



# YOUTH PASTOR

## INFORMATION PACK

Are you a follower of Jesus who loves working with young people? Are you a leader, who sees opportunities and grabs them with both hands? Will you give yourself to Jesus, and for young people in this City of Oxford?

This pack includes information

- about us and our youth work
- who we are looking for
- about living in Oxford
- about how to apply
- about this job (terms and conditions, job and person description, our Statement of Christian Ethos)

**Might God be calling you to join us?**



Thank you for your interest in the Youth Pastor role at St Andrew's. We hope you find the enclosed material helpful in telling you a bit more about the church and the job. If we can help in any way, please get in touch with us on [hr@standrewsoxford.org](mailto:hr@standrewsoxford.org).

## Who we are looking for

There has been a long history of youth work in St Andrew's. This opportunity comes because our former youth worker recently felt a calling to another city and another church. We have looked for some time for the right model of employed youth work, and have advertised recently for a Senior Youth Worker (we did not appoint). We have now decided to seek a Youth Pastor - giving flexibility for us to find the right person, with the right values and passion, whatever their experience.

Within St Andrew's, we believe we can shape this youth work role to either see someone with little experience develop, or someone with lots of experience build and grow the work here and across Oxford to a new level. What matters to us, is that you have a heart for Jesus and the young people, that you are proactive, organized and can lead the team of volunteer leaders.

It may be that you come from an existing youth work role - or it may be that you are exploring a change of focus in your career and calling. Either way, if your passion is for Jesus, transformation of lives, and for young people, then we look forward to your expression of interest and application. We are praying for God's person to be ready to take up this incredible opportunity to be part of a church which prioritizes young people; to be part of a team which is growing together, aligned around a common purpose and clear leadership; and where there is significant opportunity for growth in depth and breadth. Will you give yourself for Him in this place, and for our young people?

We think the person that takes up this opportunity will be someone who can gather others, they will be inspirational, motivational and committed to excellence.

## The team you will join

There are a number of teams of which you will be a part. Firstly, you will be a part of the youth teams. We have teams of volunteer youth leaders for each of our groups that take place in church, as well as small groups that take place in homes. You will be prepared to lead these teams to foster relationships, and to help disciple those volunteers as they serve with you.

Secondly, you will be part of the staff team. We pray for one another, we support one another and we help each other to achieve our purpose, and lead our ministries. We meet weekly as a team for worship, encouragement and teaching; and daily for prayer. We want to have fun together, in a mutually supportive environment, as we follow Christ.

Thirdly, you will be part of a broader team of Christian youth workers in Oxford, serving schools and young people for the sake of Christ in this wonderful city.

Fourthly, you will be part of the team which is the body of Christ in St Andrew's. We are a family that are committed to:

- Worship God wholeheartedly
- Live the Bible as we allow God to change us
- Love one another
- Share Christ with our friends, city and wider world
- Give generously of what we have and who we are.

## Purpose of post

To creatively lead the young people in the 11-18 age group in the way of Jesus, integrating them within the life of the church and equipping them for understanding, living, and articulating their Christian faith and reaching out to their friends.

To recruit, train, deploy and support volunteer youth leaders so that young lives will be transformed by Jesus, and our volunteer youth leaders will flourish and grow in faith as they serve.

## The Opportunity

St Andrew's Church is located in the ideal spot for youth work. It is just minutes' walk from 7 key schools - Cherwell, Oxford High, Dragon, Wychwood, D'Overbroeks and St. Clare's and a seventh is being established in the next year (The Swan). Young people pass near the church all the time. The potential for growth (numerically and in depth) is huge.

St Andrew's is already passionate about parenting, children's and youth work. The congregation sees the discipleship of young people and mission among them as critical and a core focus of prayer, energy and resource. You will be welcomed and supported as you take up the lead of this priority area.

Oxford is a vibrant city and the post-holder could, with vision, courage and prayer, establish city-wide influence in youth work, building on and establishing new and existing partnerships.

Our existing youth groups have considerable potential to grow in depth and breadth.

