

Community Church of the Nazarene Longsight  
Toll Gate Close  
Off Plymouth Grove  
Longsight  
Manchester  
M13 0LG

Phone: 0161 274 3096  
Web: [www.longsightnazarene.org](http://www.longsightnazarene.org)

Registered Charity 1166806

Here we:  
Focus on God, Love each other deeply,  
Are a welcoming community-especially to  
the marginalized,  
Endeavour to join with the Mission of God  
in Longsight and wherever we live,  
Seek to be generous and balanced in our  
lives.

## JOB DESCRIPTION – YOUTH WORKER/MINISTER

<b>Post Title:</b>	<b>Youth Worker/Minister</b>
<b>Responsible to:</b>	<b>Pastoral Team Leader</b>
<b>Pay:</b>	£12.20 per hour at 12/16 <sup>1</sup> hours per week (1.5/2 days or 0.3/0.4 FTE)
<b>Section:</b>	The Community Church of the Nazarene, Longsight.
<b>Length of Contract:</b>	Subject to agreement. Expected contract length of three years. Initial period of 6 months' probation: review at 3 months, 6 months, 12 months. During first 3 months of the contract may be terminated with one week's notice; subsequent 9 months contract terminated with 1 month notice.

### 1. PURPOSE OF POST

- 1.1 To **maintain and develop** the youth work (NYI<sup>2</sup> and beyond) that takes place within the church with the aim of seeing young people coming to know Christ and to grow holistically. This would also include developing relationships with the young people as part of the **pastoral care and discipleship** within our youth work team and engaging with other **community groups** to get to know young people who don't connect with our activities.
- 1.2 To **network and develop opportunities** with community organisations, partnerships, council/statutory (including schools, local churches, colleges, etc. as appropriate). To be involved in existing relevant ecumenical and community partnerships and relationships, and be willing to develop new connections.
- 1.3 To **lead, support, and develop the existing youth work team** including identifying areas for improvement or growth within the current structures
- 1.4 To **strategically coordinate** our work with pre-high school children (aged 7-11 years) by **participating with and supporting the existing** children's ministry teams, to identify areas for improvement or growth within the current structures, including a level of pastoral care for children's groups/Sunday Schools.<sup>3</sup>

<sup>1</sup> 1.5 days for youth ministry + optional 0.5 for ministry with 7-11 yr olds

<sup>2</sup> NYI = Nazarene Youth International, a local/national/international network of youth ministry groups based in local Nazarene churches. Longsight NYI is part of NYUK South (<https://www.facebook.com/nyuksouth>) and NYI international ([www.nazarene.org](http://www.nazarene.org))

<sup>3</sup>Applicable if optional 0.5 for ministry with 7-11 yr olds is included in the terms of employment

- 1.5 As **co-worker** to be a key participant in the pastoral team structure – enabling better ministry, development, and creative responses to the needs of the local communities cared for by the Community Church of the Nazarene, Longsight, and to take forward the church vision (document attached) with a particular focus on young people.
- 1.6 To undertake **training and development** in ministerial formation. To engage with placement and development structures and programmes which will shape and develop ministry gifts and skills.

