel they would benefit from more coordinated pastoral care and input.

We have also seen signs of the 'Quiet Revival' research in evidence at our church, where young people are coming to church and coming to faith of their own accord, with little or no church background. We want to be faithful to this need, helping these youth and young adults to believe in Jesus and take their first steps of discipleship.

In short, we want to see our youth and young adults transformed through Jesus, and that is why we are now investing in a Youth and Young Adults Pastor.



The role of *Youth and Young Adults Pastor*

We are seeking a passionate, dynamic, and highly organised leader of leaders to spearhead this area of church life. Working with a dedicated team of leaders and volunteers, you will bring our vision to life - creating thriving, welcoming and friendship-driven communities for our youth and young adults to belong to.

You will firstly be someone who loves Jesus and feels called to serve him wholeheartedly in this role, as well as someone who loves youth and young adults, and has a genuine passion to see them flourish in their faith.

You'll be a committed Christian who shares our heart to see young people disciplined into lifelong relationship with God. You will be passionate not simply about teaching the Bible, or helping them share their faith, but in the entire formation of their faith, building teams and structures that facilitate their discipleship.

At the same time, you'll bring a strong organisational capacity to this area of church life, being able to co-ordinate, strategise and envision others to serve our young people in ever more effective ways.

You'll be a leader of leaders: someone who can recruit, equip, and inspire a high-quality volunteer team, ensuring they feel cared for and supported, while also calling them to passionately work together for the good of the gospel in our youth and young adults.



Who you'll be working with

Welcome Church is led by a range of leaders, who each contribute significantly and are passionate to bring their best to the life of the church.

Steve Petch is the Lead Pastor of Welcome Church, bringing more than 23 years' experience of senior church leadership to the team, including having planted churches in Billingshurst and Chichester prior to joining us in 2017.



He is joined on the Executive Team by **Stephen Dawson** (Associate Pastor), **Christopher Hawes** (Teaching Pastor), **Dub Everitt** (Outreach Pastor), **Robin Willison** (Executive Pastor) and **Darren Forsdyke** (Director of Operations). The Exec team lead the church on a day-to-day basis.

Our Eldership Team of 9 lead the spiritual governance of the church and includes a mix of both employed and 'marketplace' Elders.

There are also some key team members that you will be collaborating with:

Stephen Dawson is our Associate Pastor, and oversees the pastoral work of the church as a whole, bringing vision and direction to ministries such as the pastoral care team, lifegroups, and discipleship courses around marriage and parenting. Stephen joined us in 2025 after 20 years at Emmanuel Church in Brighton, and for many years served on the core leadership team of the Christian youth festival Newday.



Christopher Hawes is our Teaching Pastor, and has been on staff since 2020, having been part of the church since 2010. Christopher has been overseeing the kids and youth ministries for the last 5 years, and will continue to provide input and teaching support to the Youth and Young Adults Pastor, ensuring our young people are well resourced and rooted in the gospel.



Hannah Oliver is our Lifegroups Coordinator, and has been a key contact over the last few years for many of our young adults, helping facilitate their integration into the Welcome Church community. Hannah will be a key collaborator for helping young adults connect, as well as providing helpful insight into some of the areas that our young adults would benefit from increased support.





Our distinctives

There are some distinctives to our theology and relationships as a church that we would want the Youth and Young Adult Pastor to share and be aligned with, for their own sense of conviction and for the unity of our team.

- We are part of the **Commission** family of churches, connecting us with 15+ nations, led by Vinu Paul who is based in Mumbai. Commission is part of the wider Newfrontiers network
- We are an evangelical, reformed and charismatic church
- We hold to the Evangelical Alliance Basis of Faith
- We teach believer's baptism
- We do not have a formal in/out 'membership' structure, but instead have introduced a relational model of Belonging, with a 'Belong, Believe, Become' approach.
- We hold a complementarian position on Eldership, while also holding that all Christian men and women in the church should be released into leadership across every other area of church life, as appropriate to their character and gifting

Development and training opportunities

We are committed to a culture of personal development and encourage each staff member to pursue a plan for growth in areas related to their ministry, role, or leadership development. We're prepared to invest in external training and other personal development activities.

How to apply

NB - Closing date for applications: **Sunday 4th January 2026**

Please apply by email to **stephen@welcomechurch.uk** including a CV and a letter explaining your reasons for applying for the role and why you think you'd be a good candidate.

Please also feel free to visit us on a Sunday and remember to introduce yourself!

