

## Job Description

**Post:** Children & Youth Minister

**Purpose:** To lead, coordinate and oversee the delivery of ministry to 0-18 year olds known as *ignite*. The heart of the role is leading and equipping the ignite volunteer team and also the mission development of the youth ministry, particularly at our new worshipping community.

**Accountable to:** The Incumbent of St. Mary's

**Contract:** Full Time (38 hours)

### Church & Staff Team

St Mary's is a growing evangelical charismatic Anglican church in Loughton, Essex. *Ignite* is the children's and youth ministry of St Mary's and is very important in the life of the church family. 38% of our church family are under 19 years old. We are excited to see this grow. There is so much potential for taking discipleship and mission to the next level. We long to see our children and youth on fire for God and to see them transformed through relationship with Jesus and living in the power of the Spirit.

The role is part of a team. We also have an ignite Administrator (part time) and a leadership team, plus a large volunteer team. This role is about envisioning, leading, equipping and enabling the team and volunteers to disciple our children and youth. It is not about the person in role doing everything themselves. There will of course be significant leadership and direct involvement, but the key is equipping the volunteer team, coordination and oversight. A key element will be leading with a clear vision and creating a culture of what we want to see God doing in ignite.

### Responsibilities & Context:

*Ignite* is the children's and youth ministry of St Mary's and is fully integrated into the life of the church family. The role is both about delivering front line ministry and also the overall coordination and oversight for ignite across the age range 0-18. Empowering and equipping the team is the key focus of the role. There is currently a team of approximately 45 adults. We are also due to launch a new worshipping community in January 2022. We would expect the Children & Youth Minister to also take a leading role in that community, investing in discipleship and mission with young people there.

### Areas of Responsibility:

Overall responsibility for the daily coordination, oversight and leadership of the 0-18's ministry at St Mary's.

1. *Building healthy relationship* with the children and youth, so they know they are loved and significant in this church family.
  - Involvement across the age ranges in ignite groups with leading, teaching and ministry.
2. *Leading on mission and outreach to children and young people*
  - Mission development and discipleship of youth attending the afternoon congregation with a vision to plant and multiply again over the next 3 years.
  - To reach children and youth through clubs, schools work, church outreach etc.
3. *Oversight of children's and youth discipleship*
  - Children's and youth discipleship at the new worshipping community. Enabling, involving and multiplying young leaders to grow and make disciples.
  - Leading ignite ministry at the 10:30am congregation on Sundays.
  - Oversee discipleship in Youth Life Groups.
  - Pastoral visits to children/families
  - Oversight of mentoring programme for youth.
  - Oversight of teaching syllabus and resources for all ignite groups.
  - Encouraging youth to get involved in local and global mission.

4. *Leadership, training and support of the ignite volunteer team*
  - Providing active support and encouragement to team members serving with ignite.
  - Supporting the team with helpful feedback and investing in their ability and practical skills in leading children and young people.
  - Volunteer recruitment and induction for all ignite teams.
  - Regular team training and support, including safeguarding training, evangelism and discipleship training. Plus support with practical training on leading children's and youth groups.
  - Inclusion of children and young people with additional needs into the life of the church.

**Additional Responsibilities would include:**

- Attendance at St. Mary's staff team meetings.
- To be aware of Local Authority and Chelmsford Diocesan Safeguarding procedures, working within their guidelines and implementing policy.
- To be aware of relevant legislation regarding activities undertaken in youth and children's work and to work within that framework.

**Personal Qualities Required for this Post:**

1. A committed evangelical charismatic Christian willing to become a member of St Mary's Church and able to sign the Evangelical Alliance Basis of Faith.
2. Mission hearted with a desire and ability to come alongside young people and their parents, demonstrating pastoral sensitivity.
3. Excellent organisational skills and ability to inspire, teach and train volunteers and encourage and equip them with ministry skills. Ability to lead a team is crucial.
4. Previous experience of and a demonstrable gifting for working with young people and teams in a Christian context.
5. Good communication skills and happy to be animated at the front of church.
6. A self-motivated, flexible and enthusiastic person, i.e., able to fit in with a wide variety of people and recognise that working with children and young people can be physically and emotionally demanding.
7. Good educational background. A children's/young people's work qualification and/or theological training would be an advantage, but is not essential.

**Other Relevant Information:**

1. Working Week: The working week of the successful applicant will consist of 38 hours including Sundays, with at least one full rest day per week. Hours of working will be flexible.
2. Annual Leave: 6 weeks per year plus public holidays.
3. Remuneration: £25,000 - £30,000 p.a. depending on experience.
4. Personal Retreat: Up to 5 days a year are allowed for personal spiritual retreat.
5. Working Context: A personal desk and MacBook Air will be provided within the shared office space in the church.
6. It is a Genuine Occupational Requirement that the person appointed is a committed practising Christian. The Employment Equality (Religion and Belief) Regulations 2003 Section 7.2 applies.
7. Appointment will be subject to a satisfactory Enhanced DBS disclosure and Independent Safeguarding Authority registration. St Mary's is committed to safeguarding and welfare of children, young people and vulnerable adults and expect all staff to share in this commitment.
8. Appointment will be subject to agreement with the Evangelical Alliance Basis of Faith.
9. The appointment is subject to a probationary period of 6 months.

**Timescale of Appointment:**

- **Applications must be received by 12noon on 18 February 2022.** Mail to Amanda Hart, St Mary's Church, 201 High Road, Loughton, IG10 1BB or email [amanda@stmarysloughton.com](mailto:amanda@stmarysloughton.com)
- There will be an initial informal meeting with the Vicar in the week beginning 28 February, followed by interview and then a Sunday based session with children youth and team members.