

St Paul's & St George's Church Edinburgh

Youth Director

This post will take the lead role in the youth ministry of St. Paul's and St. George's Church (Ps&Gs), inspiring and working with staff and volunteers to help young people from 11-18 to encounter and engage with Jesus within community

Background Information

St Paul's & St George's (Ps&Gs) is a Scottish Episcopal (Anglican) church with a congregation of around 700. Based in the centre of Edinburgh, the church is made up of people from all over the city and beyond, and benefits from a wide range of ages, backgrounds and personalities. More importantly we are a group of people connected by a desire to build relationships with each other and with God, to explore what life's about, and how faith can impact on who we are and what we do. Our aim is to build up a lively, culturally-relevant and Christ-centred church, worshipping and serving here in the centre of Edinburgh. More information is available from the church website at <http://www.pandgchurch.org.uk/>

We have just completed a major refurbishment (Project 21) of our church building in York Place and moved back into the church at the end of August 2008 and now have state of the art facilities that are enabling us not only to build on our existing ministries but to develop in new areas. A verse that has been key during Project 21 and remains key to our thinking and praying is Joshua 3:4 focusing on the need for the people of God to look to Him to direct and lead them and as we do so God promises "Then you will know the way to go, since you have never been this way before"

The church currently has a staff team of 11 –

- Rector (Rev Dave Richards)
- Associate Rector (vacant as of January 2009)
- Worship Director (Fiona Poulson)
- Childrens Director (Gemma Stoddart)
- Youth Director (Kieren Barnes – leaving August 2009)
- Head of Counselling Service (Hazel Beamish)
- Counsellor (Angie Inchley)
- Operations Manager (Jessica Smith)
- Finance Administrator (Kay Hamilton)
- Part-time Administrative Assistant (Mairi Simpson)
- Caretaker (Mark Humphrey-Taylor)

The post of Youth Director has become available at a unique and exciting time in the life of Ps&Gs. A Youth Worker was initially appointed to the staff team in 1991 and the post evolved into that of a Youth Director in 2002. The key areas of responsibility described below reflect the current approach to youth ministry, in line with the existing strategy, and highlight the initial principle areas of focus for the new Youth Director. There is a vision, however, to develop on the existing ministry both numerically and in terms of looking outward into the surrounding community. As the ministry grows, through evangelism, discipleship and building links across the city we envisage the role of Youth Director moving increasingly towards leading the youth ministry through a team of volunteer leaders and through building, developing and maintaining relationships with schools and other groups in the community.

A new five year strategy for Ps&Gs was launched just prior to summer 2008 to provide vision for 2009 – 2014. The key vision and values are

- Worshipping God
- Loving People
- Serving the World

The Ps&Gs strategy document can be found at -

<http://www.pandgchurch.org.uk/downloads/strategy-document-2008.pdf>

The current Youth and Childrens strategy forms part of the overall church strategy outlining how the three strategic objectives are being achieved within the Youth and Childrens ministry areas. It can be found at – <http://www.pandgchurch.org.uk/youth/>

Youth Ministry

The 2008 Youth & Childrens Strategy provides background to the current ministries as well as looking at ways to move forward. The vision and values articulated in the strategy are –

Vision –

Helping children and young people encounter and engage with Jesus within community

Values -

- Age targeted
- Creative
- Fun
- Safe
- Relevant
- Prayer Supported
- Relational
- Christ Centred

The three key focus areas are –

- Discipleship – taking a holistic approach, helping young people learn to be like Jesus
- Evangelism – based on a relational model of evangelism helping young people witness to their friends supported by various organized programmes and events
- Team – volunteer teams are key to making the youth ministry happen and need to be identified, trained and supported

Current youth activities are: -

- Oxygen (S1-S3) which meets during the 11am service on a Sunday and includes social and residential events at other times.
- Youth Fellowship (S4-S6) which meets at 5.00pm on Sunday prior to the 7pm service and includes monthly Friday night meals, social and residential events
- Encounter and Engage (E&E) worship for S1-S6 happens periodically during the 7pm service involving young people in the planning and delivery
- The Light (S1-S3) which is an outreach youth club meeting twice a month on Saturday evenings and includes games and activities as well as weekends away
- The Java House (S4-S6) is a café event to help support the YF in outreach and evangelism.

The Youth Ministry has very strong links with Kenya and in particular the Cheryl's Children's Home (<http://www.cherylshome.net/>) and the third YF Kenyan trip is due to take place in July 2009. This link is seen as key and the vision is to develop it further. It's intended that the biennial summer YF mission trips will continue and will be planned and led by the Youth Director.

The Youth Director works very closely with the Children's Director particularly at the interface between the two age groups. It is planned that the link between the youth and children's ministries should be more clearly articulated and strengthened as part of the process of putting the strategy into action.

