**St Mary Magdalene with the Church of the Risen Christ, Wyken**

**Job Description: MATERNITY COVER Youth Worker (Part time *12 month fixed contract*)**

**Job title:** Youth Worker

**Location:** Risen Christ Church, Wyken

**Reports to:** Revd Paul Pavlou (Vicar)

**Context**

Risen Christ Church is currently a small, parish church situated in Wyken, in an area of some urban deprivation in Eastern Coventry. The local community has a large population of young families. There are two primary schools (plus one Catholic primary school) and one secondary school in the parish, which we have relationship with. The average Sunday service attendance at Risen Christ, is approximately 40-45 worshippers, including children. Some attendees and their families have been worshipping at the church for many years and, whether they still live in Wyken or not, regard the area and the church as home.

Within the last 3 years, the Diocese has formed a partnership between Risen Christ and St Mark’s Coventry, (a city centre resource church), along with significant financial investment from the Church of England Strategic Development Funding (SDF). *This job role was initially funded by the SDF for a set period of 5 years, after which funding will cease, we are now approxiamtely 18 months into that funding.* In the Summer of 2022, St Mark’s sent a small team to be “grafted” into the existing Risen Christ congregation with Rev Paul Pavlou as the Plant Leader. St Mark’s will also continue to provide various forms of support for Risen Christ throughout the five-year process of revitalisation, ensuring that Risen Christ becomes healthy and resilient, thus able to move forward towards a positive future of growth and self-sustained community engagement.

**Key Duties**

**Leadership and strategy**
Life changing, inspiring and nurturing Youth Work and ministry doesn’t happen by chance! It requires prayerful strategic development, teamwork, planning, co-ordination, and communication. To this end, you will:

* Pray regularly for the young people, their parents/carers and the volunteer workers.
* Take the lead on developing the youth ministry strategy and plan, working closely with stakeholders (youth, volunteer workers, parents/ carers).
* Recruit and lead the core team of volunteers, developing their skills, have fun, build a sense of team and enabling them to become effective leaders/co-ordinators of teams.
* Be responsible for and manage the youth ministry budget, income, and expenditure, ensuring ethical stewardship of finances, resources and use of buildings.
* Attend and participate in staff meetings, times of team prayer and Sunday worship.
* Regularly provide reports with up-to-date information and analysis of the effectiveness of the Youth Work ministry, to support monitoring and strategic development. Reporting to be used to inform Clergy, PCC and SDF.

**Programme**You will take the lead role in the delivery of the youth programmes.

* Take an ‘up-front’ role in leading the youth meetings and events. This will involve presenting and speaking, powerfully articulating the life-changing Christian message of hope and love.
* To organise rotas for the volunteers.
* To co-lead Hot Chocolates/Milkshakes.
* To explore opportunities for developing additional ministries for young people as part of the overall strategic ministry development plan. Taking a lead on implementing such ministries as required.
* To be on team for Messy church gatherings.
* To pioneer and launch and lead a regular youth initiative outside of ‘Sundays’.
* Lead by example in enabling young people to grow through engagement with the Bible, worship, prayer, giving and serving.
* To oversee Sunday youth work as and when it gets to that point, raising up other leaders to lead sessions, and providing a programme for that.
* To grow and work with Schools and the children’s and youth ministry leaders to facilitate the smooth transition of children approaching the end of their year groups, providing next steps in their discipleship.
* To pioneer and launch activities/spaces for Youth work to take place outside of school term time.
* Ensure up-to-date and timely information is made available to young people, parents/ carers and the wider community about the youth programme gatherings and events, using for example, the website, email, SMS messaging and other appropriate means.