Outline of the selection process

Role advertised	23rd November
Closing date for applications	4th January
Shortlisting completed and outcome communicated to candidates	9th January
1st interviews (in-person in Woking)	19th-28th January
2nd interviews - in-person	29th January - 7th February
Final outcome	9th February
Start date	As agreed with candidate



ROLE PROFILE

ROLE:	Youth and Young Adult Pastor
REPORTING TO:	Associate Pastor
SALARY RANGE:	Up to £40,000 per annum
HOURS:	37.5 hours across the week including Friday nights and Sunday meetings. Requests for flexible working hours will be considered
LOCATION:	Welcome Church, Woking, Surrey
LINE REPORTS:	Volunteer team leads and key volunteer roles

Please note: the successful candidate must have the right to work in the UK.

MAIN PURPOSE OF ROLE:

Overall responsibility for leading the delivering of agreed outcomes across the Youth and Young Adult ministries of Welcome Church.

RESPONSIBILITIES, DUTIES AND TASKS:

Vision and Strategy

- a. Lead a strategy process, engaging with the Elders, to define the key strategic goals, objectives and outcomes for the Youth and Young Adult ministries.
- b. Take primary responsibility for developing strategic plans and budgets that deliver these goals, objectives and outcomes.
- c. Lead the implementation of these plans through volunteer ministry leads and teams.
- d. Identify, monitor and manage key risks associated with the delivery of strategic plans and ongoing activities.

Leadership and Culture

- e. Lead, support and coach ministry leaders and teams through regular contact so that they are developed, empowered and released in their giftings and skills.
- f. Work with the Elders to build leadership and serving capacity to support the longer-term growth and sustainability of our youth ministries.
- g. Develop young leaders in Christ-like maturity who can serve within youth ministry and the wider vision of Welcome Church.

- h. Work with the Outreach Pastor to nurture a culture among young people where sharing personal faith - through both words and actions - is a natural part of daily life.
- i. Build effective relationships and communication channels with parents to help shape youth activities that support them in the discipleship of their children.
- j. Foster a culture of fun, friendship, care, faith and prayer, where youth and young adults experience joy in community and grow into their calling and gifting in God.

Safeguarding and Care

- k. Create and sustain a culture of safety and respect through consistent implementation of Welcome Church's safeguarding policies and practices.
- l. Provide support to youth team leaders, including direct help in times of crisis.
- m. Pastor and invest in leaders - especially those in their 20s and 30s - building strong, supportive relationships with this age group.

Delivery

- n. Plan and facilitate regular gatherings for youth and young adults, including participation in external events (e.g. Newday).
- o. Disciple young adults so they grow as mature followers of Jesus, fully engaged in the life of the church and equipped to disciple others (2 Timothy 2:2).
- p. Develop accessible, relevant and engaging training for youth leadership teams.
- q. Work with the Teaching Pastor to develop an integrated teaching curriculum that equips young people for whole-life discipleship - from introduction to faith through to mature Christian adulthood - accessible to those from different backgrounds and abilities.

GENERAL DUTIES:

- Participate in office staff team meetings & activities.
- Lead or participate in key projects and events as required – e.g. Big Weekend Away and Carol Services.
- Line-manage employed & voluntary office-based staff including performance of appraisals
- Behave in accordance with the Welcome Church Code of Conduct for Employees.
- Follow and lead others in line with policies and procedures agreed by the Elders and Trustees
- To maintain a full personal involvement in church life

Requirements	Description	Essential	Desirable
EXPERIENCE	a. Leading youth ministry b. Discipling young people c. Leading leaders of volunteer teams d. Pastoral care of young people e. Developing relationship with local schools f. Engaging with and listening to parents	X X X X X	 X
KNOWLEDGE	a. Good working knowledge of the Bible. b. Awareness of good practice models for youth ministry c. Safeguarding policy and practice.	X X	 X
SKILLS	a. Delegating through volunteer leaders and teams b. Preaching and Teaching c. Building and leading teams of volunteers d. Able to learn and adapt flexibly to the 'family' working ethos of a large church. e. Effective written and verbal communication f. Effective self-management and organisation g. Strategy development and planning h. Self-development	X X X X X	 X X X
QUALIFICATIONS & TRAINING	a. Theological training		X
OTHER REQUIREMENTS	a. A committed Christian with an established track record of church membership b. Personal characteristics reflects the biblical characteristics of a Deacon c. Whole-hearted commitment to the mission, vision and values of Welcome Church.	X X	

NOTES:

The Church reserves the right to alter the content of this job description to reflect the changes to the job, without altering the general character or level of responsibility