Person Specification

The role provides an exciting opportunity for an individual experienced in youth ministry who would welcome and enjoy progressing and growing in their role as the ministry expands.

We are looking for somebody who is passionate about young people and about helping them to develop and to grow a relationship with God and who has proven gifts and skills that will enable her/him both to develop and lead our youth ministry.

The successful candidate will have the skills to lead within a team context, working and contributing fully as a member of the staff team and also able to take responsibility for

envisioning, recruiting, managing and training a number of volunteer teams within the church. This includes recognising and developing gifts and abilities in others. The volunteer teams contain a number of highly experienced youth leaders through all stages to those just starting to serve within the church. There is significant commitment, enthusiasm and skill in all the teams.

It is anticipated, as previously mentioned, that the successful candidate will significantly grow and develop the youth ministry both in terms of looking inward to building up, supporting and developing the young people who are part of the church family and also looking outward, particularly to the young people in the community around us in the centre of Edinburgh.

The ability to communicate at all levels, to influence and to be able to inspire trust and respect and to make and maintain good relationships is vital. The postholder will therefore be seen to practise integrity in all areas of their life and ministry.

The role is currently split about 50:50 between being strategic and organizational and practical hands on. It is envisaged that the strategic, organizational aspects will become greater as the youth ministry grows.

We believe that the post holder will be:

1. A committed evangelical Christian who has a mature faith, a demonstrable clear gift for youth ministry and an ability to provide leadership within that context
2. Passionate about young people and developing their relationship with God
3. Committed to the values and overall strategy and direction of Ps&Gs
4. Substantive experience in working with young people in either a Christian or a secular environment (with relevant qualifications highly desirable) ideally in a role that had responsibility for organization and management of other staff or, preferably, volunteers.
5. Able to lead effectively, think strategically and plan carefully
6. An excellent communicator with well developed interpersonal skills and the ability to build and maintain relationships at all levels
7. A team player
8. Organised, flexible and able to prioritise.
9. Competent in administrative/IT skills
10. Able to practise confidentiality at all levels
11. Knowledgeable of child protection requirements
12. A fun loving person with a well developed sense of humour

Key Areas of Responsibility

- 1. The strategic aspects of the direction of the Youth Ministry at P's&G's working with the Rectors, Vestry, Staff Team and Youth Ministry Teams.**
 - a) Contributing to the development and growth of vision and strategy for the youth ministry at P's & G's in conjunction with the Rectors and the Vestry
 - b) Communicating the vision and strategy to the youth teams and the congregation and, where relevant, to groups outwith the church
 - c) Ensuring all aspects of the strategy are actioned

- 2. The leadership, management and development of the Youth Ministry along with the responsible teams**
 - a) Recruiting for, enthusing, inspiring and acting as the primary contact for the various teams responsible for the Youth Ministry
 - b) Leading, facilitating and resourcing the Youth Ministry teams
 - c) Ensuring that pastoral support and prayer occurs regularly for the teams
 - d) Facilitating regular meetings for team leaders and members.
 - e) Facilitating the delivery of an appraisal system and annual review for volunteers
 - f) Liaising with external contacts in other churches and relevant organisations

- 3. Inspiring and managing the development of all aspects of the youth ministry in conjunction with staff members and volunteer teams**
 - a) Building inclusive community in the young people
 - b) Planning and programming teaching and creative activity for each of the groups to meet the objectives of each group
 - c) Identifying, building and growing contacts and possible areas of ministry, in particular identifying possible opportunities for outreach in schools and other community groups
 - d) Identifying and developing new areas of Youth Ministry including involvement in monthly citywide youth events such as Powerpoint

- 4. Ensuring efficient administration is underpinning all activity**
 - a) Ensuring all activities are efficiently, effectively and safely organised
 - b) Maintaining a high standard of record keeping for both young people and volunteers involved in all aspects of the ministry which meets data protection requirements
 - c) Ensuring the volunteer teams have the administrative information they require and are resourced to ensure the administration of their individual teams

- d) Ensuring the child protection requirements are appropriately met and properly recorded
- e) Developing appropriate policies/risk assessments for the youth ministry (child protection, health and safety etc)
- f) Managing budgets in conjunction with volunteers ensuring each team has the appropriate resources

Core details

Start date:	September 2009. The post is permanent but probationary and mutually reviewable for a period of 6 months
Basic salary:	£23,080 - £25,550
Holiday:	5 weeks (plus 10 public holidays). All staff are eligible to apply for, and be considered for a sabbatical period after 4 years continuous employment.
Review:	The post is subject to annual appraisal arranged by the Vestry Staffing Group
Accountable to:	The Rector

Interviews for this post will take place at the end of July 2009