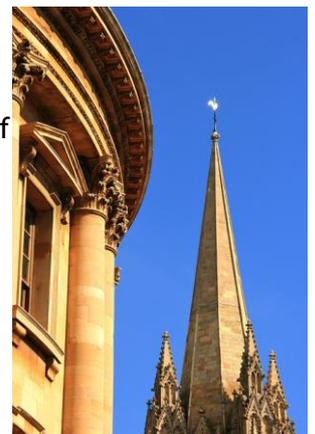
You will work with a supportive, prayerful leadership who are committed to seeing lives changed and God's kingdom grown in Oxford.

## About living in Oxford

Oxford is both ancient and modern, with a thriving international community. Medieval university buildings co-exist with lively arts venues, good sports facilities, bustling shops, and great places to eat. St Andrews Church is north of the city centre and south of the lively suburb of Summertown and Cutteslowe is just north of Summertown.

University students contribute to its vitality and there are countless musical, dramatic, academic and sporting events open to everyone. We have close relationships with several other big, lively churches and share a number of initiatives with them in the city.

There are good road and rail links to the major centres of London and Birmingham (within an hour's journey). The Chiltern hills and the Cotswolds are within easy reach and there is an abundance of green space with many riverside walks to explore. Whilst accommodation in the centre of town can be expensive, there are many more affordable areas around or just beyond the ring-road which are well-served by local buses and cycle networks.



## About us

St Andrew's is a lively Anglican church based in North Oxford, embracing the spectrum of the evangelical tradition. Our four congregations welcome around 500 people (children, teenagers and adults) Sunday by Sunday, who are drawn from the locality, the wider city, and beyond. We also have a lively mid-week programme of house groups, prayer meetings, and diverse ministries which serve church members and the wider community.

Our strapline is "Growing God's Family" and we recognise that only comes through a dependence on prayer and staying rooted in Christ.

Our vision is to see lives changed by the love and life of Jesus and we believe we will see that through transforming communities, developing leaders and growing churches.

## About our youth work

St Andrew's Church enjoys and celebrates multi-generational worship and community. Our young people are critical and a priority for us, as we seek to grow community, and develop disciples of Jesus. We love the way that our young people not only flourish in their dedicated groups, but also take part in the broader life of the church through serving and leading in church. We long to see a young people's work in and from St Andrew's that sees lives changed, a deepening in discipleship, and is a genuine, loving community.

Currently our youth ministry is split into two age groups, 11-14's (Pathfinders) and 14-18's (SAYGO - 'St Andrews Youth Group Oxford').

*Pathfinders* - Our current programme includes a meeting on Friday nights for games, food and a short talk (up to 30 young people), a session on Sunday mornings for games and Bible study (up to 25 young people), social events and a weekend away in the holidays. We have two midweek small groups for fellowship and Bible study, led by volunteers.

*SAYGO* - There are currently about 25 regular attenders meeting on Sunday evenings after our 6pm service. They enjoy food, worship and a talk and discussion. Three midweek small groups give an opportunity for more challenging Bible study and discipleship. We would like to see all our teenagers linked into a small group where they can develop supportive relationships with one another and be mentored by group leaders. For the past two years we have run Youth Alpha during the spring term taken a group to Soul Survivor in the summer.

SAYGO and Pathfinders are communities of teenagers who are committed to learning more about Christ and how they can live for Jesus. They provide the young people with a place to share in each other's lives as they go through the turbulent teenage years. Social events give opportunities to get away and have fun with friends.

We would love to see both the groups grow further. Our aim is to see the young people leave at 18 years old, passionate about Jesus and equipped to shine for Him in their next stage in life - be it university, work or travel.

A SAYGO member says: "SAYGO is the highlight of my week - I love having fun, catching up with friends and being able to look together at the Bible. It is also an incredible family and I don't know where I would be without the prayer, support and love of both my friends from SAYGO and the amazing SAYGO leaders."

