

St Andrew's 
LIVES TRANSFORMED BY JESUS



YOUTH PASTOR

FOR ST ANDREW'S CHURCH
OXFORD



www.standrewsoxford.org



WHO WE ARE

AN OVERVIEW OF ST ANDREW'S

St Andrew's seeks to express an evangelicalism that is both orthodox and generous.

We aspire to embody a traditional understanding of the Christian faith on current issues facing the Church and welcome everyone through the doors - it is an open-hearted church family in Oxford which comprises a wide and increasingly diverse range of people.

Our congregation is drawn from the parish, the wider Oxford area, and further afield. Our desire is to glorify God by gathering people of all ages into His family, growing up in the faith and going out into Oxford and beyond to make a difference for Christ.

To this end, we are a seven-day-a-week church running a vibrant programme of events and ministries designed to help people of every age and stage in their Christian life grow in their relationship with God and each other.

Oxford has a transient nature to it, and being rich in churches, there is a high level of turnover each year supported by a faithful core. It is an affluent, professional and status driven culture in which we minister the Gospel and we seek to navigate issues in national and local church with grace and understanding.



WHAT DOES THE ROLE INVOLVE?*

Building on the growth over the last few years within our youth ministry we are seeking a youth pastor to lead and continue to grow and develop our ministry to young people in the 11-18 age group.

Youth ministry is a priority at St Andrew's. Our DNA, our heart, has for the past 40 years included a passion for young people meeting Jesus and growing as his disciples. We enjoy multi-generational worship and community, and we love the way that our young people not only flourish in their dedicated groups, but also take part in the broader life of the church through serving and leading.

We are in an amazing location for youth work, with 7 schools within walking distance of the church, and connections with youth ministry in other churches across the vibrant city of Oxford.

The main purposes of the role will be to:

- Lead the young people in the 11-18 age group in the way of Jesus, integrating them within the life of the church and equipping them for understanding, living, and articulating their Christian faith and reaching out to their friends.
- Recruit, train, deploy and support volunteer youth leaders so that young lives will be transformed by Jesus, and our volunteer youth leaders will flourish and grow in faith as they serve.
- Continue to develop a framework of supporting families of young people.

* This is not an exhaustive description - a full job description is provided separately



In more detail you will be responsible for:

- Planning and running the Pathfinder programme (for the 11-14 age group) and the SAYGO programme (for the 15-18 age group). This includes larger group meetings on Sundays as well as midweek small groups and occasional community building or outreach events, weekends away and social events. The youth pastor will develop and oversee a coherent teaching programme across the whole age range. We aim to provide a full range of suitable activities in term time and over the summer weeks and other holidays.
- Providing pastoral care and welfare support for young people in the youth ministry and those on the fringes of the church, through appropriate means, including one-to-one mentoring and small group discipleship.
- Recruiting, training and supporting suitable volunteer helpers. This will include approving and appraising volunteers according to the church's Safeguarding Policy and building up the team through time spent together.
- Supporting young people as they transition to university or employment.
- Communicating effectively to young people and parents, including administering and monitoring social media networking groups for our young people.
- Supervising and taking responsibility for the appropriate training of ministry trainees and any staff appointed to support the work of the post.
- Supporting and where appropriate leading or developing leadership of the local secondary school Christian Union.
- Liaising with Oxford Schools Chaplaincy, the Cutteslowe team, local schools, churches and community groups.



WHAT SORT OF PERSON ARE WE LOOKING FOR?*

We are praying that you will be...

- A Christian with a firm faith, able to recommend Christ from personal experience of His grace (there is a genuine occupational requirement for the postholder to hold a Christian faith). You will be committed to growing in your faith and will be able to organise your time to include space for both personal prayer and corporate worship.
- Willing to be a committed member of St Andrew's and play a full part in church life.
- Experienced in youth work (professional or voluntary) and have experience of managing and training a team of staff or volunteers.
- Educated to degree level or have a qualification in a relevant area (eg. youth work, Biblical studies) or are qualified by experience.
- An excellent communicator, being able to relate well to young people and their parents, as well as representatives of local schools, community groups and other churches.
- Able to think strategically about the teaching programme and related activities, providing and creating resources for volunteer leaders to use.
- A shaper of safeguarding culture under the vicar and parish safeguarding officer.
- Proactive, resourceful and flexible, happy to undertake routine work where necessary, and reliable in all that you do.

