



Full Time Youth Pastor – All Saints Church



Salary	Starting salary £24,500-£30,000 subject to experience.
Contract	Permanent (6 month probationary period)
Hours	35hrs Full time
Employer	All Saints Parochial Church Council
Closing Date	Friday 10 th Jan 2025
Desirable Start Date	Easter 2025 or as soon as possible thereafter.
Safeguarding	All Saints Church is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

This is an exciting role, which builds on the great work with young people and their families which has been core to the DNA of All Saints' for many years. We are excited to see how the successful candidate will lead us into what God has in store.



Background to All Saints Church and Youth Ministry

All Saints' is an evangelical, charismatic church of around 250 people, linked to the New Wine network and part of the Church of England in Durham Diocese. Our vision is *"To be a blessing to our communities inviting every generation to know God and find their place in His family"* and so discipling the young people in the church and being that bridge to Jesus in the community are key for us.

Over the last thirty plus years the church has invested heavily in youth work (11-18s), starting with volunteer youth workers and then moving to have a paid Youth Pastor working in local schools, running mission trips and running ministry in the church. Our desire has been to see young people become lifelong followers of Jesus and this has been front and centre to ministry here. Currently 35 young people regularly attend Sunday morning groups in addition to a few more who come to midweek youth life groups. 60 come regularly to Friday night youth club of which 50% are unchurched. Many of our current youth are passionate about living out their faith. This looks like starting lunch clubs in their schools to help students explore faith, taking part in Advance Youth evangelism training, going to Amplify, serving their local communities and attending Doulos which is a three year discipleship programme run by our local partners, Tees Valley Youth for Christ where our youth team play an active role. There is a Café church termly, as well as a Teesside wide youth

worship service we host called Refresh; working in partnership with other local churches and organisations.

Integration into the wider life of the church helps young people to feel connected and is key for their longer term transition into our Young Adults provision as well as discovering their part in the church body. Those in year 10 and up serve in the Youth Apprenticeship scheme which is designed to help our youth discover their areas of gifting. Apprenticeship gives them the opportunity to spend a Sunday once a month in an area of ministry in the wider church, being trained and given feedback. We also recommend that age group to have an adult mentor who will meet them fortnightly for encouragement and pastoral care. Many of our young people find this key to their growth.

As we look forward, a few priorities for development in our youth work stand out:

(i) Evangelism

Despite All Saints' being perceived in the North East as somewhere with great Youth Ministry, we know there are many more young people to reach with the amazing news of Jesus.

We currently go out with a team weekly to do detached outreach in the local skate park but would like to increase our detached youth work and upskill more of our young people and leaders in evangelism. Currently we are involved in 3 local secondary schools providing assemblies and supporting youth led Christian groups in Egglecliffe School, leading assemblies and acts of worship in Teesside High and at Yarm School in a more limited capacity. We have started to explore Kintsugi youth (kintsugihope.com/youth), working with Kick (kick.org.uk), and know that supporting young people starting groups in the schools which are less open to churches coming in will be important.

(ii) Discipling and caring for our existing youth and those who will join

Whilst many of our youth benefit from our existing structures, are well disciplined and are growing in faith, there is always more of God to know and more of his power to transform our lives. Ministry to girls has for a long time been a strength of the church. We would like to see an increase in boys coming to faith, being mentored and disciplined. In addition we would love to see the Christian parents/guardians of youth supported in doing what they can do in the home to disciple their young people. As a church believing in the power and gifting of the Spirit we would love to see our young people increasingly pursuing His presence.

(iii) Diocesan Development Potential

Durham Diocese was recently successful in a National Church application to fund a strategic programme of Diocesan Transformation, which includes a significant focus on 'Growing Younger' and boosting provision to reach and disciple children, youth and young adults across the Diocese. All Saints has one of the largest youth ministries in the Diocese but there are very few churches with youth in regular attendance and we, and the Diocese, would like to see this change

A key element of the Diocesan 'Growing Younger' strategy is to establish Youth Mission Hubs as hotspots for mission and discipleship with young people, and we are currently exploring with the Diocese how we can support this vision by becoming a Hub. This would both resource us to increase our own capacity for mission and ministry with young people and enable us to be part of supporting and resourcing the wider Deanery



and Diocese. The successful applicant for this role would lead on establishing our Mission Hub, line manage any additional associated roles and be part of supporting other churches to establish and develop mission and discipleship with young people. We should know if our application is successful by the time of interview for this post.

Current pattern Of Youth Ministry

Sunday morning Youth Church
 Monday monthly youth leader gathering
 Tuesday morning staff meeting
 Tuesday after school skate park outreach
 Wednesday lunchtimes support local secondary school CU
 Wednesday evening Youth Life Groups
 Friday evening Youth Club
 Mentoring young people during the week.
 Monthly Doulos training evenings for young people across Teesside.

