



# Youth and Young Adults Minister

**£22k-26k Full-time  
(part-time considered)**

Are you a mature, Spirit-filled Christian with an infectious love of Jesus? Do you have a passion to see youth and young adults develop a lifelong journey of faith? Would you walk alongside them, teaching them to follow Jesus, to love, to pray and to live justly?

Would you play a key part in championing our ministry to young people, helping us to equip them to confidently share and demonstrate their faith amongst their peers?

Then we'd love to invite you to apply to be our next Youth and Young Adults Minister.

For more details, an application pack and application forms, please visit:

**[www.standrewsandallsaints.org/vacancies](http://www.standrewsandallsaints.org/vacancies)**

**Closing date for applications: Monday 12<sup>th</sup> April 2021**

**Provisional interview date: Sunday 25<sup>th</sup> April 2021**



**St Andrew's & All Saints**

Partnering with God in the flourishing of our communities

## Introduction from Dave the Rector



St Andrew's & All Saints Churches have been working closely together since 2001 as a vibrant and contemporary all-age Christian community, serving the town of Malvern in Worcestershire. We are part of the Church of England and also connected to the New Wine network. We are particularly known in the town for our children and young people's work and recognise this as being right at the heart of our calling and identity as a church. We currently have about 25 11-18 year olds who are being discipled through our church youth ministry. They are a great bunch of people who are at various stages in their faith journeys, but are eager to grow in their faith and are great fun to be with!

Our whole church vision is;

- **Encountering Jesus** in worship, prayer, Word and Spirit
- **Growing whole-life, life-long disciples**
- **Seeing lives transformed and communities flourish** as we demonstrate and proclaim God's Kingdom.

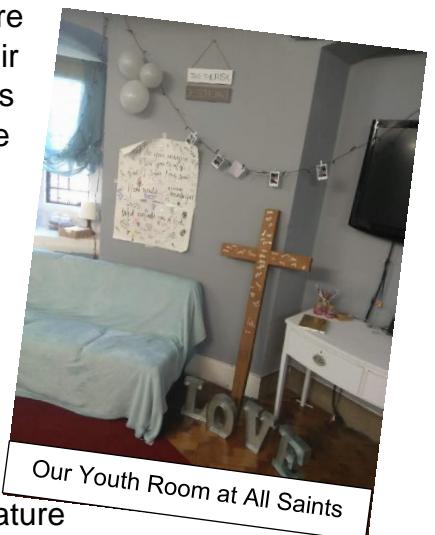
These key priorities fuel our children and youth ministry too. We are passionate about helping young people to have a life-changing encounter with Jesus, to grow deeply into life-long followers of Jesus and to be sent out to live distinctively as witnesses for Jesus in their everyday lives.

We have a committed and passionate youth team who are involved with the youth ministry in a wide variety of ways, including a strong team of mentors. They, like us, are praying for someone who would lead, encourage and develop their youth team further. We also have an excellent Children and Families Minister who works closely with the Youth Minister, and is keen to have even more collaboration in the future.

Eddy, our current Youth Minister has recently been accepted to train for ministry in the Church of England and starts at theological college in September which is why the vacancy is arising. This appointment comes at an exciting and crucial time, as we seek in the coming season to listen to the Lord and discern together the shape of our church ministry and mission post-Covid. The successful Youth and Young Adults Minister will have a significant role in shaping this next chapter, which is why we are looking to employ someone with a mature faith and ministry experience.

Thank you so much for taking the time to consider this role. We hope this pack, along with our website ([www.standrewsandallsaints.org](http://www.standrewsandallsaints.org)), gives you a flavour of who we are. We'd love to chat further with you to discuss the role if you have any more questions or just want to get in touch to find out more.

We are keen to appoint the right person and are prepared to be flexible and think 'outside the box' for the right candidate, so do get in touch if you are at all interested!