## Person Description

- You will have a lively Christian faith, committed to growing in your faith and will be able to organise your time to include space for both personal prayer and corporate worship. There is a Genuine Occupational Requirement for the post holder to be a Christian.
- You will have, and be committed to developing, the gifts of leadership, teaching, and pastoral care required for Christian ministry to our youth, volunteer leaders and wider church and community.
- You will have experience of running, or show clear potential to run, a volunteer or staff team and have the capacity or the potential to grow in capacity, to supervise and train placement workers or staff members appointed to support your work.
- You will have the ability, or show the potential, to think strategically about the teaching programme and related activities and the creativity and confidence to develop new ways of involving the young people in the life of the church. You will be good at working co-operatively with others.
- You will have experience and understanding of UK youth culture as well as a deep passion for the Bible and understanding of theology so that you can communicate the Gospel of Christ effectively to young people and to equip them to grow in their faith.
- You will be a strong communicator, both with groups and individuals, and be able to relate well to a wide range of people both from within and outside the church, including the parents of young people under your care and representatives of local schools and community groups.
- You will have administrative and computer skills that enable you to organise and communicate with others effectively, as well as financial understanding to manage the budget for the youth work.
- You will have an excellent understanding of, and be able to negotiate effectively, appropriate boundaries in youth work, including awareness of confidentiality issues and social media.
- You will be flexible, happy to undertake routine work where necessary, and be reliable in all that you do.
- You will be proactive, resourceful, reliable and have a great sense of humour. You will respect confidences and act with tact and sensitivity. You will enjoy spending time with young people and be able to relate well to them.
- You will be willing to be a committed member of St Andrew's and play a full part in its life.

## Academic qualifications and experience

- Experience in youth work (professional or voluntary) (Essential)
- Educated to degree level or with an equivalent level of experience and qualifications. (Essential)
- Training/qualifications in relevant areas (e.g. Youth Work, theology/Biblical Studies) (Desirable)

## Accountability

The post-holder is responsible to the Vicar or a senior member of staff for his/her day-to-day work.

The post-holder will be responsible for any placement workers or team members appointed to support the work of the post.

## Duties and responsibilities

1. Work to provide, in step with the wider mission and ministry of the church, a youth strategy and a coherent and dynamic discipleship programme for young people. This programme is to include worship and prayer, teaching and mentoring, pastoral care & community, evangelism & outreach, and service and social action.
2. Take accountability for:
  - a. Planning and running the Pathfinder programme (for the 11-14 age group) and the SAYGO programme (for the 15-18 age group). This includes larger group meetings on Friday and Sunday evenings, as well as midweek small groups. This will involve development and overseeing a coherent teaching programme across the whole age range. We aim to provide a full range of suitable activities in term time and over the summer weeks and other holidays. Currently this includes an after school drop in, small groups, periodic “Alpha” courses, a drama group, and a youth worship band.
  - b. Running special community building, service and evangelistic events, such as weekends away, Christmas parties, and regular youth services.
  - c. Supporting and where appropriate leading or developing leadership of the local secondary school Christian Union
  - d. Supervising and taking responsibility for the appropriate training of placement workers and any staff appointed to support the work of the post.
  - e. Recruiting, training and equipping, encouraging and supporting suitable volunteer helpers. This will include approving and appraising volunteers according to the church’s Safeguarding Policy and building up the team through time spent together.
  - f. Providing pastoral care and support for young people in the youth ministry and those on the fringes of the church, through appropriate means, including one-to-one mentoring and small group discipleship.
  - g. Ensuring that there are systems in place for good communication and close co-operation with parents and families.
  - h. Liaising as appropriate with staff members and volunteers who work the younger children (0-11 age group) at St Andrew’s.
  - i. Liaising closely with the Oxford Schools Chaplaincy worker, the Cutteslowe team, local schools, churches and community groups, to ensure effective integration of St Andrew’s youth work with the wider community.
3. Playing a key role in special mission events, such as local or overseas mission initiatives for young people.
4. Taking an active part in our annual children’s holiday club, encouraging young people to be involved and organising associated events for them during that week.
5. Supporting the young people in their transition to university, work or other next stage.
6. Administering and monitoring social media networking groups for our young people.
7. Drafting and managing the budget for the youth ministry.