Termly Café Church & Refresh (Teesside wide youth worship event)
 Annual festival; Satellites (or preferred festival)
 Bi-annual Mission Trip (Mexico- Amor ministries building houses for those in need)



Youth Pastor Job Requirements

Experience

- Experience of leading a Christian youth ministry.
- Experience of mentoring and training others in youth work.
- Experience of forming, leading, managing and motivating teams, using delegation well and training those serving in youth ministries.
- Someone with the skills to pioneer new ministries and to think creatively.
- Someone with experience of line management.
- Qualification in youth work is desirable but not essential.

Personal

- A mature Christian with a deep and vibrant faith, operating in the Gifts of the Spirit and with a passion for prayer.
- Someone eager to seek God’s leading in ministry and to follow it.
- Someone seeking to live a holy life in alignment with the Bible.
- Good bible knowledge.
- Someone in agreement with the Evangelical Alliance statement of faith: <https://www.eauk.org/about-us/how-we-work/basis-of-faith>
- Skilled at the use of social media and good at IT.
- Good time management and ability to prioritise.

With Others

- A heart for mission and evangelistic gifting. Evangelistic gifting may be stronger in one role than the other but a passion for evangelism is needed for both.
- Someone with a gifting and experience in discipleship and pastoral support, adept at helping young people go deeper in their understanding of scripture. (Our current youth ministry is built on the aim of seeing all young people become lifelong followers of Christ).
- Understanding of, and the ability to support the challenges faced by young people.
- Someone willing to take on feedback and eager to learn and improve both personally and to improve the ministry as a whole.
- Good at building relationships with young people, with teams and schools. Ensuring all volunteers are safely recruited and comply with all appropriate procedures.

- Good communication skills and organisation.
- Conflict resolution skills.
- An understanding of the needs of young people and the need at times to adjust approach so as to engage all ages and stages of faith.

The successful applicant must be a UK resident and have the right to work here. At times these roles will require flexibility around occasional working on a Saturday as well as regular work on several evenings across the week.

The successful applicants will need to work with our PSO (Parish Safeguarding Officer) and ensure all youth work is in line with our Safeguarding Policies.

Other Requirements

- It is the employee's responsibility to be able to travel to his/her places of work and to the schools where they will be involved.
- To manage an annual budget.
- The employee must be willing to become a regular worshipping member of All Saints' Church (including Sunday worship) and be committed to its vision and goals.
- This role is subject to the requirements of safer recruitment and the successful candidate will need to undertake a full enhanced DBS check, provide references and complete the appropriate safeguard training.
- Be an advocate for the safeguarding of all children, young people and vulnerable adults.
- The role holder is expected to work flexible hours where necessary (including regular evenings and weekends) in order to fulfil the requirements of the role. The regular weekly working pattern to be agreed between the job holder and line manager.
- Ensure all activities are delivered in line with All Saints' procedures and policies with particular regard to Health and Safety, Risk management, Safeguarding, Financial management and data management.
- There is no requirement for the applicant to currently worship in a Church of England church.
- This post is exempt under paragraph 3 of Schedule 9 of the Equality Act 2010.
- All Saints' Preston on Tees is a parish within the Diocese of Durham which supports and promotes the aims of the Church of England.
- Any other duties and responsibilities, identified by the Parochial Church Council (the Church's board of trustees and governing body) as are within your capabilities and responsibility, in order to meet the needs of the parish.

What We will Provide

- All Saints' Church has a wonderful close knit staff team who will be pleased to welcome you and support you both initially and in your ongoing ministry here.
- A dedicated youth room where youth provision takes propriety over other ministries which is modern, well decorated, and has excellent facilities.
- A wide range of youth resources including bibles, consoles, a sound system, games, tuck shop, table tennis and sports equipment etc.
- A yearly budget of 3K per year which is supplemented by subs for some ministries.
- Fortnightly line management meetings to offer support, encouragement and to discern direction. In addition, all staff attend a weekly staff team meeting for pastoral support, information sharing and to pray and think together on the ministry of the church.

- A great team of volunteers. People love being part of our youth teams here, and so many of our young adults and others form a key part of the team. We work very closely with Tees Valley Youth For Christ (their office is in our carpark) and TVYFC team members serve regularly in our church.
- A Tees Valley Youth For Christ Serve Team volunteer who works full time for the church. This is an intern programme, and our current intern came up through the youth work of the church.
- A workspace to use at church.
- Training from those inhouse and any other external training as agreed with your line manager.
- A work mobile and laptop.
- A member of our staff management team who will be available for help and advice.
- Agreed expenses will be reimbursed in line with our expenses policy.
- A pension and holiday allowance as stipulated in the staff handbook, 5 weeks (pro-rata for part time staff) paid annual leave, plus statutory bank holidays, which must be taken within the leave year, principally to be taken within the school holidays.

Final Words

Our staff often tell us what a supportive and wonderful place the church is to work. The team is a lot of fun and shares a strong desire to see Jesus known and supports one another well.

We hope that as you pray and seek God as to whether this role is right for you; that He will make that clear to you, give you a passion for the mission here. We look forward to receiving your application and getting to know you. If you would like to discuss the role with Matt our Vicar please give him a ring on 07816386623 or email revmatt.allsaints@gmail.com

To apply please use the application form attached.