



Youth Pastor (Discipleship & Evangelism)

Start Date	June/July 2025
Location	Redditch, Worcestershire
Salary	£28,500
FTE	Full-Time (40 hours per week)
DBS	Enhanced DBS Required
Reports To	Vicar / Renewal Project Leader

Church Context & Vision

St Stephen's Redditch is a historic town centre church currently undergoing a season of renewal. From September 2024 the church has been injected with new vision, strategy, and resources so that it might proclaim the good news of Christ to Redditch with renewed vibrancy. St Stephen's is a part of the New Wine network and stands firmly within the Charismatic evangelical tradition of the Church of England as part of the Diocese of Worcester.

St Stephen's renewed vision is shaped by four key emphases: worship, faith, community, and witness, through which it is hoped that the whole church will be deeply nurtured in their Christian discipleship, equipped, and released to go and make disciples in their local contexts. Coinciding with this is funding from the Church Commissioners for building redevelopment works and salaried staff roles, which will serve the vision and seek to bring it to life. Alongside the clergy and trustees, the staff team will exist to serve the church, model faithful discipleship, cast vision, build teams, raise leaders, and equip the church through gifts of prophecy, evangelism, teaching, pastoral care, and apostolic witness. St Stephen's has a wider remit as part of the Redditch Mission Area and will seek out opportunities to work in gospel partnership with other local churches.

Person Specification

The Youth Pastor will be a person who regards prayer, worship, and devotion to Jesus as a primary driver in their own personal life as a Christian disciple. The Youth Pastor will play a key part in bringing together the evangelistic and discipleship components of St Stephen's vision which is to bear witness to the Christian gospel and make disciples. The person will have a heart to see the younger generations encounter the love and hope of God in Christ by pioneering mission, evangelism, teaching, pastoral care, and creative discipleship pathways. Practically, they will be responsible for managing teams of volunteers and youth workers, developing a vision and strategy for evangelising, discipling, and pastoring young people (11–18 years old) and where possible, forming relationships with parents and carers. They will be responsible for reaching outward to develop relationships with schools, colleges, and other organisations to help further the gospel.

The person must be comfortable ministering in a Charismatic evangelical Anglican tradition and they must be confidently rooted in biblically orthodox teaching and practice as articulated in St Stephen's vision and values. As a senior leader and minister in the life of the church, the Youth Pastor will be someone who knows the grace of God for themselves and who continues to follow Jesus wholeheartedly. With integrity they will model a humble, godly, and Spirit-filled life of discipleship, aligning their lives to the teaching of Scripture.

Job Overview

The role will be key in achieving the ambition of growing a church committed to courageous witness where Christian faith is nurtured and disciples mature. The role will play a particularly significant role in helping young people encounter the truth of the gospel and experience it for themselves through teaching, prayer, relationship building, and having fun. The person will be committed to loving and serving the community, scattering seeds of the gospel, forging new relationships, pioneering evangelistic opportunities, and working collaboratively with other local organisations, churches, schools, and colleges. The person will also be responsible for building teams of leaders passionate about young people and for kindling the gift of evangelism in St Stephen's through teaching, training, and helping direct mission and evangelism alongside others in the church.

At this stage, there are no fixed expectations about the role to allow the role to emerge organically as the St Stephen's renewal project continues to grow. The role description will be outlined

and agreed collaboratively after 6 months of employment. Tasks will likely involve planning and running youth programmes during weekly Sunday worship gatherings; midweek activities; evangelistic and discipleship activities; interactions with parents; organisation, leadership, and training of a team of volunteers; and formulating a vision and strategy for ministry and evangelism among young people. There is also a growing vibrancy within the Churches Together network and Redditch Mission Area meaning growing opportunities to participate in youth evangelism, outreach, and collaborative events across the town.

Skills & Qualities

Essential

- A passion to see young people encounter God and grow in the ways of Jesus.
- A desire to develop a culture of prayer, worship, discipleship, and evangelism amongst the young people in the life of the local church.
- A personally and corporately discerned gift of evangelism.
- Confidence in faith and theological convictions and comfortable ministering in the charismatic evangelical tradition.
- Experience in building, leading, and managing a team of volunteers and emerging leaders including communicating with them and organising plans and rotas.
- Experience in structured teaching programmes and communication of the faith in a relevant and accessible way.
- Experience of line-management and team coordination, good relational and teamworking skills.
- Good and reliable organisational and management skills.
- Able to relate well to young people and parents.
- Personally self-motivated, humble, teachable, and a willingness to deepen as a disciple of Jesus.
- Comfortable managing budgets and finances.
- Able to adapt to different work pressures and deadlines.

Desired

- Knowledge and experience of safeguarding practices and policies.
- Experience of the breadth of Anglican tradition and spirituality.

- Qualifications in youth work are desirable.
- Prior study and/or qualifications in theology are desirable.
- Good communication skills.
- Technologically literate and confident with IT, software, social media, video and audio editing software, and live streaming software.

Role Requirements

- 3 years fixed term with potential for permanent contract beyond the fixed term.
- Core staff team working days anticipated to be Sunday – Thursday including evenings where necessary. Specific working days and hours to be agreed, but likely to include Friday evenings, Sundays, and Monday mornings.
- Attendance at weekly Monday morning staff meetings.
- Available to work at key Christian festivals including Christmas, Holy Week, Easter, Pentecost, and All Saints Day.
- 6-month probationary period.
- This appointment is subject to acceptable pre-appointment checks, including a satisfactory Enhanced DBS Check.
- As well as being a member of the staff team, the Youth Pastor will be an active and devoted member of the church's life for the sake of their own faith and discipleship.

Benefits

Holiday Entitlement	Full-time entitlement.
Reporting	The Youth Pastor will be employed by St Stephen's and report to the Vicar / Renewal Project Leader.
Equipment	A work laptop will be provided.
Working Base	Based at St Stephen's church in Redditch. There will be room for flexible working and possible working from home during certain days.
Training	Opportunities for training are available and a personal development strategy will be worked upon collaboratively.
Pension Scheme	Enrolment to pension scheme.

Application Information

If you are interested in applying for this role, please send your completed application form and a covering letter outlining your motivation for applying to Fraser Oates via fraser@ststephensredditch.com. If an informal discussion would be helpful prior to formal application, please contact Fraser Oates on the same email address as above.

The closing date for applications is **Sunday 25th May 2024.**

You must be available for interview **week commencing 2nd June**. If this is an issue, please make this clear in your covering letter upon application.

Note – There is an occupational requirement under the Equality Act 2010 that the post holder be a practising Christian, lay or ordained, and an active communicant member in good standing within the Church of England or of a Church which is in communion with the Church of England, or a Church that is a member of the Churches Together in Britain and Ireland, Churches Together in England or the Evangelical Alliance.