



A centre of worship and mission, and a beacon
of God's love to the community

YOUTH PASTOR

About the role

The Youth Pastor is responsible, with the Vicar, for leading, growing and developing the Youth Ministry at St Paul's. We are seeking to employ someone with the heart, gifts and vision to develop the existing work with young people in the church and community. This will include creating an imaginative programme and beginning and sustaining caring relationships with young people. The Youth Pastor will grow a team and provide leadership and supervision for volunteers. The postholder will also create opportunities to reach young people outside of the church and establish relationships with other key organisations such as schools. The successful applicant will need the enthusiasm and enterprise to coordinate and lead the church's current provision as well as the creativity and vision to explore and develop new initiatives.

About St Paul's

St Paul's is a growing, outward-looking evangelical and charismatic Anglican church in Southville (BS3), situated on the southside of Bristol's iconic harbourside. Over the last 12 years it has grown from a small elderly congregation to a multi-generational church with a congregation of about 100 (including children) from a variety of different backgrounds. Following the retirement of the previous vicar, Jacqui Kean (currently curate) has been appointed to take over as Vicar in July 2022. This is an exciting time as we seek to follow God in this next stage of our journey and imagine new possibilities of ministry as we emerge from the pandemic. Our current staff team is Vicar (to be licensed in July) and part-time administrator. We also have a licensed lay reader, four Ordinands on placement from Trinity College, and lots of volunteers who serve in various ways.

YWAM Bristol have their offices in our crypt and their leaders attend St Paul's; we often welcome DTS teams who are on outreach to the South Bristol area.

Some of our activities as a congregation and in the community include:

- Sunday services (including youth and children's groups and all-age service).
- Mid-week home groups, youth discipleship group.
- Alpha Course and other discipleship courses.
- BS3 Foodbank Outlet (part of East and South Bristol Foodbank, Trussell Trust / InHope Bristol).
- Bristol Churches Winter Night Shelter.
- Yarn Over Coffee (craft group).
- A football night and a men's group.

- Outreach events in the churchyard such as “Light the Night” (see www.bbc.co.uk/news/uk-england-bristol-59276253)

Pre-Pandemic activities that are not yet up and running again are:

- Fusion (open youth club).
- Toddler group.
- Chaplaincy to local women’s hostel.
- Church holidays.

The building is well used in the week, with several community groups making use of our spaces, including the main church hall which seats around 275 people and – because it has no pillars – is a highly-flexible space popular for concerts and other productions.

Thanks to a largely congregation-funded project six years ago, much of the building was redeveloped and modernised, creating a new Sunday School room, new toilets, and a purpose-built office area. Below St Paul’s is a very large crypt which contains a large open area popular with art students for exhibitions and for concerts, designated youth and prayer rooms and YWAM offices.

St Paul’s serves a vibrant and thriving community in south Bristol with lots of independent shops and restaurants and good transport links, including cycle routes out into the countryside and easy access to Bristol’s famous harbourside as well as the city centre. Our community is home to UPFEST (Europe’s largest Street Art Festival), the Tobacco Factory (theatre and restaurant) and Dean Lane Skatepark which together attract thousands of visitors to this urban hub. The BS3 area is a densely populated, diverse area with a changing demographic and many new housing developments either in process or at the planning stage.

For more information about St Paul’s, please visit www.saintpaulschurch.co.uk

For some insights into the area we serve, you might want to visit the following:

Bedminster Town Team: www.bedminster.org.uk

Upfest festival: www.upfest.co.uk

Wapping Wharf: www.wappingwharf.co.uk

The Tobacco Factory: www.tobaccofactory.com

Our nearest city farm: www.windmillhillcityfarm.org.uk

The best cakes in Bristol? We think so: <https://thebristolloaf.co.uk/bedminster/>

Key Tasks and Responsibilities

As a leader in St Pauls, the Youth Pastor will be expected to take a full part in the life of the church:

- Manage and develop all Sunday and mid-week youth groups.
- Recruit, support and empower volunteers and encourage them to access appropriate training.
- Take occasional leadership of Sunday services, preaching and planning all-age services.
- Contribute to the church leadership teams and development of growth strategies.

The Youth Pastor will be required to represent the church and its values and vision to outside agencies:

- Foster and develop links with local schools, both with upper Key Stage 2 and with secondary schools.
- Develop opportunities to build relationships with un-churched children and young people.
- Network with other churches and Christian organisations and be part of building schools work / youthwork strategy for the wider South Bristol area.

