

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 Office
Work area	Borough of Scarborough and surrounding areas
Hours of work	5 days per week

Brief Overview

Ebenezer Baptist Church consists of a main congregation based in Scarborough, a large Missional Community based in Whitby (Hope Whitby), and is gradually developing other Missional Communities in the Borough of Scarborough and surrounding areas. The vision of the Church is to continue on a journey that is decentralising from a Sunday congregation centric view of church to one that embraces Missional Discipleship and finds itself expressed in the establishment of Missional Communities. We expect that the Communities within Scarborough town and immediate surroundings will continue to meet most Sundays to worship together in Ebenezer's building.

Around five years ago six people started meeting in Whitby, praying, and seeking God to establish a Missional Community there. Just over two years ago people started gathering and there are now around 20 groups comprising over 100 people engaged in missional discipleship of whom 40% do not yet have faith in Jesus. In Scarborough, Crossboards Surf Church has established as a Missional Community, Family Lights is just beginning to find traction, and we have two nascent communities in Allerston and Cayton/Eastfield.

We are looking for somebody with vision to oversee the development of missional discipleship amongst our children and youth, working closely with our Minister based in Scarborough and the Pastors of Hope Whitby as well as the leaders of our various ministries. This will mean developing vision for missional discipleship amongst children and youth, developing volunteers to lead activities across our geography so that the role is sustainable, but it will also mean hands on working with our children and youth and being a role model to them in the various activities of the church and its Missional Communities, in the schools, and in social contexts outside church.

Aims and Objectives

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

- a. Co-ordinating and overseeing work with children and youth within Ebenezer Baptist Church
- b. Ensuring effective pastoral care of children and youth within Ebenezer Baptist Church
- c. Developing and equipping volunteers to lead activities for children and youth within Ebenezer Baptist Church¹
- d. Building upon existing links within the church with local schools and colleges and in the local community to take the good news of Jesus out into the community.
- e. Taking responsibility for the development of your own gifting, skills and spiritual life through training, self-learning, retreats, etc.

Duties and Responsibilities

1. To be part of Ebenezer Baptist Church's ministry team.
2. To continue to develop and co-ordinate the children and youth work, covering the 0-18 age.

¹ Where reference is made to Ebenezer Baptist Church we mean the central congregation in Scarborough and all the Missional Communities that are part of the Church across our geography

3. To develop an age appropriate strategy for missional discipleship amongst the children and youth.
 4. To undertake administration, communication, networking and publicity as required for the children and youth work.
 5. To assist in recruiting and selection of volunteers and, amongst the youth, peer leaders - to train, support and encourage them.
 6. Arrange regular meetings for volunteers and peer leaders to foster team spirit, mutual encouragement and provide a forum for feedback to the church leadership. Also to communicate with the church as a whole.
 7. Ensure appropriate pastoral care and counselling, within the church pastoral/counselling strategy, is provided for children and young people.
 8. Arrange Children and Youth Services and “away” activities as appropriate.
 9. Link with para-church youth organisations and other Christian youth groups in Scarborough Borough.
 10. Ensure Safeguarding requirements are maintained at all times.
 11. Fulfil any other responsibilities deemed appropriate by, and after consultation with, the Minister, Elders and Deacons.
-

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.

This post is subject to an occupational requirement that the holder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.

This post requires an Enhanced Plus DBS disclosure and an expectation to participate fully in safeguarding training.

Starting date: Immediate or as agreed

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.

You will be expected to work on Easter and Christmas Day and certain church events as agreed with the Minister and/or Elders.

Rate of pay: Between £19,500 and £22,000 per annum, dependent on experience, paid calendar monthly.

Holiday entitlement: 28 days per annum (which includes Bank Holidays), In a normal year you would be expected to be absent on no more than a maximum of 9 Sundays.

Pension contribution by the church: 10% of salary