**Volunteers**
Recruit, co-ordinate, support, and develop teams of volunteer youth workers. To that end you will:

* Actively recruit suitable volunteer youth workers from within Risen Christ church, in accordance with our Safeguarding policy.
* Train, develop and have fun with our volunteer youth workers to be even more effective in their work with our youth and families.
* Co-ordinate the effective and safe deployment of volunteer youth workers, ensuring adequate adult/ young person ratios are maintained at all times, in accordance with our Safeguarding policy.
* Encourage and celebrate volunteer workers, making them feel a valued part of our church and its ministry.
* Work with the Admin &Operations Director and Safeguarding Officer to ensure all volunteer young people workers are reference-checked, Disclosure Barring Service (DBS)-checked and trained in child protection, in accordance with our Safeguarding policy.

**Pastoral support**Whilst dynamic and well-led programmes provide an essential context for ministry, it is the quality of appropriate relationship between you and the children, young people and their parents/carers that is often the most life-changing. To this end, you will:

* Lead by example in delivering relational ministry, developing appropriate relationships with children and their parents/carers – both planned and impromptu.
* Provide 1:1 pastoral support for individual children/youth/parents/carers in need of extra encouragement, support or intervention, whilst working at all times in accordance with our safeguarding policy.
* Maintain up-to-date information about specialist counselling and other support agencies, and sign-post/ refer children as appropriate.

**Schools work**
Young people spend 30+ hours per week during term time at school. You will be expected to develop and foster strong partnerships with the local schools. This may include delivering assemblies, lunchtime clubs, RE lessons and may include mentoring and pastoral support.

**General duties**
To undertake any other duties that may reasonably be required of this post holder, as directed by the Resource Church Leader.

**Person Specification:**

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| **Faith & Education** | **Essential** | **Desirable** |
| Personal walk with Jesus including a disciplined life of prayer, underpinning a lifestyle of integrity | ✓ |  |
| Worshipping and serving in a charismatic evangelical church |  | ✓ |
| Passionate to see young people grow spiritually in the love and worship of Jesus Christ and in their love for one another and their community | ✓ |  |
| Educated to degree level in children’s work/teaching or equivalent practical experience |  | ✓ |
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| **Experience** |  |  |
| Experience of leading Youth work preferably in a church setting. |  | At least 1 year |
| Experience of recruiting, training and leading a team | ✓ |  |
| Experience of effectively engaging and discipling young people | ✓ |  |
| Experience of dealing with special needs, safeguarding issues, and behavioural issues | ✓ |  |
| Budget management  | ✓ |  |
| Experience in providing pastoral care and ongoing discipleship to parents of youth |  | ✓ |
|  |  |  |
| **Skills & Qualities** |  |  |
| Ability to engage and inspire children and parents/carers, build trust and gain respect | ✓ |  |
| An open heart and a ‘can do’ attitude | ✓ |  |
| Ability to communicate effectively with adults and youth, giving talks as required | ✓ |  |
| An ability to help people of lots of different ages, stages, backgrounds, and styles to connect with Jesus.  | ✓ |  |
| People skills, ability to build relationships and nurture team | ✓ |  |
| Excellent organisational skills  | ✓ |  |
| Proactive and self-motivated | ✓ |  |
| Strategic thinker  | ✓ |  |
| Flexible attitude | ✓ |  |
| Ability to use MS Word, Excel and PowerPoint and social media platforms | ✓ |  |

The wider work in ministry means there is a genuine occupational requirement that the post-holder be a practising Christian. This role will require an enhanced DBS check

**Working requirements**

* 18.5 hours per week: the post-holder will agree a weekly working schedule with their Line Manager, in line with ministry requirements. As further ministries develop, working hours will include regular evenings and flexible adjustment of hours to support school holiday camps etc.
* The post-holder must be available to work at a selection of key events at Risen Christ Church, for example, Christmas services, Easter services and Annual Parochial Church meetings when required
* Salary £13,482.
* Annual leave: 25 days (12.5 pro-rata)
	+ plus bank holidays (pro-rata)
	+ plus three additional days between Christmas & New Year
	+ plus two retreat days across the year
* Probationary period of 6 months
* ***This is a maternity cover post with a 12 month fixed contract.***