* This is not an exhaustive description – a full person specification is provided separately



WHAT WE WILL PROVIDE

- A lively and supportive staff team who want to see each member of the team flourish under God.
- A healthy, growing and vibrant church family – full of potential and capacity for great good. Imperfect and in need of grace under God and with each other.
- A place to grow and see others grow in faith, discipleship, leadership and learning.
- This post is full time (37 hours). There is the potential for part time working (0.8FTE depending on skills and availability) and a job share would be considered.
- For the full time post normal working hours will be 5 days a week, including Sundays, (hours on a Sunday 9am - noon & 5pm - 10pm). Working hours will be flexible to include 3 to 4 evenings per week (including Sundays) with occasional Saturday work. Where work is required on additional evenings or Saturdays, suitable time off in lieu will be agreed for the working weeks affected.
- The salary band is £34,000 - £40,000 (dependent on qualifications and experience).
- The church will contribute 10% of gross salary into a pension.
- Annual leave - 25 days per annum plus 8 statutory bank holidays (or time in lieu).
- This post will be a permanent contract, the first 6 months of which forms a probationary period, after which 3 months' notice is required on either side.



OUR VISION AND PRIORITIES

Our vision is to see lives transformed by Jesus, and we have three priority areas to help focus our activities. We aim for all our ministries and activities to result in:

TRANSFORMING COMMUNITIES:

We encourage and promote Christian wisdom through discipleship and courses that enable the church to connect with society in areas where there is a hunger for help and wisdom (such as parenting and marriage preparation). We also plan and organise activities within our area and Cutteslowe to encourage change within those communities. This includes our work of evangelism expressed mainly through one-to-one discussion and Alpha courses.

DEVELOPING GODLY LEADERS:

We identify, recruit, develop and invest in godly leadership across all ages and stages inside the church, and actively promote godly leadership outside the church. We are a training church for those pursuing church leadership, and invest in leadership programmes for young people and for adults to help our discipleship and faith in everyday life. Our Ministry Trainee Programme offers a ministry-based apprenticeship that equips trainees with a high level of teaching and practical experience so that they can serve God in a variety of contexts.

GROWING CHURCHES:

We prioritise growth in depth and breadth at St Andrew's. We also work with neighbouring parishes to see church growth in Cutteslowe (an estate to the north of St Andrew's) where we have planted a church. Our desire is to support and resource other churches in the locality where we can use the gifts God has given us to bless others.



OUR VALUES

Our values are what distinguish us as a church family and reflect key characteristics of Jesus. They are what we celebrate and value in St Andrew's.

Together, we aspire to:

AUDACIOUS GENEROSITY:

We are generous with our time and finances, towards one another and our community.

COURAGEOUS VULNERABILITY:

We are undefended, honest and vulnerable before God and before one another in order that we might help one another on the journey of faith, and so that the work of God's grace in our lives might be clearly shown.

DETERMINED SERVICE:

We are called to serve one another, and we do so without discrimination, just as Jesus served us. We recognise that determination in service is the call of Christ on His people and we gratefully build on what God has already done through His people in this place. We seek to serve so that our legacy will, by God's grace, be positive for those that us.



LEADERSHIP AT ST ANDREW'S

CLERGY

St Andrew's is led by the Vicar, Dan Heyward, supported by a clergy team including an Associate Vicar, a full time curate, a self supporting part-time curate, and the leader of Cutteslowe Connected Church (Tom Murray).

MINISTRIES

The church employs a Children's and Families' Worker, a Youth Pastor, a Pioneer Youth Worker and a Worship Director.

SUPPORT

The support team includes the Operations team (covering building, finance, administration and communications) and specific youth support and the PA to the vicar.

Our Ministry Trainee programme has provided opportunity for trainees to work specifically with the youth ministry.

GOVERNANCE

The PCC at St Andrew's works in partnership with the Vicar to promote the whole mission of the church and manage its affairs. PCC members and members of the congregation share in the oversight of implementation of the strategy for the PCC through various governance groups.



Staff Team 2024-2025



ABOUT ST ANDREW'S AND THE PARISH

OUR BUILDING

The main church was built on Linton Road in 1906-7. An annexe (the Jubilee Building) was added in 2015 to provide meeting rooms, crèche facilities, youth room, café and a professional kitchen which could be used for mission and service in our community. The Jubilee Building is used extensively, not only by the St Andrew's church family but also by the wider community. Concerts, choirs, pilates and ballet classes, are just a few of the activities hosted in the building in any given week.

Community use is wide and varied and provides great opportunities for community missional engagement. In addition we host two local charities – Oxford Schools Chaplaincy and Trauma Recovery Centre.

