

# YOUTH WORKER

## ROLE DESCRIPTION & REQUIREMENTS

*walking in truth  
living in love*

**ST JOHN'S  
HARTFORD**

**Role:** To take responsibility for the 11-18s ministry in our parish, working with staff and volunteers to evangelise local young people and disciple those within the church.

### **Must be:**

- A Christian, committed to developing their faith through regular prayer, bible reading and church attendance.
- Committed to the supreme authority and inerrancy of Scripture as 'God's Word written' (Article 20).
- Committed to the centrality of the cross, and subscribing to our Church's teaching that there the Father was reconciled to us (Article 2).
- Committed to making disciple-making disciples of Jesus Christ, beyond just seeking converts.
- A warm-hearted, humble, collaborative, servant-leader.
- A hardworking, well-organised individual.
- Able to work with people of all ages from a diverse range of socio-economic and educational backgrounds.
- Able to work alongside and encourage men and women in various ministries, but who will be in sympathy with the church's position that the church office of presbyter ('priest') is limited to men, in the light of Biblical teaching on 'headship'.
- Able to subscribe to the PCC Motion on Marriage, passed on 23 October 2017 (see below).
- A person who, if married, has the full support of their spouse.
- Enhanced DBS with Barred list checked (Children & Adult Workforce).

### **To do:**

#### **Youth (11-18 years)**

- Pastor, equip and enlarge current youth leadership teams.
- Build up and nurture Christian teenagers in their faith and commitment to Christ, including preparing them for baptism and confirmation.
- Oversee and develop the main Sunday teenage gatherings [currently Pathfinders (11-14s) Sunday am and Crossover (14-18s) Sunday pm].
- Oversee and develop the Friday night social/evangelistic events [currently Friday Night Live (11-14s, 6-7.30pm) and EQ (14-18s, 8-9.30pm)].
- Where appropriate, plan, participate and assist with monthly All-Age services.
- Foster loving cross-generational interaction within the church.
- Develop the many evangelistic opportunities available for reaching out to teenagers in our parish.
- Continue and develop gospel work in all the parish's high schools by involvement in (for example) assemblies, lessons, chaplaincy work, Christian Unions and school visits to church.
- Work collaboratively with the Chaplain at Hartford Church of England High School strengthening links.
- Explore opportunities for joint youth and children's ministry with Christ Church, Greenbank.
- Encourage the participation of leaders and young people on various camps (especially 'Sound Holidays').

#### **Children (0-11 years)**

- Exercise pastoral oversight of Children's Group Leaders alongside our volunteer Children's Co-ordinator - including training, encouraging, equipping and enlarging our dedicated team of Children's leaders, as well as overseeing the children's teaching programme and follow-up work.
- Work with the Children's Outreach Worker to develop a consistent evangelistic strategy among under 18s.

#### **General**

- "The work of an evangelist" and to encourage and equip fellow believers in the same task.
- Develop others, seeing your own calling as "equipping the saints for the work of [their] ministry" (Eph 4.12).
- Maintain, develop and implement strategies for continued gospel growth amongst young people.
- Other tasks as directed by and agreed with senior staff in order to fulfil the church's ministries.
- Be familiar with, and promote adherence to, parish and diocesan safeguarding policy guidance.
- Complete mandatory safeguarding training.

**Reports to:** Associate Vicar

**Agreement:**

I agree to being the Youth Worker at St John's, Hartford under the supervision of the Associate Vicar. I agree to comply with all aspects of the Diocesan Safeguarding Policy including recruitment and training requirements; and all other church policies.

Name (print and sign):

Vicar:

Date:

## **YOUTH WORKER: A LITTLE BIT MORE INFORMATION...**

### **1. Introducing St. John's**

We are a medium sized, conservative evangelical parish church on the edge of Northwich, a mid-Cheshire market town of around 50,000 inhabitants. The church is 200 years old and has had clearly evangelical vicars for just over 50 years. Our main Sunday morning service is currently averaging around 180 people, of whom around 70 are under 18 and regularly in our children's and youth groups. The church has recently experienced gentle growth particularly with people from Hong Kong, including youth. We are a genuine family, with newborns to 90-somethings, committed to *"walking in truth, and living in love"*. As such it is a place where many contribute numerous voluntary hours to ministry work on top of busy work and family lives. Youth work takes place on Friday nights and Sundays. We have a small 8am BCP communion with around ten regulars and hope to restart an evening service later in 2023. We have a strong commitment to supporting mission. Christ Church Greenbank, also in the parish, was planted in 2002 and has thrived. It has its own full-time minister and part-time youth worker. The west end of the parish, served by St John's, is largely owner-occupied housing, with significant new housing developments in recent years. Most people commute to work. There are relatively few 18–30-year-olds in the local demographic, and this is reflected in the congregation. The parish has numerous educational institutions, catering to approximately 5,000 young people. These include state, private and special schools, and a number of nurseries/pre-schools. One, re-founded in 2012 in partnership with St John's, is an 11-16 Church of England high school with a stipendiary chaplain. Our mission is to reach these residents and students with the gospel, and to serve them in Christ's name. Our church is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders are expected to share this commitment and are subject to acceptable pre-employment checks.