## 2. KEY DUTIES AND RESPONSIBILITIES

- 2.1 **Youth Ministry and Work with 7-11s:** to be engaged and leading in the on-going development and delivery of youth work and pre-high school ministry that our church currently has to offer. Planning for the weeks and year ahead as part of the team to ensure we foresee key events and run the best possible youth work that we can.
- 2.2 **Relationship Building:** critical to ministry is the development of relationships throughout the community of the church and within the local community. This would include meeting people, supporting people, creating opportunities to spend time with people. This will also involve getting to know the families of our young people, and engaging in other community groups to build relationships. Communicating and promoting our youth ministry activities and needs to the wider church (e.g. written reports, website updates, news articles, etc.).
- 2.3 **Nazarene District:** To attend relevant' District, NYI training and networking events. To attend, or organise other members of the team to attend, other Nazarene District Youth Events with our young people.
- 2.4 **Worshipping at the Longsight Church:** Encourage the engagement and inclusion of young people within every aspect of worship in the church community, services, leadership, events etc.
- 2.5 **Organic Social Activities:** in keeping with the vision and ethos of the church is the idea of organic development of social events/activities, it would be expected that all employees engage in these activities as they relate to them (for instance gender specific events are exempt).
- 2.6 **Team Meetings:** The Youth Worker/Minister is expected to attend meetings and annual away day(s) with other members of the Pastoral Team (frequency to be agreed after successful application). To attend church board meetings, receive and give reports, consider, reflect, plan and pray where appropriate.
- 2.7 **(Ministerial) Training and Development:** to be continually engaged in professional/ministerial development as directed by the Pastoral Team Leader (Mentor or Line Manager, as appropriate). To engage in relevant training through Nazarene Theological College or other organisations. Where applicable, to participate in ongoing development appropriate to District License (Board of Ministry, etc.) according to the Nazarene District Guidelines.

### Additional responsibilities

Each of the following will generally occur:

- 2.8 **Worshipping with the Longsight Nazarene Community:** weekly attendance, involvement and engagement in worship services and support of the leaders of church congregations including continuing development of relationships with those who participate in the church community.

- 2.9 **Preaching:** if appropriate to preach on occasion – both within one of the services of the Community Church of the Nazarene, Longsight and in other locations. All ‘external’ preaching engagements will be accepted through negotiation with the knowledge and support of the Pastoral Team Leader.
- 2.10 **Personal Development:** to be continually engaged in learning and development, guided by the Spirit and within community, and be mentored. To avail themselves of relevant training opportunities/ to request the personal development fund available to her/him for training/conferences and to report back on their involvement in further training. This includes, where appropriate, ongoing development according to the Nazarene District Guidelines.
- 2.11 **Liaison/ Networking:** to liaise with relevant statutory and voluntary agencies in order to increase the participation and progression of young people in the activities at the Community Church of the Nazarene, Longsight.
- 2.12 **Innovation:** will be required to work innovatively alongside the team(s) to develop inclusive programmes to meet the varying needs of young people.
- 2.13 **Administration<sup>4</sup>:** to maintain good quality records, conduct regular critical reflection, consult, train and guide as appropriate, ensuring that all written records are available to the Church Board / Trustees in compliance with data protection legislation.
- 2.14 **Policies and Procedures:** to work within all Community Church of the Nazarene, Longsight policies, including Safeguarding and Child Protection, GDPR, Equal Opportunities, and Health and Safety.
- 2.15 **Team:** will be required to work flexibly, as part of a team covering for colleagues during sickness and/or annual leave. All members of staff are expected to take an active part in team meetings and be involved in general development. This may, for example, mean taking on special responsibilities within the organisation.
- 2.16 **General:** other duties as agreed with the Pastoral Team or the Church Board.

### 3. CONTACTS

The Leadership Team of the Community Church of the Nazarene, Longsight

District NYI Council

Referral agencies

Stakeholders in Manchester: voluntary community groups/general public

### 4. RELATIONSHIPS TO OTHER POSTS WITHIN Community Church of the Nazarene, Longsight

Responsible for: Youth Work<sup>5</sup>, young people, youth work volunteers, and other teams where appropriate

Responsible to: Revd Dr Steve Birkinshaw

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<sup>4</sup> This will be further clarified in the induction phase.

<sup>5</sup> Also children’s ministry, if 2 day role.



**5. CONTROL OF RESOURCES (HUMAN, FINANCIAL, MATERIAL)**

Volunteers as allocated/ developed

Budgets assigned

IT/Health & safety as allocated

**6. LEVEL OF CONTACT WITH CHILDREN & YOUNG PEOPLE AND VULNERABLE PEOPLE**

Candidates applying for this post will be subject to The Community Church of the Nazarene, Longsight's Safeguarding and Child Protection recruitment procedures and checks. An enhanced DBS clearance is required.