Our Youth Room at All Saints

Dave

Rev Dave Bruce  
Email: [rector@standrewsandallsaints.org](mailto:rector@standrewsandallsaints.org)  
Tel: 01684 565490

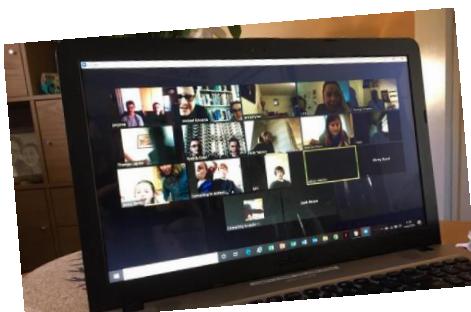
## Pre-pandemic Youth Ministry

Since the appointment of our first Youth Minister three years ago, our provision for youth has expanded considerably, as the team has grown. One of the great joys has been seeing our youth strengthen relationships and grow into a cohesive and supportive group who have stepped up in many ways to serve across our churches, in their schools and in our communities. The main activities and ministries our youth minister and young people were involved in before the pandemic hit are outlined below and you can find out more about some of these on our website (and in our current youth minister's review at [www.standrewsandallsaints.org/vacancies](http://www.standrewsandallsaints.org/vacancies)).

- Sunday morning groups for 11-14 (Pathfinder) and 14-18 (CHAOS) groups
- Weekly Sunday evening Youth Life Group in the 'Youth Room' at All Saints which has been regularly attended by 20+ young people
- Malvern Youth Church – a monthly youth service with youth from other churches across the town, held at All Saints
- Mentoring sessions in the local Chase High School
- Fortnightly drop in Youth Club at the Octagon Centre on the nearby Poolbrook Estate
- Youth Socials
- Young Leaders Programme at our annual Holiday Club
- Opportunities for youth to serve in the community including running sports at the local village Fete, serving refreshments at the local 'Carols on the Common'
- Working with other youth ministers and school chaplains to organise 'Malvern Schools Week' offering activities in several of the high schools across the town
- Supporting our young people set up Christian Unions in their schools which included them running youth Alpha at the Chase High School which was attended by over 50 pupils.
- Residential to ROCK UK and Soul Survivor



## Ministry in the pandemic and where we are now...



The pandemic has dramatically changed our youth provision over the last 12 months, but we are coming out of lockdown with our youth ministry still strong and our young people still well connected in new and exciting ways. Throughout lockdown the youth have had weekly Sunday sessions on Zoom (or in person where that has been possible), 'zoom prayers,' seasons of daily readings and videos, and online socials.

But the most significant development has been finally establishing our Youth Mentoring Groups. Within a couple of weeks of Lockdown, all of our young people were put into groups of 2 or 3 and given a mentor to meet with weekly or fortnightly, online. This has been hugely fruitful and we now have a team of 12 wonderful mentors, who continue giving their time to the young people in this way. Covid also didn't stop our youth from serving the church and community, and they have been involved in many ways including delivering afternoon teas to elderly people in our area, leading and editing one of our online services and individually contributing to many other services (including one of our youth sending a video from Lebanon where she is currently on mission for her gap year).

So it is an exciting time for someone new to join us to lead our youth and young adults ministry. You will inherit a great group of young people and leaders to nurture and grow, but you will also, in many ways, have a 'blank canvas' to rebuild with your own style, ideas and vision, on the strong foundations and opportunities that have gone before.

# JOB DESCRIPTION

<b>Job Title:</b>	Youth and Young Adults Minister of St Andrew's, Poolbrook and All Saints Malvern Wells & Wyche.
<b>Hours</b>	An average of 37.5 hours per week full-time including evening and weekend work with at least one full day off per week. We are keen to appoint the right person for the role and so would be willing to consider part-time hours also (with a reduced job specification) or a job share, for the right candidate.
<b>Salary</b>	In the region of £22k-26k (plus pension and work related expenses) depending on experience. Pro rata if part-time.
<b>Accountable to:</b>	The Rector and PCCs of St Andrew's and All Saints Malvern Wells & Wyche
<b>Contract:</b>	This is a 3-year post initially, with the possibility of extending after that time.
<b>Starting Date:</b>	End of July or August 2021. We would ideally like to facilitate some overlap with the outgoing Youth Minister.

