



# Kids & Youth Ministry Lead

Information for prospective candidates



**Keswick  
Ministries**

HEARING BECOMING SERVING



## Introduction and Context

Keswick Ministries exists to inspire and equip Christians to love and live for Christ in His world. Our three priorities are to hear God's Word, to become like God's Son, and to serve God's mission in the world.

At the heart of what we have done for 150 years is the Keswick Convention, begun in 1875. The Convention draws more than 12,000 Christians, **including over 3,000 children and youth**, from across the UK and around the world to Keswick every summer. It provides Bible teaching for all ages, vibrant sung worship, a sense of unity across generations and denominations, and an inspirational call to serve Christ in his world.

We are at an exciting period in Keswick Ministries' history. Having recently bought and refurbished the iconic local Pencil Factory, we are now using it as host for the Convention, bringing all our activities together in one location. The Pencil Factory also provided us with a base from which to deliver our year-round ministry of inspiring, equipping, Bible-centred teaching and training events that focuses on 'whole of life' discipleship. And alongside that a venue that is available to hire and provide a fantastic location for conferences, concerts, and church events.

In addition, we produce resources, both printed and digital, that point to Christ and help with daily discipleship. We are also a catalyst for the Keswick Fellowship, a fellowship of Bible Conventions in the UK and around the world that originate or draw their inspiration from the Keswick Convention.

Three priorities shape all we do:

### Hearing God's Word

The Scriptures are the foundation for the church's life, growth and mission, and Keswick Ministries is committed to preach and teach God's Word in a way which is faithful to Scripture and relevant to Christians of all ages and backgrounds.

### Becoming like God's Son

From its earliest days the Keswick movement has encouraged Christians to live godly lives in the power of the Spirit, to grow in Christ-likeness and to live under his Lordship in every area of life. This is God's will for his people in every culture and generation.

### Serving God's Mission

The authentic response to God's Word is obedience to his mission, and the inevitable result of Christ-likeness is sacrificial service. Keswick Ministries seeks to encourage committed discipleship in family life, work and society, and energetic engagement in the cause of world mission.



## Letter from Chief Executive

By God's grace, we are facing some great opportunities and challenges of growth! That is especially true in our work with under-18s.

We are looking for someone who understands something of their world, and how to draw their hearts to Jesus. To thrill them with who they are in him and inspire them with a bigger vision to glorify him in their generation, from where he's rooted them to the ends of the earth.

This then is a vital role within the team and at the heart of our vision for Keswick Ministries going forwards. Will you help us step into the openings we already have, and help identify and explore new avenues that will serve this emerging generation?

We're looking for someone with a proven track record of mobilising volunteers to serve Kids & Youth: able to work alongside and empower our key volunteer leaders, identify and train upcoming leaders, and serve over 400 volunteers who help us every summer.

Crucially, we are looking for someone with a passion for year-round training of older youth (16–18-year-olds), and a heart to multiply our youth ministry online.

So I realise this is a broad road! We expect candidates will feel they can't do everything in this Job Description. But we believe there's scope to do something of eternal significance for Christ's Kingdom and to serve the Church across the UK and beyond. If that's your heartbeat too, we'd love to explore with you who God has made you to be, and how you can help us go deep into some of these arenas.

I look forward to meeting you!

In his grace



Mark Ellis



# Job Description

**Purpose** - To provide leadership on all aspects of Kids & Youth ministry within Keswick Ministries

**Reports to** – Head of Ministry Operations

## MAIN RESPONSIBILITIES:

### LEADERSHIP

- » Develop strategy that will best multiply the effectiveness of Kids & Youth ministry/engage the emerging generation, win them to Christ and Christlikeness, and mobilise them for mission
- » Model excellence to Kids & Youth leaders in teaching the Bible and theology to different age groups

### TEAM BUILDING

- » Build and maintain relationships with key volunteer leaders, seeking to best serve and release them so that they: Can build their teams; Deliver frontline Kids & Youth ministry that goes through the heart; Are relieved of undue admin
- » Develop pipeline of training for all levels of leadership, ensuring there is succession planning for all levels of leadership
- » Plan and deliver in-person planning and training days, together with online equipping as required
- » Ensure teaching material and team ethos best serves KM's vision and reflects KM's distinctives and values

### CONVENTION & EVENTS

- » Develop strategy for and deliver year-round events that envision, shape and train older youth and junior leaders (currently called Emerging Young Leaders)
- » Work collaboratively with 19-24s team to help with transition for 18+ year-olds, and mobilise 19-24s to serve Kids & Youth
- » Work collaboratively with the Volunteers Manager on all aspects of volunteer team recruitment, both relationally and administratively
- » Ensure safeguarding procedures and practices are in place and adhered to at every KM event where we serve under-18s
- » Develop SEN and accessibility provision for Kids & Youth at the Convention, working together with SEN volunteer team

### RESOURCING

- » Working with the Comms & Development team:
  - Make Kids & Youth teaching resources created at the Convention available and useful for the Church/church leaders
  - Develop digital resources for teens [and young adults] that win their hearts to Jesus
- » Seek to multiply KM's ministry and experience in by equipping Kids & Youth Leaders across the UK, with a particular focus on the North and Scotland
- » Seek to serve youth in the North-west, using the unique geography of Keswick

### DEVELOPMENT

- » Network with other Kids & Youth leaders and experts, seeking to keep fresh and contemporary and learn best practices



## Person Specification

- » Wholehearted belief in Keswick Ministries' statement of faith, values and conduct (see [www.keswickministries.org/keswick-ministries-about](http://www.keswickministries.org/keswick-ministries-about))
- » Significant experience in and passion for Kids & Youth ministry.
- » Track record of building teaching programmes for Kids & Youth, and an ability to work collaboratively with other skilled practitioners.
- » Track record of inspiring and building volunteer teams.
- » An ability to equip and mobilise others, and finding joy in seeing them deliver frontline ministry.
- » Strong interpersonal skills, able to build relationships with staff, volunteers and external partners.
- » Able to think and plan strategically; to project manage multiple deadlines; to organise yourself and others so as to deliver impact.
- » Discreet in handling sensitive situations or confidential information.

## Key Details

**Contract** – Permanent

**Hours** – 37.5 hours (we may consider part-time; preferably not less than 4 days/week)

**Location** – Hybrid; Tuesday/Wednesday/Thursday onsite in the Keswick office; some weekends

**Salary** – £37-42k per annum depending on experience

**Pension** – 8% employer contribution and Salary Sacrifice option

**Relocation** – We can assist with the cost of relocation

**Holidays** – 25 days plus bank/public holidays. This includes four days between Christmas & New Year

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion\*, sexual orientation, age, veteran status or other category protected by law. *\*Due to the nature of the work, there is an Occupational Requirement that the post holder is a practicing Christian under the Equality Act 2010, Part 1, Schedule 9. Employees are required to agree to Keswick Ministries statement of beliefs and values.*

**Start Date:** As soon as possible

**How to apply** – Please send a **CV**, a **cover letter** as to why you want this role, and completed **application form** to [jobs@keswickministries.org](mailto:jobs@keswickministries.org). The application form is available at [keswickministries.org/join-the-team/](http://keswickministries.org/join-the-team/)

**Closing Date** – Wednesday 9 July 2025, 5pm

**Interviews** – 6-8 August 2025, although if availability is an issue we may be able to offer a limited number of interviews during the Convention (21-31 July).