	<b>DATE:</b>	<b>INITIALS:</b>
<b>PREPARED:</b>	Oct 2020	SB, LK, JM

**POST TITLE: Youth Worker/Minister**

**KEY:**

E	Essential	A	Application Form
D	Desirable	I	Interview
		P	Presentation

	<b>SELECTION CRITERIA</b>	<b>E/D</b>	<b>HOW ASSESSED</b>
<b>Education/ Qualifications</b>	<ul style="list-style-type: none"> <li>Relevant formal teaching / training qualifications for ministry, and vocational skills and knowledge.</li> </ul>	D	A, I, P
	<ul style="list-style-type: none"> <li>Relevant teaching / training qualifications in youth work, or a minimum of two years' experience in youth work</li> </ul>	D	A, I, P
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience in leading, supporting and developing team projects</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Will have significant experience in working with people from a variety of communities in formal and informal settings, using a range of different relational gifts and techniques.</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Experience in understanding issues people face, including a background of complex personal and family life.</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Experience of being mentored and of mentoring others</li> </ul>	D	A, I
	<ul style="list-style-type: none"> <li>Experience of working as a team member in order to achieve shared objectives.</li> </ul>	E	A, I
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>Numerate, literate and possess IT skills</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Good organisational skills.</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Rudimentary financial management knowledge.</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Awareness of confidentiality issues and best practice.</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Awareness of safeguarding and working with child protection issues.</li> </ul>	E	A, I
	<ul style="list-style-type: none"> <li>Desire to serve and follow Christ with passion, humility and love.</li> </ul>	E	A, I

	<ul style="list-style-type: none"> <li>• Ability to motivate and empower people and recognise their talents and help them develop in these areas</li> <li>• Ability to mentor others.</li> <li>• Ability to work effectively both individually and as a member of a team.</li> <li>• Good communicator and listener.</li> <li>• Ability to network with agencies, community groups, private and public sector.</li> <li>• Ability to comprehend the issues facing people outside of mainstream life.</li> <li>• Ability to work under pressure, manage your own workload and deliver work in a not particularly performance-focussed environment.</li> <li>• Understand pastoral, structural and community issues</li> <li>• Ability to monitor and evaluate programmes, projects and ministry practice</li> </ul>	<p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I, P</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Flexible approach and ability to adapt to a range of tasks within the field of working with people.</li> <li>• Commitment to self-development.</li> <li>• Attend weekend residentials, evening work, etc.</li> <li>• Support the ethos and purposes of the local and international Church of the Nazarene.</li> <li>• Be involved in (lead where appropriate) worship planning for services</li> <li>• Engage young people in the planning and participation of worship services</li> <li>• Full UK Driving License</li> <li>• Own transport</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>D</p> <p>D</p>	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p>

## TERMS AND CONDITIONS SUMMARY FOR APPLICANTS

The following terms and conditions are typically offered to (The Crossroads Centre/) Community Church of the Nazarene, Longsight staff on permanent or temporary contracts, and are set out here for your information only. Terms and Conditions may vary according to circumstances and this summary does not form part of any subsequent employment contract.

Position:	Youth Worker/Minister
Salary:	£12.60 per hour
Pension:	Scheme available with % matched contribution
Hours:	12/16 hours per week (1.5/2 days or 0.3/.4 FTE)
Probationary Period:	6 months in total – reviews at 3 months, 6 months and 12 months. During the first 3 months the contract may be terminated with 1 week's notice, subsequent 9 months contact may be terminated with 1 month's notice.
Notice:	1 month
Support	Systems of annual appraisals are in place to support development. A mentor will be assigned and will attend regular team meetings.
Annual Leave:	In addition to public Bank Holidays (8 days, timing negotiated), the Employee will be entitled to 25 days (pro rata) paid holiday in each holiday year.
Maternity Leave / Adoption Leave:	The statutory minimum is enhanced for staff with one year's service.
Paternity Leave:	Statutory minimum is enhanced for staff with more than one year's service.
Sick pay:	This applies from the first day that the member of staff actually starts work. First calendar month is on full pay and the next two calendar months are at half pay.

THE END