THE PARISH

St Andrew's serves a small area to the east of Banbury Road and just north of Oxford city centre. The local community is principally residential and affluent, comprising large Edwardian and Victorian houses which were typically occupied by university staff. Property prices are now very high, and houses are increasingly being bought by high-earning professional families or those who have come from overseas to be near private schools.

The parish also has three university colleges and one theological college (Wycliffe Hall). A number of staff and students from these institutions worship with us regularly, and ordinands regularly undertake placements at St Andrew's.

St Andrew's is committed to playing its part in supporting and engaging in the wider life of deanery, diocese and church networks across Oxford, and we expect the new Associate to play their part in the wider church.



YOUTH MINISTRY

The Youth Ministry at St Andrew's is bursting with boundless energy, bottomless stomachs, and abundant Bible studies. Our youth love wrestling in the Word and praying for their neighbours. In the last few years, our youth work has grown in depth and numbers. In addition to our 3 weekly youth groups on Sunday (where we have an average of 80 attending) we now have 7 small groups that meet regularly giving young people an opportunity to dig deeper into their faith, ask questions and build supportive friendships. Both the Pathfinder and SAYGO groups greatly enjoy annual weekends away. These are characterized by loads of laughter, deep times in the Word, and deepening friendships. A recent mission trip to Poland was also instrumental in growing and developing faith and deepening relationships. Many of our youth are serving in the music ministry and the children's ministry. We currently have a team of around 20 volunteers helping with the Sunday and mid-week groups.

- On Sundays we have Pathfinders (2 groups) for 11-14 year olds and SAYGO for 14-18 year olds. The Pathfinders groups meet during the 9.30am and 6pm services. SAYGO meets after the 6pm service on Sunday evenings. The morning Pathfinder groups averages about 12 young people, the evening Pathfinder group averages about 25 and SAYGO averages 40.
- We have 7 small groups that meet weekly or fortnightly during term time. There are separate groups for boys and girls, and most groups are made up of young people in 1 or 2 year groups. The groups meet for Bible study, prayer, snacks, and laughter.



YOUTH MINISTRY CONTINUED...

- There are monthly social events for both groups, usually on a Friday evening. These might be in Church (pizza and games) or off site (ice-skating or games at the park). Sometimes the monthly event is to join with other church youth groups in Oxford for a time of praise and worship: a number of our youth are involved with the music for these events.
- Both groups have an annual weekend away – in recent years, Pathfinders have been to the Frontier Centre in Northants and SAYGO have been to St George's House in North Devon.
- Our last mission trip was to Poland for an evangelistic English/Music/Sport camp. The youth lead in all these areas.
- Many of our youth serve in the music and AV teams. Others serve in the children's ministry team.
- We are currently involved with running a CU at one of our local secondary schools and have close ties with the Oxford Schools Chaplaincy.





“SAYGO has been such a blessing in my life. I was welcomed very warmly into the youth group and was amazed by how vibrant and fun it was! I made friends very quickly, and I am encouraged in my faith every week through the Bible studies, eye-opening talks, and joyous love in SAYGO!”



WHAT WE DO

It is only possible to provide a flavour here of the wide range of gatherings and activities that go on at St Andrew's throughout the year. Lots more detail can be found in our Snapshot Review and the Annual Report and accounts, which can be found on our website.

SUNDAYS

On Sundays, we meet both in church and online.

8AM HOLY COMMUNION:

A contemplative spoken service of Holy Communion, following Common Worship or the Book of Common Prayer, and including a short sermon based on the lectionary readings. Followed by a shared breakfast.

9.30AM FAMILY WORSHIP:

Contemporary worship for both children and adults. Children/youth groups run during the service for 0-14 year olds, On the first Sunday of the month we celebrate All Together Worship, which encourages intergenerational worship.

11.15AM MORNING WORSHIP:

A service following the Common Worship liturgy with a mixture of hymns and lyrical worship songs by instrumentalists and St Andrew's choir.

6PM EVENING WORSHIP:

An informal service with contemporary worship and teaching. Groups for 8-14 year olds run during the service, and 15-18 year olds gather after the service for worship, teaching and prayer. On the first Sunday of each month we share supper together.

Each Thursday we meet for Holy Communion at 10am.



MINISTRIES

PRAYER

Prayer is foundation to everything we do and we meet regularly to pray in person and online.