## Role Purpose:

To develop and lead the youth and young adults' ministries across our churches:

- To see our young people grow in their faith and be supported and equipped to live for Jesus in their everyday lives.
- To develop opportunities for mission and outreach to young people within our communities.

## Key Responsibilities:

- Overseeing our wide range of youth activities (Sunday youth programme, mid-week activities, mentoring, evangelism courses, summer festivals etc.) in order to nurture faith and help them grow as committed followers of Jesus in their everyday lives.
- Training and equipping young people to witness to their friends.
- Being a 'champion' for young people within the church; ensuring their voice is heard and their input valued, and encouraging and facilitating opportunities for them to take on leadership and ministry responsibilities within our churches.
- Recruit, manage, support and encourage appropriate volunteers to be part of the youth teams and provide relevant training and support to enable them to fulfil their roles.
- Working closely with the Children and Families Ministry Leader on any joint projects, to facilitate a smooth transition from children to youth ministry and to support young people and their families.
- Developing opportunities to befriend, support and share faith with young people in our local communities who may not be currently connected with church.
- Developing links with local secondary schools (taking assemblies, mentoring, Prayer Rooms, Christian Union/Youth Alpha etc.).
- Working collaboratively with other local churches, and youth organisations to establish joint mission and discipleship events for young people in the local area.
- To take a key role in supporting and developing our ministry to young adults (18-30s) in our churches; encouraging and facilitating them to contribute to the life and ministry of the church, and helping youth effectively transition into 'adult church.'

- Undertake associated administrative ministry tasks including maintaining appropriate records and volunteer rotas, undertaking risk assessments and ensuring health and safety, and safeguarding compliance.
- Being part of the church leadership teams to contribute, and be an advocate for young people, in whole church issues.

### **Other potential ministry within St Andrew's and All Saints (depending on passions and experience of the successful candidate):**

Our churches provide an affirming and releasing context to develop ministry gifts. We would be keen to give the successful candidate opportunities to develop ministry in other areas beyond youth and young adults' ministry, if that is what they feel called to. This might include leading Sunday services and preaching, leading sung worship or in marketing and communications.

### **TERMS OF APPOINTMENT**

- An enhanced DBS check will be carried out prior to appointment.
- Working expenses will be reimbursed by the PCC.
- The PCCs will make a pension contribution in line with national guidelines.
- There will be a probationary period of six months.
- There will be an annual review where the job description will be reviewed.
- There is potentially the opportunity of accommodation being included as part of the package, if so required.

### **Application Process:**

Application forms can be downloaded from our website [www.standrewsandallsaints.org/vacancies](http://www.standrewsandallsaints.org/vacancies)

Application forms should be completed and returned by midnight on Monday 12<sup>th</sup> April 2021 to the Rector ([rector@standrewsandallsaints.org](mailto:rector@standrewsandallsaints.org)).

The provisional date for interviews is Sunday 25<sup>th</sup> April 2021.



Collecting prayer requests in the community for Thy Kingdom Come



One of our Young Adults' Socials

## Person Specification:

	<b>Essential</b>	<b>Desirable</b>
<b>Education</b>	A level qualification (or equivalent)	Education to Degree Level (or equivalent) Accredited Youth ministry training.
<b>Experience, understanding &amp; skills</b>	<p>A proven track record in work with 11-18s.</p> <p>Proven ability to teach, train and disciple young people with a wide range of backgrounds and church experience.</p> <p>Experience of up front speaking, small group Bible teaching and pastoral work with young people.</p> <p>An understanding of youth culture, and the specific issues that young people in Malvern face.</p> <p>An understanding of Safeguarding procedures and the ability to work within and adhere to them.</p> <p>Up to date IT skills and understanding and competence in use of social media.</p> <p>Experience of organising events.</p>	<p>2 years' experience of church based youth work either paid or voluntary.</p> <p>Experience of mentoring and 1-2-1 work with young people.</p> <p>Full clean driving licence.</p>
<b>Leadership</b>	<p>Proven experience of leading others and building teams.</p> <p>Ability to discern, grow and implement vision, and to inspire others towards this vision.</p>	
<b>Key Qualities, Faith and Character</b>	<p>A faith which is deep, genuine and infectious.</p> <p>An evangelical Christian who is prayerful and open to the renewing work of the Holy Spirit.</p> <p>A pastoral heart, and good listening skills.</p> <p>A character which, by God's grace and in God's strength, models Jesus to others, recognising that we are all 'works in progress.'</p> <p>Good interpersonal skills and the ability to be at ease with both young people and adults.</p>	

