

Job Description

Job Title	Ministry Lead for Young Adults
Location	Hertford Baptist Church
Hours	Full time with evening and weekend commitments
Reporting to	Baptist Minister
Works with	Ministry Team and staff team, Board of Trustees, Volunteers

Hertford Baptist Church is seeking to appoint a Ministry Lead for Young Adults to grow the spiritual life and community of those aged 18–30 already at HBC, and to develop innovative and creative opportunities for outreach to a generation increasingly open to Christianity.

HBC is a thriving, evangelical, Bible believing church which seeks to follow Jesus and welcome the Holy Spirit. We are in a very exciting season as a church. We have seen sustained growth over the last 2 years, and connections and relationships with our town and the wider community have also developed significantly.

The appointment of a Ministry Lead for Young Adults will be a pivotal moment in the life of our church, as we respond to the rising numbers of 18-30s that are connecting with us. We want to invest intentionally in this generation.

Role Summary

The Ministry Lead for Young Adults will lead and shape the spiritual life and community of those aged 18 to 30. This role focuses on discipleship, cultivating authentic relationships, and encouraging people to grow in faith and mission. A gifting in worship leading is desired but not essential.

We are a welcoming and supportive church family from diverse and varied backgrounds serving the town of Hertford and the surrounding areas. We love Jesus and we love our town. We want everyone to discover and grow their God-given gifts, so we encourage our team to take twice yearly retreats and to access additional training and development opportunities from both local and national organisations.

Key Responsibilities

Discipleship and Community Building

- Build and sustain meaningful relationships with young adults within and beyond the church community.
- Create environments where young adults and older teens can explore faith and engage in discipleship.
- Provide pastoral care, mentoring, and prayer support.
- Organise social and missional activities that deepen community connection and outreach.
- Contribute to the church social media strategy and content.

Ministry Leadership

- Collaborate with church leadership to shape vision and strategy for ministry for this generation.
- Recruit, train, and support a team to serve within this ministry.
- Establish an older teen and young adult service. Facilitate small groups, teaching sessions, and other discipleship opportunities relevant to this life stage.

Worship Leadership (Preferred)

- Lead worship regularly as part of Sunday gatherings and young adult services.
- Mentor and develop emerging worship leaders and musicians.
- Contribute to creative planning and the spiritual tone of corporate worship.

Collaboration and Integration

- Work with the Ministry Team to ensure intergenerational connection within the church.
- Work with the Ministry Team to align ministry with the church's overall mission.
- Represent the church in community initiatives and networks as appropriate.

Church Life and Staff Team Engagement

- Actively participate as a member of the church staff team, contributing to shared vision and planning.
- Lead and participate in regular staff meetings and times of prayer.
- Preach and lead services as part of the Sunday rota, bringing relevant and engaging teaching.
- Be involved in a church midweek community for personal spiritual growth and community connection.
- Support wider church initiatives and events as required.

Required Skills and Attributes

- A mature and growing Christian faith.
- Experience in discipling and mentoring young people.
- Strong interpersonal and communication skills.
- Motivated self-starter with the ability to work collaboratively.
- Organisational and leadership ability, including event planning.
- (Preferred) Musical and spiritual gifting in leading worship.
- Have the Right to Work in the UK

Education and Experience

- Relevant ministry experience (essential), theological training (desirable).
- Experience leading and growing teams and small groups within a church or community context.
- Proven ability to connect with young people – in person and online.
- Strong understanding of safeguarding principles for children and vulnerable adults, with willingness to develop robust working knowledge of safeguarding practice.

Personal Qualities

- A heart for the emerging generation and a passion for helping them find their place in God's story.
- Creative, flexible, and prayerful in approach.
- Teachable, humble, and willing to grow in leadership.

Safeguarding and Occupational Requirement

Hertford Baptist Church is fully committed to safeguarding as an integral part of its ministry and mission. Our focus is upon nurturing, protecting, and safeguarding all those associated with our church. The Safeguarding Policy Statement can be found here: <https://www.hertfordbaptist.org.uk/safeguarding-policy>

This role is subject to an Enhanced DBS Check, including the barred list, and leadership safeguarding training is mandatory.

There is a **Genuine Occupational Requirement** under the Equality Act 2010 Part 1 Schedule 9 for the postholder to be a committed Christian. The postholder should subscribe to the Evangelical Alliance statement of faith and wholeheartedly support the vision and values of Hertford Baptist Church.