



Colchester Road Baptist Church Ipswich

JOB DESCRIPTION FOR THE FULL-TIME SALARIED POST OF: **YOUTH MINISTRY LEADER**

Background

CRBC Youth Ministry

We believe that everything we do should be either a “gateway” or “pathway” to Jesus. We seek to provide opportunities for people to meet with Jesus, enter into a personal relationship with Him and to grow in their faith.

CRBC is an inclusive family church where the needs of families and children are central to our mission.

In line with this vision, our Youth Ministry aims to disciple young people aged 11 to 18, and runs alongside our Children and Families Ministry. Youth Ministry pre COVID 19 was predominantly through a programme of church-based activities, some of which had young people attending whom would otherwise have no contact with CRBC.

In addition to groups for young people on Sundays, we ran a range of mid-week activities. We aim to provide our amazing young people with strong foundations to build on. The young people are encouraged to be part of all church activities. As restrictions are lifted we have the opportunity to “reset” our youth work which presents an exciting opportunity.

We actively partner with some local Christian organisations too, and also arrange residential trips. In the last few years there have been trips to Soul Survivor. We promote short-term mission, and a number of young people have been engaged on mission with B.M.S.

Team based ministry is central to CRBC’s vision and plan, and an essential part of the role is working with, and supporting a large number of amazing youth volunteers. We value them immensely, consider them part of the team, and see them as key to the delivery of the vision and plan.

The previous Youth Ministry Leader moved on to a new post after seven years and we are now seeking someone new. We are open to exploring changes in how we minister to increasingly diverse group of young people, and look forward to welcoming someone with fresh ideas and new skills that will serve this important part of our Church Family with passion, enthusiasm, and the love of Christ.

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Registered Charity Number: 1133756

Summary of role:

The post holder will:

- Exercise active Christian pastoral concern for young people and build up deep relationships with them;
- Provide strategic leadership and development of CRBC's youth ministry;
- Play an active role alongside volunteer workers, for whom they will be responsible;
- Be part of the Staff Team working with the Ministers, the Children & Families Ministry Leader, and the church leadership.
- Communicate effectively with the young people and parents.
- Arrange residential trips and away days when appropriate.
- Pray diligently for the young people, responding to prayer needs as necessary.

Main Responsibilities:

- Exercise active Christian pastoral care for young people, befriend and disciple them, nurture their faith and encourage their spiritual and all round holistic development.
- Working in conjunction with the Leadership team, provide strategic leadership and development of CRBC's ministry for young people aged between 11 and 18 in line with CRBC's vision and plan. Develop the current youth work programme to secure the sense of "belonging" and larger group identity.
- Help incorporate this age group into the church family by explaining and championing their needs to the whole church, and opening up opportunities for them to be actively involved fully in church life and ministry. Be an advocate for the young people, cultivating the cultural ethos of youth.
- Be responsible for the overall provision of age-appropriate biblical based teaching, worship, missional and social activities to meet the specific requirements of young people within the overall church programme.
- Lead the team of volunteers, encourage and inspire them. Meet with the team regularly to pray. Recruit new volunteers to the team and induct them as needed.
- Have responsibility for safeguarding, ensuring compliance with legislation and the CRBC Safeguarding Policy. Ensure volunteers are up to date with training, provide support as required. Be both proactive and reactive in line with the policy. Raise awareness of contextual safeguarding, linking with agencies as appropriate.
- Forge meaningful relationships and links with other local youth workers, churches, schools, organisations, and statutory bodies relevant to the Church's work with young people. Connect with other church youth groups.
- Work in a flexible manner to meet the needs of the Youth Ministry programme. Make full use of the facilities we have.
- Provide regular youth updates to the church.

- Be fully aware of the needs of the community, being part of active responses as necessary.
- Support the young people at transition times and signpost them as appropriate. Help to influence the young people to be part of a vibrant christian community, equipping them for mission opportunities.
- Seek at all times to be a disciple of Jesus and to act as a positive role model while on and off duty.

Person Specification

	Essential	Desirable
Knowledge and Experience	<ul style="list-style-type: none"> • Experience of working with partnership agencies/ groups. • An awareness of diversity and equality issues. • Knowledge and understanding of youth ministry within a church setting. • Experience of working with and leading volunteer teams. • An understanding of the challenges and needs of young people. • Experience of community outreach. • Have experience of shaping and sharing a strategic plan for the development of youth ministry. • Sound theological understanding. • An up to date Knowledge of 'safeguarding' good practice and supporting legislation. 	<ul style="list-style-type: none"> • An understanding of holistic development of young people. • Experience of mentoring or discipling interns.
Skills and Abilities	<ul style="list-style-type: none"> • Ability to work relationally with 11-18 year olds. • Ability to communicate the gospel in a sensitive and culturally appropriate manner. • Ability to liaise and network widely. • Ability to lead, encourage, and envision volunteer teams, being prepared to adapt if necessary. • Ability to manage own time and work under pressure. Prioritise the needs and demand of the work. • Appropriate IT skills. • Ability to work with young people with additional needs. • Good written and verbal communication skills, including the ability to speak publicly at events. • Emotional intelligence to plan for a wide range of needs. 	

<p>Values, Ethos and General Attributes</p>	<ul style="list-style-type: none"> • A Christian faith and relationship with Jesus. • Heart for evangelism. • A passion to see young people mature in all areas. • Lively, enthusiastic, and fun-loving. • A flexible approach to the days and hours on which you work. • Share the aims and values of CRBC, accepting our statement of faith. • Able to become a member of CRBC, committed to being part of a of a community of people who introduce people to Jesus, help them to become followers of Jesus and walk with them as we all become more like Jesus. • Willingness to undertake ongoing training and development. 	
<p>Education and Qualifications</p>	<ul style="list-style-type: none"> • A recognised qualification in youth ministry (J.N.C./Diploma in Youth & Community Work) or equivalent qualification/ experience 	<ul style="list-style-type: none"> • Theological Training (or willingness to undertake further theological study). • Training in Pastoral Care/Counselling/Mental Health

Employment

Duration

- For an initial period of 3 years, to be followed by a review of the role.

Employment will be dependent on

- Successful completion of an enhanced DBS check.
- Becoming a CRBC church member.

Hours of work

- 37.5 hours per week including some evenings and Sundays.

Benefits

- Salary: £28 – £30k pro rata depending on experience.
- Pension.
- 25 days annual leave plus Bank Holidays.

There is an occupational requirement for this role to be held by a practicing Christian.

Other support for the Youth Ministry Leader

CRBC will:

- Provide a clear structure of supervision, with line management from one of the Leadership team who will meet with the Youth Ministry Leader monthly.
- Provide regular staff team meetings.
- Encourage and provide time for the Youth Ministry Leader to develop links with other youth ministers and workers in the area.
- Encourage and provide time and resources for the Youth Ministry Leader to attend relevant training and conferences.