8. Ensuring that the National, Diocesan and PCC Safeguarding Policies are fully complied with in collaboration with the Safeguarding Officer.
9. Maintaining a good understanding of Health and Safety and other regulatory guidelines for working with children and young people and ensuring these are followed.
10. Being a member of the staff team and take part in staff meetings. Liaising as appropriate with the church's service planning groups.
11. Attending, and providing such reports as are requested for, the meetings of the PCC's Children, Youth and Families Working Group.
12. Participating in the in-house training provided by the church and pursuing any other appropriate personal and professional development.
13. Undertaking such other tasks as may be delegated by his/her line manager.

*There is a genuine occupational requirement that the appointee to this post should be an evangelical Christian with a firm faith, able to recommend Christ from personal experience of His grace, as stated in the attached Statement of Christian Ethos.*

*All posts at St Andrew's are subject to Enhanced DBS Clearance.*

## Terms

This post will be a permanent contract, the first 6 months of which forms a probationary period, after which 3 months' notice is required on either side.

The employer is the Parochial Church Council of St Andrew's Church, Oxford.

The post is Full Time (40 hours per week). Hours will include Sundays.

Salary package from £20,000 - £30,000 (dependent on experience). The church also pays 10% of salary into a pension.

Holidays - twenty-five days plus eight statutory bank and public holidays (or time in lieu).

Start date: To be determined.

We are open to consider part-time and job share applications.

## About how to apply

The application form can be downloaded from our website [www.standrewsoxford.org](http://www.standrewsoxford.org) or obtained by emailing [hr@standrewsoxford.org](mailto:hr@standrewsoxford.org). Completed application forms, with covering letter and CV, should be returned by 5pm on 22<sup>nd</sup> April 2019.



# St Andrew's Church

## Statement of Christian Ethos

We have sought to encapsulate the ethos of St Andrew's Church in our strapline, 'Growing God's Family'.

All that we do is based on our corporate belief in the good news of God's saving love in the life, death and resurrection of Jesus Christ and in His call to share the good news in our own city and throughout the world. We want to 'grow' Christians by helping those who do not yet know Jesus to come to know Him and by helping those who already know Him to grow in maturity in their faith.

We take as the model for our corporate life Jesus, the Word of God, 'who became flesh and lived for a while among us (John 1: 14). We believe in God's call to embody his Word for our own generation: by our lifestyle as a church and as individuals, by the clarity of our communication of the Word of God, and by the indissoluble continuity between our beliefs, our lifestyle and our words.

The way in which we do our work as a church is the demonstration and authentication of the ethos by which we live. As an organisation, we accordingly rely on God, as we turn to Him in prayer, to empower us by His Holy Spirit to carry out His work in the world in a way which is characterised by the values laid out in His word:

- **Faith:** We uphold the Bible as the inspired word of God, which not only gives us the assurance of God's love and forgiveness through Christ but also gives us a definitive guide for a lifestyle which is pleasing to Him. This includes a *value for all people of all races, ages, and conditions*, whom we believe are made by God in His image; a *concern for the well-being of all people*, whom we believe God wants to be whole human beings and to flourish; *concern for the well-being of the family*, as a God-given social unit, including an equal value for and celebration of celibacy and faithful heterosexual marriage as the only God-given lifestyles; *integrity* in all areas of life, from business practices to personal relationships; *transparency* about our beliefs and practices; and *accountability* to God for the use of the resources which He gives us. It is crucially important to us that all those who represent our ethos to the outside world share our faith and uphold the imperative to live by it.
- **Hope:** In the hopelessness of a world where wars, disasters, illness, poverty, the dissolution of relationships and the breakdown of society are commonplace, we believe that the love of God brings hope and renewal and that He uses the prayers of His people for good in the world. It is crucially important to us that all those who represent our ethos to the outside world are themselves inspired by this hope and can communicate it from a basis of personal experience.
- **Love:** we believe in the imperative to love one another. This will shape our corporate and individual relationships, both within the church and within the wider community. It will be worked out within our church family by encouraging and serving one another, forgiving and forbearing with one another, and putting each others' needs before our own as we help each other to grow as Christians. It will be worked out as we seek to serve the world in mission, in various areas of social service, and in working for the promotion of God's values, including justice, truth and value for individuals within society. It is crucially important to us that those who represent our ethos to the outside world will engage, in all prayer and humility, in what is undoubtedly a sacrificial and difficult calling: to love as Jesus loved, through the power of His Holy Spirit.