



YOUTH & STUDENTS LEADER

May 2019

Youth and Students Leader
Job Description

Welcome to St Paul's

St Paul's is a fast-paced and entrepreneurial church. Each Sunday just over 400 people form an unusually diverse community united around a vision for our town - to build the City of God here. Weston-super-Mare is in a period of regeneration, with ambitious plans to build a thriving University town. St Paul's strategic plan echoes that of the local authority by establishing the Kingdom of God in the lives of its people and institutions - "Building the City in the Town."

When this happens Weston will be full of the best in education, retail, sport, the arts, government and worship - and everything that happens will be marked with the wonderful edge with which Jesus graced this earth.

We believe that a community centred on Jesus and empowered by His Spirit can achieve seemingly impossible things. We value both Word and Spirit, relying deeply on the Scriptures and the work of the Holy Spirit today. Our evolving staff team seek to facilitate God's work in Weston-super-Mare in whatever ways we can.

Our 2022 Vision focuses on three strands:

- Evangelisation of the nation
- Revitalisation of the church
- Transformation of society

In addition to work among younger generations, St Paul's has developed a substantial ministry with the disadvantaged, as we welcome many people who are in the process of recovery from addiction. We're not afraid to take risks when we believe God is calling us. St Paul's is in the fundraising stage of The Quay, a £5.25 million development to provide state-of-the-art facilities for Weston-super-Mare.

St Paul's is a fast changing environment with a truly diverse mix of people. We are excited about what God is already doing in Weston-super-Mare and will over the coming years. The nature of St Paul's requires staff with initiative to drive the strategic vision for their role, and continually seek to strive for excellence within their ministry area and the wider Church.

If you think you could be a good fit and are interested in finding out more we would love to hear from you. Please do get in touch for an informal chat or to arrange a visit.



Andrew Alden
Vicar

St Paul's Strategy

Our strategy is based on a saying attributed to Augustine of Hippo, we:

- Pray as if everything depends on God; and
- Work as if everything depends on us.

Evangelism is the very centre of St Paul's as we seek to introduce people to a life changing relationship with Jesus. Our mission is simply 'reach, teach, mend, send.' Within St Paul's we have four marks of membership to help people engage with the community:

- Worship Weekly
- Serve on Team
- Join a Branch (small group)
- Give Financially

Staff are to model this lifestyle and connect fully with the wider church membership.

We seek to offer a diverse range of opportunities for people to engage with the church community. This is characterised with different worship styles offered every Sunday:

- The 9.30 - a more structured service
- The 11 - family friendly informal worship with teaching and ministry. Includes Children's Church and Youth provision
- Messy Church (3pm) - family friendly worship
- The 7 - worship, teaching and ministry with a focus on students and young adults

Role

This key role ensures that St Paul's vision for youth and students programmes, projects and practices are in alignment with God's strategic vision of the Church; to establish the culture of His City in our town.

It's an exciting time to join the team in Weston-super-Mare. The town has a rapidly expanding population, a younger age profile and a thriving College with University Centre status. St Paul's has a small youth ministry and a fledgling student ministry. In this key role we're looking for a leader with the prayerfulness, tenacity and relational skills to grow a ministry which will lead youth, college and University students to God in a fertile environment.

The Youth and Students Leader will be responsible for the direction and running of the youth and student ministries in St Paul's. This will include the formation and growth of cohesive youth and student teams out of existing volunteers; implementing a strategic plan that enables youth and students outside of the Church to encounter Jesus and develop patterns of lifelong discipleship.

This role will report to the Senior Leadership Team (SLT) who are responsible for the leadership and direction of St Paul's. The Youth and Students Leader will be line managed by a member of the SLT and be part of the Staff Team.

Relationships

Building relationships is critical to any leadership role and there are key relationships that the Youth & Students Team Leader is expected to develop and nurture:

- Professional and pastoral relationships with youth and students
- A close and collaborative working relationship with the Senior Leadership Team
- An encouraging, supportive and challenging relationship with the Vicar, SLT, colleagues, team members and voluntary leaders
- An engaging and positive approach to building relationships with the diocese, churches across Weston, Christian organisations and beyond
- A developing relationship with secular bodies in Weston e.g. Schools and Weston College.

