

Job Description for Youth Minister

Role:	Youth Minister at Holy Trinity Claygate (HTC)
Employed by:	The PCC
Reports to:	The Associate Vicar
Responsibility:	To lead mission and ministry to young people in the parish of Claygate

Objectives:

1. To lead the ongoing vision and practice of Youth Ministry at HTC.
2. To empower 11-18 year olds to grow in their personal identity in Christ and to confidently live this out in their day-to-day lives.
3. To manage the resourcing and development of all those leading provision for 11-18s at HTC.
4. To become an established member of the Ministry Team.

Responsibilities

Objective 1: To lead the ongoing vision and practice of youth ministry at HTC

- to apply the church's vision of *more, deeper and closer followers of Jesus* in HTC's work among 11-18s.
- to deliver, communicate and live out this vision across all activities for those aged 11-18.
- to work with the Children & Families Ministry leaders to ensure a unified vision and smooth transition from children to youth groups.
- to continually evaluate and adapt our Youth Ministry activities to ensure they remain attractive and relevant to the lives of young people in Claygate.
- to plan and manage against the Youth Ministry budget to best achieve the vision aims.

Objective 2: To empower 11-18 year olds to grow in their personal identity in Christ and to confidently live this out in their day-to-day lives.

- to lead and deliver the weekly HTC youth groups, along with other leaders, including both group and one to one work.
- to develop and lead a diverse programme of youth activities including residential, holiday events and mission opportunities as appropriate
- to give opportunity for young people to be involved in the planning of programmes and activities.
- to enable young people to develop and use their God-given gifts in the life and worship of the church.
- to develop existing relationships with schools, including the Christian Union at Esher High School.
- seek opportunities to work collaboratively and build connections with others in the community who work with young people
- play an active role in the existing community Claygate Youth Club
- to identify and develop any new effective outreach opportunities which target young people and youth organisations in the community

Objective 3: To manage the resourcing and development of all those leading provision for 11-18s at HTC

- to support and develop the Trainee Youth Minister in this role and ministry, through effective line-management and training.
- to recruit and develop volunteers to take on leadership roles.
- to work with, train and inspire youth leaders (including volunteers), providing appropriate pastoral and spiritual support.

Objective 4: To be a member of the Ministry Team

- to be a member of the Ministry Team, supporting the overall vision and direction of the church
- to support other members of the Ministry Team in their ministry as agreed and required.
- to promote cross-generational connections and integration with other ministries at HTC.
- to pursue such training and study as is appropriate to the role and future ministry, agreed in discussion with the Associate Vicar.

Training and Development

As a church we are committed to the appropriate development of every team member. Funding will be provided for appropriate training and development.

Safeguarding

Holy Trinity Claygate takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy. In particular, HTC expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with their Supervisor or Safeguarding Officer.

Person Specification for Youth Minister

The successful applicant will be able to demonstrate

- committed evangelical Christian faith.
- a passion and enthusiasm for mission and ministry among young people.
- leadership and strategic gifts.
- a willingness to work with and learn from others.

Skills/Experience/Training

The following are essential

- a biblically and theologically mature faith combined with a sincere love for Jesus.
- a passion in helping young people become Christian disciples and the ability to promote ongoing Christian discipleship in faithful, creative and age appropriate ways.
- ability to work effectively as part of a team and contribute to the wider goals of the church – in particular self-awareness and the capacity to modify behaviour in different circumstances.
- proven experience in Christian youth ministry (including leading youth groups).
- a passion and vision for youth work and reaching out to the community.
- ability to capacity to think strategically and implement plans effectively.
- able to motivate, lead and develop teams of both young people and adults
- good communication skills: one to one, small groups and to communicate clearly and effectively within a number of settings, including in a public context.
- good networking skills.
- ability to build trust and relate effectively to both young people and adults.

Summary of Main Terms and Conditions of Employment for the Youth Minister

Commencement	Summer 2017
Hours	The appointment is a full-time role, in a working pattern to be agreed with the Associate Vicar, with at least one period of 24 hours off each week. Involvement in the worship life of the church is also expected and should be agreed with the Associate Vicar. Due to the nature of the role weekly hours may vary.
Pay	A salary of £22,000 – £25,000 p.a. (dependent on qualifications and experience) is offered for this role. Agreed and receipted working expenses will also be reimbursed.
Housing	A housing allowing of £7,000 is payable.
Pension	The PCC will make a pension contribution of 3% of actual salary.
Holidays	A holiday entitlement of 30 days pro rata plus public holidays which fall on days normally worked.
Contract	A detailed contract of employment will be prepared embracing these key items and other matters such as termination, sickness, disciplinary and other details.