### **2. Job Overview**

The Youth Worker will take practical responsibility for the 11-18s ministry in our parish and share in oversight and planning with the Associate Vicar. The role will involve working alongside other church staff and volunteers. Evangelistically, the Youth Worker will fulfil existing opportunities and create new ones in our local secondary schools and church-based youth groups and more broadly, in both term time and school holidays. Pastorally, the Youth Worker will oversee our Sunday teaching ministry for 11- 18s, and develop a broader discipling strategy amongst our young people. While the bulk of the work will be amongst 11-18s, some aspects of the role will involve working with under 11s, or those who serve them. The Youth Worker will work alongside the Children's Outreach Worker and under the oversight and authority of the Associate Vicar. We are looking for someone who loves the Lord Jesus, his word and young people; and who has a passion to connect all three!

### **3. Conditions**

- This is a permanent, full-time position and carries an annual salary of £28k.
- The church will make a contribution of 10% of your salary into the Church Workers' Pension Fund.
- Legitimate expenses will be paid, as agreed with the Churchwardens and Vicar. A book allowance and financial help towards further studies may be given.
- There is a shared office in the Church Centre.
- The Youth Worker will have one full day off per week and at least two additional evenings a week off (but must work Friday and Sunday evenings), plus public holidays (which may be transferred if they are required to work on those) and an additional day off in months without any public holidays.
- Annual holiday entitlement is six weeks, including Sundays.

### **4. Support:**

Regular supervision meetings will be with the Associate Vicar. Further study and training opportunities will also be considered as appropriate to the worker's qualifications and experience.

### **5. Current mandatory training requirements**

- Basic Awareness of Safeguarding (online portal)
- Foundations in Safeguarding (online portal)
- Leadership in Safeguarding (diocesan online event)
- Domestic Abuse (online portal)
- Safer Recruitment (online portal)

NB: further safeguarding training and/or updates may be required by the Diocese

## Hartford PCC Resolution passed 23 October 2017

This PCC affirms, in accordance with Canon B30, and according to our Lord's teaching, that marriage 'is in its nature a union permanent and lifelong, for better for worse, till death them do part, of one man with one woman, to the exclusion of all others on either side, for the procreation and nurture of children, for the hallowing and right direction of the natural instincts and affections, and for the mutual society, help and comfort which the one ought to have of the other, both in prosperity and adversity.'

In the light of the above, we intend

- a) To continue to teach that heterosexual marriage is the only right context for a sexual relationship.
- b) To continue to welcome all who come to our churches, to make charitable assumptions, to respect all as people made in the image of God, to teach and preach the good news of Jesus to all, and to call all to repentance and faith, irrespective of sexuality and lifestyle.
- c) To reject all actions, words and attitudes which victimise or diminish people, and to make clear that these are sins to be repented of.
- d) To engage pastorally and gently with those who become regular attenders and are open about being in a sexual relationship outside of heterosexual marriage; and to make it clear to them that we are all sinners, and that their being in a sexual relationship is a sin to be repented of.
- e) To be discerning about who we invite to engage in ministries in the church, so that we 'practise what we preach' on sexual matters. Those who are open with us about a sexual relationship outside of heterosexual marriage, and show no sign of wishing to put it right, will not be asked to serve in church life though they will always be welcome to attend. If they are already serving, they will be asked to step down.
- f) To exhort all who come to Baptism or Holy Communion to do so with a true penitent heart and lively faith, heeding the warning of God's word to so judge ourselves that we practice repentance, pursue holiness and above all things give thanks to God for the redemption of the world by the death of our Saviour, the Lord Jesus Christ.
- g) To urge the Diocese of Chester, and the Church of England and other churches too, to uphold the Christian teaching that marriage between a man and a woman is the only right context for a sexual relationship.

In all of this, we wish to hold ourselves to the high demands of Christian love and care in all our dealings with people inside and outside the church, knowing that for some people the intentions outlined above will be hard to understand, and very hard to put into practice. We nonetheless believe them to be the way of Christ, who loved us and gave himself for us, for our everlasting good.