Responsibilities

1. Strategy and Leadership

- Working closely with the SLT to implement the strategic vision of St Paul's as it relates to Youth and Students
- Work as part of the staff team to create a Church that works for youth and students
- Strategise and deliver evangelism, discipleship and leadership for youth and students
- Create and deliver programmes for the year directly and through volunteers

2. Team Leader

- Lead the Youth & Students teams
- Recruit, and develop youth and students teams
- Invest in their discipleship and leadership through mentoring and team training
- Identify and recruit new team members
- Delegating responsibility for activities and programmes to key people
- Managing key volunteers responsible for activities and programmes
- Build teams through regular social events, pastoral support and team prayer times

3. Youth

- Run events encouraging youth to take ownership in planning and delivery
- Develop creative and relevant ways to help youth explore faith
- Develop youth discipleship and pastoral support through Sunday mornings and weekly branches
- Identify gifts and skills in youth and seek to train them as leaders
- Build and develop key working relationships with GO Churches Together, SWYM and other appropriate bodies including facilitating inter-church youth events
- Provide support and training to facilitate transition of young people from primary school to youth, and from youth to university, employment or further training.

4. Students

- Develop evangelistic pathways and mission to reach students through weekly activities
- Encourage and support innovative mission amongst students
- Devise, organise, attend and host special events in addition to normal weekly student activities (e.g. Balls, Leavers events, etc)
- Lead and develop student nights with worship, bible study and ministry
- Build relationships with students through 1-1s
- Raise up student leaders from within students ministry, in wider church leadership and in wider contexts (e.g. Sports society reps, Student union reps)
- Provide pastoral care for students and where necessary with Senior Pastors to ensure the welfare of the students

- Build and develop key working relationships with UCW, Fusion, UCCF and other appropriate bodies

5. Wider Remit

- Participation in staff team including weekly staff worship, team meetings, prayer and team socials
- Play a key part in supporting and developing young adults ministry
- Any other duties as required by the SLT
- Prompt and efficient administration to support role requirements
- Financial management of youth and student budgets
- Committed to ongoing personal and professional development
- Participation in whole church events
- Committed to worshipping life of the Church including a branch
- 10% of working hours to be spent in prayer

This list is not exhaustive but provides the outline of key responsibilities for the role

Person Specification

Knowledge and Experience

- Working with youth and students in a Church context
- Demonstrate experience of building, growing and developing effective teams
- Committed charismatic evangelical Christian with a firm mature faith and a growing love of the Lord
- Theological depth - good understanding of God, His Scripture and the Gospel
- Spirit filled and Spirit led person
- Ideally a graduate with experience of university life
- Committed to the vision and aims of St Paul's Weston and sense of God's calling to this role.

Skills & Abilities

- Good communicator (written and verbal)
- Evangelistic and able to communicate the Gospel of Christ
- Pioneering and entrepreneurial
- Excellent organiser
- Take responsibility and see creative solutions to problems
- Confidence and ability to lead upfront, in large meetings and small groups
- Ability to preach and lead theological discussions in services and small groups
- Able to inspire and motivate people
- Able to work with diverse groups of people and ages
- Excellent interpersonal skills, able to initiate relationships
- Committed to learning and personal development
- Collaborative team player
- Self starter who is driven, motivated and able to take initiative

Desirable

- Degree in Theology
- Social Media experience

Salary and conditions

£20,000 per annum

33 days holiday per annum, including bank holidays.

Evening and weekend work will be a regular part of the role. A regular pattern allowing for a full day off each week will be agreed.

This role is full time with a proposed starting date of 1 July 2019.

Employment is subject to a full DBS disclosure.

It is a Genuine Occupational Requirement under the Equality Act 2010 that the Youth and Students Leader is a committed Christian, in full support of the ministry and beliefs of St Paul's.

St Paul's PCC is a registered charity number 1132828.