- Prayer & Praise is our monthly prayer meeting at the church and is the most important meeting in the church diary.
- Online prayer meetings are held weekly for the work in Cutteslowe, the mission and ministry of St Andrew's, and for revival and God's Kingdom to come.
- Prayer for faith for healing happens monthly for physical, emotional, spiritual and mental healing for church members and friends.
- We offer prayer ministry after Sunday services.
- We offer a midweek Communion service every Thursday morning.
- We hold a time of prayer each month to particularly pray for the youth of the church.

CHILDREN

We want to be an intergenerational church encouraging children to feel part of the services whether they attend their Sunday classes or join in with the "All Together" services. Currently we have around 150 0-11's on our records with an average 60 attending each week. Outside of services the other highlights include a monthly group for year six children, parties at Christmas, Easter and Halloween, to reach out into the neighbourhood, and an annual holiday club which is a key moment of missional outreach locally, and discipleship for our youth and adult volunteers.



YOUNG ADULTS & POSTGRADS

Rooted is our young adults ministry group which aims to draw in and support the small number of 18-30 years olds we have at the church. The group meets weekly to study the Bible, pray together, grow as Christ's disciples, and walk alongside each other. We additionally run postgrad lunches specifically for those undertaking postgrad or postdoc work and have in the recent past had postgrad Bible study groups.

HOUSE GROUPS

House groups are the backbone of our discipleship and currently we have 26 groups of 8-12 people meeting in homes throughout Oxford and in the surrounding towns to study the Bible, pray and support one another in the Christian life. We aim for them to be places of deepening discipleship, authentic community and loving pastoral care that results in long-term, lasting spiritual growth. During Lent, house groups come together for a series of evening talks and discussion at St Andrew's around a particular theme.

PASTORAL CARE

Much of the pastoral care at St Andrew's takes place in and through our house groups, other groups and courses. In addition, we have a pastoral team who can provide extra or particular care, advice and support.

Through an Anna Chaplain, we support work with the elderly in the Oxford community particularly in local care homes.



MINISTRY FOR ADULTS

We seek to support connected communities of women and men of all ages and stages, rooted in God's love and growing in fruitfulness. There are a range of activities that run throughout the year:

- Monday Mums is a community of mums with children of all ages who meet during term time for coffee, chat, small group Bible study and prayer.
- Around once a term, there is a men's and a women's breakfast followed by a short talk by an invited speaker.
- We regularly hold a women's weekend away and a men's away day which provides the chance to relax, build friendships and grow in faith.
- Every Wednesday evening, men from St Andrew's gather to play football, and there is a monthly pub or curry evening.
- There are an increasing number of men's prayer groups that meet regularly.

COMMUNITY GROUPS

On Tuesdays and Wednesdays during term time, we run a baby and toddler group which is open to parents, grandparents, childminders, au pairs, nannies and carers, whether part of the church community or not.

We offer a suite of "life support" courses to support people throughout key life events – including primary and secondary parenting courses, parenting for faith, waiting for children, marriage preparation and bereavement courses.

We run a regular Alpha course as an invitational course for people to discover more about the Christian faith.



CUTTESLOWE

In March 2020, the Bishop of Oxford agreed for a new Church of England church to be established in Cutteslowe. It is a mission initiative from St Andrew's supported by our friends at St Michael's Summertown and St Peter's Wolvercote. Cutteslowe Connected Church grew out of an already established worshipping community that had been gathered during a decade of youth, children's and families' work in the Cutteslowe community.

The church is led by Rev Tom Murray - part of the St Andrew's team - and meets on a Sunday afternoon in the local primary school. Mid-week there is youth and families work and smaller Connect groups as those on the estate explore the Christian life together. We employ a Pioneer Youth Worker to operate on the estate. Our desire is to share God's love with the whole community and give more opportunities for lives to be transformed by Jesus

Cutteslowe Connected Church, together with local community partners, operate a Community Food Larder which helps support the community against food poverty and reduces food waste. The Church also supports a mentoring programme through Transforming Lives for Good in the local primary school.



WHAT NOW?

If you would like a conversation about the role, please contact the Vicar, dan.heyward@standrewsoxford.org.

The application form for the role can be found at www.standrewsoxford.org/jobs

**CLOSING DATE FOR APPLICATIONS IS
WEDNESDAY 8TH APRIL**

**Interviews will take place on
Saturday 18th April**

We look forward to hearing from you!

“SAYGO has been such an amazing place for me over the past year. It’s helped me build meaningful friendships in a relaxed fun environment. But more importantly it is a place for me to explore faith, hear Biblical teaching and pray about the things that are on my heart.”



SUNDAY SERVICES
8 AM | 9:30 AM | 11:15 AM | 6 PM

St Andrew's 

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