The Youth Pastor will need to keep relevant records and follow policies and procedures effectively

- Keep registers of incidents, contact details and birthday lists, ensuring compliance with GDPR and other legislation.
- Manage income and spend within the agreed budget. Some grant management will be required.
- Adhere to health & safety protocols and prepare risk assessments when necessary.
- Work with clergy and safeguarding officers to regularly review best-practise and policies and ensure safe working.

Vision and Leadership

- To seek God through prayer, bible reading, research and consultation to develop an exciting and inspiring vision for youth ministry at St Paul's church and reaching out to those outside the church.
- Model a lifestyle of discipleship, prayerful living, underpinned by the reading of scripture and a willingness to listen to the promptings of the Holy Spirit.
- Inspire our young people to base their lives on God's word and to embrace spiritual disciplines.
- Support young people to take an active part in church life and, alongside church leadership, encourage the church family to value and include the youth as a crucial part of the congregation.
- Assist the young people to develop their gifts and talents.

- Encourage and facilitate young people with leadership gifts to become leaders themselves.
- Maintain excellent communication with parents/guardians about upcoming events and specific requirements of the young people, and ensure all necessary consents are in place

PERSON SPECIFICATION

It is a Genuine Occupational Requirement under the Employment Equality (religion or belief) Regulations 2003 that the Youth Pastor has a clear and demonstrable Christian commitment. You will be committed to the Vision and Aims of St Paul's enshrined in our Mission Statement, which we expect to evolve over time.

An enhanced DBS check will be required.

Knowledge and Experience Essential:

- You will have a personal living faith in Christ, be an active member of the Christian church, have a good knowledge of the Bible, and be seeking to grow in the knowledge of God.
- You will have a nationally recognised qualification in Youth Work and/or Theology to Diploma level or above and/or be able to clearly evidence a level of experience to meet the criteria of the post.
- You will have a pastoral concern for and understanding of youth.
- You will have a working knowledge of safeguarding procedures and be committed to promoting the safety and welfare of young people.
- You will have prior experience of working with youth in a church context.
- You will be able to develop and communicate vision to other leaders and the church.
- You will have evidence of planning and running a successful project.
- You need to be able to demonstrate experience of building, growing and developing teams.

Skills and Competencies Essential:

- You will need to enjoy working with young people and have the ability to relate well to the age group 11-18.
- You will be able to appropriately and effectively, teach and communicate the Gospel of Christ for both church and unchurched youth.
- You will be able to research and source appropriate materials to enable young people to grow and mature in their faith.
- You will be able to demonstrate experience of pioneering a project.
- You will be able to take initiative, work alone and find creative solutions to problems as they arise.
- You will have excellent organisation skills and a good level of administration.
- You will have IT literacy skills, including use of social media.

- You will be able to communicate effectively in person and in writing with a wide range of people (i.e., parents, young people, children, and other members of the church).

Desirable general attributes

- You will have experience in working in a variety of social and cultural contexts.
- You will be a reflective practitioner: applying biblical knowledge, theory and what it means to be faithful in the shifting cultural landscape.
- You will respect confidences and act with tact and sensitivity.
- You will have a good sense of humour
- Skills in any or all of music, art/craft, drama and IT (including ability to produce creative online content) would be an advantage.

Employment Details

Employed by:	St Paul's Parochial Church Council
Line-Managed by:	Vicar
Job Type:	This post is an initial 2.5 year contract (three months probationary period)
Hours:	30 hours per week (0.8FTE) Exact days and times to be agreed with successful candidate but must include Sundays. The PCC would consider adding additional responsibilities (relevant to additional skills) to make this a full-time role.
Salary:	£25k - £31,250 (£20000 - £25,000 Pro Rata) negotiable depending on experience.
Pension:	NEST Corporation pension scheme, currently 3% employer's contribution.
Holiday:	25 days + 8 banks holidays
Place of work:	St Paul's Church, Coronation Road, Southville, Bristol BS3 1AS

Applications

Please complete the application form and return to stpsouthville@gmail.com

Deadline: 5pm, Monday 9th May 2022

Interview: Week beginning 16th May 2022 (tbc)

Start date: July / August 2022