

## Children and Youth Pastor Job Description

Job Title	Children and Youth Pastor
Employed by	Ebenezer Baptist Church
Responsible to	Minister and Elders with regular formal reviews
Work base	Ebenezer Baptist Church, Columbus Ravine , Scarborough YO12 7QZ
Work area	Borough of Scarborough and surrounding areas
Hours of work	5 days per week

### Brief Overview

Ebenezer Baptist Church (Ebe) is in a season of change as we transition from a “parent/child” relationship with our Missional Community plant in Whitby (Hope Whitby) to an equal partnership relationship. We value associating across our little network (including smaller communities in Allerston and Cayton), sharing resources and encouraging and equipping each other. As a network we worship and fellowship together normally twice a year and our teams support each other where needed. We are in the process of making the network the charity (as a CIO) and establishing Ebe and HW as congregations within it, and perhaps others in due course.

Ebe has a vision to develop missional discipleship across our entire fellowship and in particular to pioneer the development of missional discipleship amongst our children and youth; who better to reach the friends of our children and youth with the good news of Jesus than our children and youth themselves?

In response to the restrictions imposed by the pandemic we developed our children and youth work in a way that encouraged families to learn together during lockdown. Reflecting on what God had led us into we realised that God had strengthened the dynamic of family and we knew that we had to build on that going forward. So, once we returned to in-person worship we replaced our Sunday school with a family ministry (FAMILYLights) where we learn and grow together in tandem with a more traditional Sunday Gathering. On a typical Sunday we fellowship together, worship together, and then whilst some stay for the sermon other members of Ebe's family head off to see where God's story takes them next, sometimes that's just across to the church hall, sometimes it's a walk, a meeting in a garden or on the beach; always with an emphasis on fun and learning together.

Ebe is looking for somebody who can come alongside the team of volunteers who make FAMILYLights possible, equipping and helping them as the vision develops, and who can make our vision of missional discipleship amongst our children and youth come to life (we recognise that Missional Community might be new to you). In the mix are mid-week clubs that are changing shape as we exit the pandemic restrictions, as well as helping Hope Whitby with their children and youth clubs (currently on a Monday) until they recruit a worker (this will also be an opportunity to learn about Missional Community from the team in Whitby). Ebe have a part time Children's worker (5 hours per week) who looks after our mid-week children's club and helps with the leadership of FAMILYLights and we expect that you will work with her. With the scope of the role including families in some parts of the week it clearly overlaps with the role of our minister so you will need to be willing to work in partnership with them. You will also be working with our wider Leadership team based in Scarborough.

This post is subject to an occupational requirement that the holder be a practicing Christian under Part 1 of Schedule 9 to the Equality Act 2010, and it requires an Enhanced DBS Disclosure and full participation in safeguarding training.

## **Aims and Objectives**

To develop and implement vision for missional discipleship amongst children and youth within the church by:

- a. Coordinating and overseeing work with children and youth within Ebenezer Baptist Church; recognising that this will mean coordinating and overseeing work with families at times.
- b. Ensuring effective pastoral care of children and youth within Ebenezer Baptist Church.
- c. Developing and equipping volunteers and paid staff, to lead activities for children/families and youth, within Ebenezer Baptist Church.
- d. Building upon existing links within the church with local schools, colleges and in the local community to take the good news of Jesus out into the community. (One of our part time workers is also responsible for arranging assemblies in our local schools visit [www.fiss-scarborough.org.uk](http://www.fiss-scarborough.org.uk))
- e. Taking responsibility for the development of your own gifting, skills and spiritual life through training, self-learning, retreats, etc.

## **Duties and Responsibilities**

1. Develop and co-ordinate the children and youth Work, at Ebenezer Baptist Church.
2. Assist Hope Whitby with their children and youth clubs on a set day each week during term time.
3. Be part of Ebenezer Baptist Church's ministry team.
4. Take responsibility for children and youth Services (these are infrequent and need reviewing) and mid-week clubs for children and youth, recognising that you will be working alongside volunteer leaders and helpers.
5. Ensure appropriate pastoral care and counselling, within the church pastoral/counselling strategy, is provided for children and youth.
6. Assist in the recruitment and selection of volunteers and, amongst the youth, peer leaders. Assist in the training, support and encouragement of them.
7. Undertake administration, communication, networking and publicity as required for the children and youth work
8. Arrange regular meetings for volunteers and peer leaders to foster team spirit, mutual encouragement and provide a forum for feedback to the church leadership.
9. Help the wider congregation to embrace and support the work amongst children, youth, and their families.
10. Ensure Safeguarding requirements are maintained at all times.

## Person Specification

### Personal Qualities

- Must be a committed Christian, with a growing and contagious faith in Jesus.
- Must have a love of the Church as the body of Christ and commitment to local church being God's hope for this world.
- Must be passionate about children and youth developing and growing in their personal relationship with Jesus.
- Must be highly self-motivated and able to work independently on tasks and projects.
- Must have good interpersonal skills and able to relate well to young people.
- Must be able to love, embrace and make connections with people across a variety of backgrounds and ages.
- Must be self-aware, humble and teachable.
- Must be someone that enjoys working as part of a team and is committed to the emerging values, vision and mission of Ebenezer Baptist Church.
- Must be open to change and development.
- Must be competent in managing own personal and emotional boundaries.

### Skills/Abilities

#### *Essential:*

- Excellent communication skills, especially with young people.
- Good organisational skills, with the ability to work independently and manage teams and projects.
- The ability to lead teams through vision, motivation and encouragement.
- The ability to strategically develop vision and ideas that inspire others to be involved and participate in young people's ministry.
- Good Bible knowledge and the ability to creatively teach and disciple young people inspiring and equipping them in walking closely with Jesus.
- Experience of leading specific projects and/or events in a church context.

#### *Desired:*

- Voluntary or paid experience in youth or children's ministry.
- A relevant qualification or accreditation in youth work.
- Experience in equipping people in the gifts of the Holy Spirit.
- Experience and prior knowledge in safeguarding policy and issues of child protection.
- Event and people management experience.
- Experience of Missional Communities.

## **Terms of Employment**

Hours of Work: 5 days (37.5 hours) a week, of which one day will normally be a Sunday. Due to the flexibility in working hours required by this role it is unlikely you would be able to commit to part-time work elsewhere in addition to it.

Rate of pay: Between £20,000 and £26,000 per annum, dependent on experience, paid calendar monthly.

Holiday entitlement: 5 weeks' annual leave, plus allowance for Bank Holidays (the post may involve some Bank Holiday working including around Christmas and Easter). In a normal year you would be expected to be absent on no more than a maximum of 5 Sundays.

Pension contribution by the church: 10% of salary.

Starting date: Immediately, or as agreed