



## Youth Worker – Role Description

### GUIDANCE TO THE OFFICE HOLDER

This document sets out certain expectations, guidance, and suggestions to assist you as you discern how to discharge your functions. It is not contractual.

#### AIMS OF THE APPOINTMENT

- To enable the church to be served by a mature Christian, responsible to the Senior Minister and Assistant Minister, who can serve and support the growing youth ministry of HTG.
- To disciple the HTG youth members (11-18 year olds) through encouragement in understanding the Bible and growing in their knowledge and love of Jesus Christ.
- To reach out to the young people of the community more broadly with the Gospel and equip our young people to be confident in living out and sharing their faith.

#### PERSON SPECIFICATION

The successful candidate will have / be:

- A clear Christian commitment and evangelical convictions.
- A desire to “grow in the grace and knowledge of our Lord and Saviour Jesus Christ” (2 Peter 3.18) through prayer, bible study, and fellowship.
- A heart for ministry in an urban part of the North-East of England.
- A passion to see young people becoming and growing as disciples of Jesus Christ, with proven experience of working effectively with young people.
- An ability to engage well with young people from a diversity of educational and social backgrounds in a warm and friendly manner.
- A readiness to pray and work for the numerical and spiritual growth of HTG youth and the wider church family.
- An ability to consult with and be responsible to the Senior Minister and/or Assistant Minister.
- A team player with good interpersonal skills and an ability to relate to other members of staff, ministry leaders, and the wider church family with grace, kindness, and professionalism.
- A commitment to confidentiality as appropriate in a pastoral church setting.
- Proven organizational and communication skills.
- Good IT skills and a willingness to learn new systems.
- An up to date understanding of safeguarding best practice.

#### ROLE DESCRIPTION

1. Work with the Senior Minister and/or Assistant Minister of HTG to set the vision and programmes for the youth ministry at HTG. It is desired that the current youth programme at HTG would be expanded and grown, including, for example, greater mid-week youth provision for the 11-14 age group.

2. Source and prepare materials for youth ministry.
3. Work with the ministry leaders of HTG youth groups to lead youth ministry week to week.
4. Work with the Assistant Minister to recruit, train, and equip volunteers for youth ministry. This will include:
  - a. Working with the Safeguarding Officer to ensure Safer Recruitment processes are followed (e.g. Application form, references, interview and DBS checks).
  - b. Meeting regularly with Youth team leaders.
5. In accordance with our safeguarding policy, meet to read the Bible and pray one-to-one with older HTG young people and to coordinate and oversee youth one-to-ones with other church members.
6. Organise events and times away for HTG youth.
7. Organise regular evangelistic invitational events.
8. Facilitate and develop strategies for outreach among young people. There is a particular desire for greater engagement with unchurched young people locally, and for the youth worker to shape a vision in this area.
9. Equip young people to share their faith and navigate the cultural challenges in following Jesus in today's world.
10. Ensure regular communication occurs between youth ministry leaders and parents.
11. Ensure the wider HTG family is aware of the HTG youth ministry and equip them to pray and support this ministry.
12. Support youth ministry outside of HTG, for example school Christian Unions and "Thrive" (an NEGP youth event).
13. Some teaching and service leading, particularly at All Age Services, as appropriate.
14. Plan a pathway for integration of young people into the wider church family, including supporting them to serve.

This list of responsibilities is not intended to be exhaustive and is subject to review in consultation with the Senior Minister and/or Assistant Minister. Flexibility is needed and areas of responsibility will change and develop according to the needs of the work and your experience.

#### ROUTINE

- Working Hours: Maximum of 40 hours per week. Working pattern to be agreed with the successful candidate.
- Normal Sunday routine (currently service at 10.30am, meeting to pray as staff team at 9.30am staying for intentional relational ministry before and after services).
- Morning staff prayers 9.00am Monday & Friday.
- Weekly home group (Wednesdays).
- Monthly prayer meeting (Wednesdays).
- Weekly and termly staff diary and calendar meetings, and fortnightly supervision and prayer with the Senior Minister and/or Assistant Minister.
- Attend & lead termly evening meetings for overall Youth group leaders.

- Attendance at all church events for the ministry areas you are involved in (e.g. Youth discipleship groups; ARC Youth Group).
- Annual staff retreat
- Yearly church day/weekend away (usually June or July), Holiday Club (week in July) and Christmas/Easter services and events.
- Some flexibility of hours will be required for the post-holder to attend evening meetings. These will generally be no more than two hours in duration.
- Such staff conferences, retreats, lunches, and other meetings as are appropriate and agreed with the Senior Minister or appointed line manager.

#### IN-SERVICE TRAINING

Such conferences/training events and courses as are appropriate and agreed.

#### TIME OFF

2 days per week (to be agreed).

5 weeks mid-week holiday, plus Bank Holidays.

5 Sundays per year.

All holidays to be taken at convenient times by mutual agreement.

#### REMUNERATION

The stipend for this role will be £25,396 - £26,208, depending on experience.

Holy Trinity Gateshead Church Trust has a pension scheme which staff will be auto-enrolled in, with the trust contributing 10% of the stipend figure to the scheme per annum, with no contribution required from the staff member.

Agreed ministry expenses will be reimbursed.

#### DURATION

An initial contract of 3 years.

At least 3 months' notice of termination to be given on either side.