



**GUILDFORD BAPTIST CHURCH
MILLMEAD CENTRE**

YOUTH PASTOR - JOB DESCRIPTION

Reports to: Senior Pastor

Job Summary

As a member of the pastoral leadership team of Guildford Baptist Church, to lead the work of the church in making disciples of Jesus Christ amongst young people from school year 7 through to year 13.

Person Specification

The Youth Pastor will have a passion for discipling young people, wherever they are on their faith journeys with Jesus, and for reaching out to those beyond the church family. He/she will have:

- a good rapport with young people, and an understanding of family life with teenagers
- significant experience of youth work, and appropriate training/qualifications
- a good theological understanding and awareness of cultural context
- excellent people skills, be approachable and also a good manager
- a proven track record in leadership, with an empowering and facilitative style
- a prayerful commitment to the work, in dependency on God
- excellent communication skills and a proven gifting in teaching young people
- the ability to be a team player; reliable, self-aware, well-organised and ready to get 'stuck in'
- be a baptised believer, in sympathy with the ethos of Guildford Baptist Church

Key Responsibilities

1. To build relationships with young people and their parents:
 - Engaging with young people with different needs within the church and the wider community, explaining the Christian faith in ways that encourage, interest and stimulate growth
 - Providing for the pastoral care of young people
 - Making links with parents, encouraging them in providing for the spiritual development of their children and offering support and good communication to families during difficult times

- Preparing young people for transition within the church (baptism, membership, ministry opportunities) and into the wider world.
- 2. To have oversight of all youth activities, from the weekly programme to special events (summer school, summer Christian festivals, youth weekend, etc), and to take responsibility for some of these, including:
 - One-to-one discipleship/mentoring
 - Leading small groups
 - Teaching young people in a public setting.
- 3. To lead the youth staff and volunteer team: inspiring them; and empowering and supporting them in their ministry to young people.
- 4. To facilitate youth team ministry within the context of the whole church:
 - developing the vision and strategy, within the context of the church vision
 - communicating the 'big picture'
 - identifying team members' strengths and development needs
 - giving opportunities for personal and professional growth, including in leadership
 - recruiting and training new leaders and volunteers as needed
 - line manage the youth worker, developing them, and overseeing their work.
- 5. To have a public role within the church: preaching/speaking as requested; communicating the vision for youth work; and building support amongst the wider church.
- 6. To be a key figure within the youth work and wider church leadership to whom people feel free to go with youth-related or pastoral matters.
- 7. To participate in Pastors' meetings, representing the needs and perspectives of the youth work and enabling the young people to engage meaningfully in whole church life.
- 8. To work closely with the Children's and Families' Pastor and young adults' leaders to ensure good cross-over and moving on experiences. To hold the vision for the youth and children's work jointly with the Children's and Families' Pastor, and ensure all necessary coordination and mutual support.
- 9. To establish appropriate links with external organisations, such as local schools.
- 10. To manage the youth budget, and be accountable for team expenses.
- 11. To ensure that all work is carried out within the Safeguarding Policy guidelines.

Other Requirements

- It is a requirement to agree to the Safeguarding Policy of the church, undergo DBS and other necessary checks before commencing employment.
- It is an Occupational Requirement for the post holder to be a practising Christian.



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YOUTH PASTOR – Information about the Role

Lines of Responsibility

- You will be line managed by Ian Stackhouse, the Senior Pastor.
- You will have overall responsibility of our youth work, as well as line managing our youth worker and volunteers.

Working Hours

- Full time. There are no 'normal' working hours: the nature of the position means that the work involves commitments in the evenings; on Sundays; and on occasional residential activities.
- But you will be expected and encouraged to take at least one full day off each week.

Contract

- Permanent, on completion of a successful 6 months probationary period.

Remuneration

- Your salary will be £22,000. In addition you will be provided with a house. The housing will depend on individual circumstances.

Pension/Life Insurance

- In addition to your remuneration the Church will contribute 8% of your pensionable salary towards a defined contribution pension scheme for you, subject to you making a 2% individual contribution.
- The Church provides death in service cover for up to 4 times salary.

Holidays

- You will be entitled to five weeks' holiday with pay per annum (plus statutory public holidays other than religious holidays when you are likely to be involved in worship services at the Church).

Book allowance

- The Church will reimburse the costs of books purchased by you in furtherance of your responsibilities up to an agreed amount.

Conferences/training

- You will normally be allowed up to 8 days per year for attending conferences or training sessions; these will be agreed in advance with the Senior Pastor.
- We will review with you your own particular training requirements following your joining us.

Start Date

- January 2022 preferred, but open to discussion and ideally would like the individual to start asap

Notice period

- 3 months' notice from both the Church and Youth Pastor.



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YOUTH PASTOR – Recruitment and Selection Process

This is how we plan to conduct the process of appointing our new Youth Pastor:

- Although we have a closing date for applications to be received by 8 October 2021, we will be conducting interviews on a rolling basis, so we would encourage you not to wait until the closing date to express an interest in the role.
- On the basis of your paper application, you will be invited to have a short “fire-side chat” with our Senior Pastor and one or two other leaders from Guildford Baptist Church. If you are local, then we would hold this at Guildford Baptist Church, otherwise we will carry this out by Zoom instead.
- In the light of these conversations and your feedback, we will choose a short list of candidates who will be invited for an interview and we will also arrange for you to meet some of our staff team, look around the church and hopefully join in with one of our youth activities.
- We will then seek to select a preferred candidate that we believe fit the 4c’s (calling, competence, character and “chemistry”). The preferred candidate (and spouse/family as appropriate) will be invited to come to spend a weekend with us at Guildford; meeting some of the young people, volunteers, parents and church family; and teach one of our youth groups. We will also give you an opportunity to explore the area on your own and visit the house where you would live. We will provide a host family for you to stay with over the weekend, although, please do feel free to make your own arrangements if you prefer.
- Soon after the weekend, we will catch up with the preferred candidate and discuss the next steps regarding their potential appointment. It should be noted that our church constitution requires the Members to agree any ministerial appointment, and we would do this by convening a Special Church Meeting as soon as possible afterwards.

If you would like any further information about the process, please feel free to contact Duncan Stonehouse directly (duncan.s@guildfordbaptist.org or 01483 790250).