



Youth Minister

Preferably with another specialism also for a full-time post
e.g. Worship Pastor, Digital Communications, Children's Ministry

£25k-28k FTE*

(full-time or part-time options considered)

*Appointment will be made within the above scale based on relevant skills and experience

Are you a mature, Spirit-filled Christian with a passion for young people? Would you love to journey with our amazing bunch of 11-19 year olds, teaching them to follow Jesus, love, pray, live justly and share their faith with their friends?

We are looking for a new Youth Minister to lead and develop our thriving ministry with young people here in beautiful Malvern in a unique, innovative and growing church that has a heart for working ecumenically to see God's Kingdom come in our town.

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

www.standrewsandallsaints.org/vacancies

Deadline for applications is Friday 3rd June 2022



St Andrew's & All Saints

Partnering with God in the flourishing of our communities

Introduction from Dave the Rector



Thank you so much for expressing interest in our Youth Minister post. We have been praying for over a year now for the right person to come and join the team here to take on this exciting role.

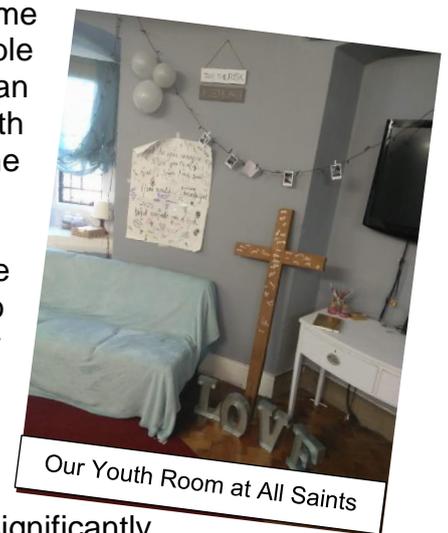
St Andrew's & All Saints churches have been working closely together since 2001 as a vibrant and contemporary all-age Christian community, serving the town of Malvern in Worcestershire. We are a really supportive community and are growing rapidly - we have doubled in size over the last 6 years and had over 100 people join us in the last 15 months. We are part of the Church of England and also connected to the New Wine network and see our calling not just to serve our parishes, but to 'be a blessing' and support other local churches too. We are particularly known in the town for our children and young people's work (we currently have 100 children and youth on our books), and recognise this as being right at the heart of our calling and identity as a church. 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 currently have around 35-40 11-18 year olds who are regularly being discipled through our church youth ministry. They are a great bunch of people who are at various stages in their faith journeys, and are great fun to be with! You can see a video of them on our vacancies page.

In 2018, our churches appointed our first ever paid youth minister who spent three years with us walking alongside our young people and developing new aspects of our youth ministry. He finished his post last summer in order to go off to train for ordination in the Church of England which is why the vacancy has arisen. We have advertised on different occasions over the last year, but have not yet found someone who we feel has the right skills, experience and passions for this role. During the Autumn of 2021, one of our 18 year olds became our Youth Intern for 4 months, before heading off to Australia to complete his gap year, and since September others have stepped up to support our youth too.

We currently have a small, but committed youth team who are leading our two Sunday groups and involved with mentoring. They, like us, are praying for someone to come to lead, encourage and develop the youth team further, and to enable us to expand the provision that we already offer. We also have an excellent Children and Families Minister, Helen, who works closely with the Youth Minister, and is keen to have even more collaboration in the future.

This appointment comes at an exciting and crucial time for us as we transition to a new leadership structure for our church and seek to gather a new 'senior leadership team' with the recent departure of our curate, who after 4 years has moved on to his first job as Vicar. We are currently also advertising for an Associate Minister to oversee our Outreach and Mission work and an Operations Manager to oversee our administration and practical aspects of ministry. The Youth Minister will therefore join a new team, with the chance to significantly shape the vision and ministry of the church in this post-pandemic world.



We are keen to appoint the right person and are prepared to be flexible and creative about what this role could look like. We would be prepared to consider full-time or part-time employment, and would strongly welcome the candidate having an extra ministry area too to serve in. We would particularly be interested in someone who could also contribute as a Worship Pastor, or who has expertise in Design and Digital Communication, or a passion to support the children and schools' ministry, working alongside Helen our Children and Families Ministry Leader. We also hope that

the appointed Youth Minister will be involved and lead, ecumenical work across our town and beyond, and we already have very strong links with the other churches in the town who have youth.

If you are at all interested in this role, then please do get in touch and have a conversation with us – we are certainly prepared to think ‘outside the box’ for the right candidate.

We hope this pack, along with our website (www.standrewsandallsaints.org), gives you a flavour of who we are, but if you have any further questions at all, please don't hesitate to get in touch.

Dave

Rev Dave Bruce

Email: rector@standrewsandallsaints.uk

Tel: 01684 565490

Pre-pandemic Youth Ministry

Since the appointment of our first Youth Minister three and a half years ago, our provision for youth has expanded considerably. 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.