	<p>Ability to inspire, have fun and bring the best out of young people.</p> <p>A natural team player who is able to work with, support and encourage others.</p> <p>Able to work under their own initiative, to prioritise and to be ‘self-starting’ and to be able to motivate themselves and others.</p> <p>Strong communication skills, both orally and written.</p> <p>A positive and ‘can do’ attitude.</p> <p>An ability to work flexibly and innovatively; to adapt to changing circumstances and to develop new ways of working.</p> <p>A commitment to the local, and wider, church.</p>	
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*Note: There is a genuine occupational requirement that the job-holder is a Christian, comfortable working within an Evangelical Anglican Context. Appointment is subject to satisfactory references and a satisfactory DBS disclosure at an enhanced plus level.*

We acknowledge that the above person specification is a challenging and aspirational one, and we recognise that the successful candidate will still have much to learn and be keen to continue to grow in both faith, and ministry experience.

As well as serving in this role, we are fully committed to developing our Youth Minister’s faith, skills and abilities and would want to tailor their experience to their long term calling also. For example, if the successful candidate was considering ordained ministry in the future, we would want to journey with them in this (as we have done with our current Youth Minister), to create opportunities for them to explore their calling further. Our strong links with Regents Theological College in Malvern (Elim), and Worcester Diocese can offer further support in this area. We also have some very experienced and skilled members of our congregation who would be available to offer their expertise also. Our current Youth Minister, for example, has met regularly with one of our retired clergy for spiritual direction and with two others for general mentoring and pastoral supervision.

More than anything we are not simply looking for someone to come and ‘do a job,’ but our ethos is that we want to continue to develop them too as a person, to journey with them to become all that God has called and created them to be. If the successful candidate has a family, then we would be fully committed to nurturing them and supporting them too in their own individual and joint calling.



*Young Leaders' Training at Annual Holiday Club*

# Malvern - A beautiful place to live and work

Malvern is a Spa town located in South-West Worcestershire in an Area of Outstanding Natural Beauty lying between the rolling hills of Herefordshire to the West and the valley of the river Severn to the East. Malvern has excellent transport connections with easy access to the motorway network via the M5 and M50 and has direct rail links to Birmingham and London as well as cross country rail links to the south, south west and Wales. The area is best known for the Malvern Hills, spring water, Morgan cars, and its connections with Elgar. It has a history involving a major scientific research base - it was here that radar was developed - and QinetiQ has continued to be a centre of scientific research and development, and provider of employment.

Malvern has a population of around 31,000. Whilst some might consider Malvern to be relatively affluent, it has a range of social demographics with about 16% of the population claiming housing or council tax benefits. St Andrew's parish includes one of the significant areas of deprivation in the town. In this area the church is very involved with supporting the needs of the community, which presently includes a community pantry, school meal provision and wider support of vulnerable groups.



We have three church primary schools within our parish and one state secondary school (The Chase School, which the present youth minister has built significant links with, including running a successful Youth Alpha course). The town also has a significant independent school presence, notably Malvern College and Malvern St James.

Malvern has great local facilities including:-

- A theatre complex, including a small cinema
- Many gyms and fitness centres and a swimming pool complex
- Various sports clubs including cricket, football, rugby, tennis, squash
- A variety of small independent shops as well as major stores and supermarkets
- Pubs, restaurants and cafes
- The Malvern Hills for walking, mountain biking and paragliding
- A community hospital with a minor injuries unit and X-ray facilities
- The Three Counties Showground