- Sunday groups for 11-14 (Pathfinder) and 14-18 (CHAOS) groups
- Weekly Sunday evening Youth Life Group in the ‘Youth Room’ at All Saints which was 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
- Residentials to ROCK UK and Soul Survivor

Ministry during the pandemic

The pandemic dramatically changed our youth provision, but unlike many churches, we managed to stay connected with virtually all of our youth as we adapted and connected with the youth in new ways. Throughout lockdown the youth had weekly Sunday sessions on Zoom (or in person where that was possible), ‘zoom prayers,’ seasons of daily readings and videos, and online socials. We also set up Youth Mentoring Groups so that each young person, along with 2 or 3 others, met with their own mentor either weekly or fortnightly which proved to be highly fruitful and allow more personalised discipleship.

Where we are now

Since our Youth Minister moved on last summer, we have continued to run two groups each Sunday. **Pathfinders (11-14)** meets during our 10:30am St Andrew's service and is run by Simon and several of the older youth. We currently get on average between 8 and 12 young people attending each week, several of whose families have joined since the summer. **CHAOS (14-19)** meets in our church hall during our 6pm evening service. This is currently run by a team of 4 volunteers and we have between 10 and 18 young people attending on average each week. In addition to this, several of the young people are still meeting up in their **mentoring** groups on a weekly or fortnightly basis.

In the autumn term, our Youth Intern organised monthly socials, weekly 5-a-side football, and led an Autumn **Youth Alpha** Course on Mondays after school, which was attended by around 20 young people from five different churches and four different schools across our town. This is a great example of our heart to have a youth ministry that will resource and be a blessing to other local churches, working together with other youth leaders where we can to grow the Kingdom.



Whilst our faithful volunteers are currently managing to 'hold' the youth ministry and keep our young people connected, we recognise that this is not a long term solution if we are truly to invest, equip and release our young people into ministry, and reach out into the community and our schools as we desire to do.

So it is a very exciting time for someone new to come and join us to lead this ministry, champion our youth, and take us forward in this new season. The new Youth Minister will inherit a great group of young people and leaders to nurture and grow, but will also, in many ways, have a 'blank canvas' to rebuild with their own style, ideas and vision, on the strong foundations and opportunities that have gone before.

Supportive communities and a commitment to develop you

St Andrew's & All Saints are two very supportive church communities, who are fully committed to seeing the next generation grown and younger leaders nurtured, and so you can be sure that you will be welcomed, cared for, supported and cheered on in this role.

We will seek to do all we can to developing our Youth Minister's faith, skills and abilities, tailoring, where possible, their experience to their passions, giftings and 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 last 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 and support. Our previous Youth Minister, for example, 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.

JOB DESCRIPTION

Job Title:	Youth Minister of St Andrew's, Poolbrook and All Saints Malvern Wells & Wyche.
Hours	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.
Salary	The pay scale is £25-28k (FTE) plus pension and reasonable working expenses. Starting salary will depend on demonstration of relevant skills and experience. Where appropriate, salary progression will be within this scale, subject to annual review.
Accountable to:	The Rector and PCCs of St Andrew's and All Saints Malvern Wells & Wyche
Starting Date:	As soon as possible.

Role Purpose:

To develop and lead the youth ministry 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, and opportunities to work with other local churches to develop ecumenical youth ministry across our town.

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 and services.
- 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, supporting them where necessary (e.g. Messy Church, Primary School Assemblies), facilitating a smooth transition from children to youth ministry.
- Supporting young people and their families pastorally.
- Developing opportunities to befriend, support and share faith with young people in our local communities who may not be currently connected with church, especially in the area around the Octagon Community Centre (a more deprived area of our parish).
- Developing links with local secondary schools (taking assemblies, mentoring, Prayer Rooms, Christian Union/Youth Alpha etc.).
- Working collaboratively with other local churches, Churches Together in Malvern, and youth organisations to establish joint mission and discipleship events for young people in the local area (e.g. Youth Alpha, Youth Church).

- 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.
- Any other responsibilities as agreed with the Rector.

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 ministry if that is what they feel called to, and are particularly keen for a full time post holder to offer other ministry specialisms also (e.g. Worship leading, Design and Digital Communication, Children and schools ministry, preaching).

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.



Collecting prayer requests in the community for Thy Kingdom Come



One of our Young Adults’ Socials

Person Specification:

	Essential	Desirable
Education	A level qualification (or equivalent)	Education to Degree Level (or equivalent) Accredited Youth ministry training. Some form of theological training.
Experience, understanding & skills	<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>
Leadership	<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>	
Key Qualities, Faith and Character	<p>A faith which is deep, genuine and infectious.</p> <p>An evangelical Christian who is grounded in Scripture, 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.

St Andrew's & All Saints is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

Application Process:

Application forms can be downloaded from our website www.standrewsandallsaints.org/vacancies or obtained by emailing the Rector.

Applications should be emailed to rector@standrewsandallsaints.uk

The deadline for applications is Friday 3rd June.

If you have any further questions about the role, then please contact Dave the Rector.

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 rails 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 (at the Octagon Community Centre) which presently includes a community pantry, a Thursday Families project 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 (The current Head Teacher attends our church) 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