

CHRISTCHURCH THREE MILLS
LOVING - LIVING - BELONGING

YOUTH PASTOR

22.5 hours/week

Flexible working

**Help us reach the
youth in our
neighbourhood**

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A Little about us and you

Help us see the colours of heaven bursting out of every corner of our community!

Thanks so much for taking the time to look at this job pack and consider joining our team. We are a relatively new, pioneering expression of church based in Three Mills, Stratford; a growing and changing area of East London. We are part of the Diocese of Chelmsford within the Church of England with a vision to grow church that impacts its community through sharing God's love freely and widely, living deeply embedded lives with our neighbours and neighbourhood, and gathering discipleship communities that produce and grow new followers of Jesus Christ.

We have been working in this community for about 3 years and established as a church for just over 1 year now, with a significant ministry to children and young people. We have grown through an emphasis on mission and discipleship within the local area, not restricted to church meetings. Our youth work has slowly started to emerge and to continue this growth and lead our church in more fully engaging with local young people we want to appoint a

Youth Pastor

This role will be 0.6 FTE (22.5 hours per week/3 days worked flexibly) and initially on an up to 2-year fixed term contract (the contract will be until 31st December 2025). The role is funded through external funding and we would love to make it a permanent role, but beyond 2 years this will be dependent on local giving/fundraising/grants being able to cover the cost of the role.

Before giving details of the specific roles, here's a little of what we believe church should be, and the kind of church we want to grow:

Church that is local – we think God has called us to this patch of east London, and we want to see this place thrive and grow with all that Jesus meant when he talked about 'life to the full.'

Church that is passionate about embodying the kingdom of God – we do not want to see church grow just for the sake of it. Unlike many Church of England churches we don't have a building, which just adds to our feeling that God's kingdom comes when God's people live out lives of radical welcome and sacrificial love together, in their neighbourhood, to see the 'colours of heaven' on every street corner and in every tower block.

Church that is for those on the margins – We believe God picks sides. We believe God always favours the poor and the broken and the marginalised. We long for open tables where all are welcome, but we will always work hardest to include, listen to and be led by those whom society excludes.

Church that is 'real life' – We know things in life won't always be smooth and want to be a church that's there for the ups as well as the downs! We're not really about shiny Instagram pages or over the top stories, but a church in the reality of people's lived lives and experiences, just as Jesus became flesh and blood and moved into the neighbourhood. As we live this out we believe in telling the incredible stories of what God is doing in the ordinary as well as the extraordinary.

Church that multiplies disciples – We are seeing God transform lives here in our neighbourhood. And we long for that to grow and happen more. So we're committed to growing expressions of church that reach out and multiply, planting new groups, projects and churches in new parts of our neighbourhood and beyond.

Think you might like to join us in making this happen? Read on...

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Youth Pastor; 22.5 hours/week

Job Description

Role Purpose:

The purpose of this role is to help Christchurch Three Mills fulfil its vision by working with the Lead Minister to grow the mission of the church amongst local young people and to take a lead in their discipleship. This is a leadership position and so would encompass taking a lead role in the weekly ministry of the church, as well as growing and leading a team that will sustain work amongst under 18s (with an emphasis on older primary and secondary aged young people) in the community. We currently have 2 youth groups; a group of 8-13 year olds who we work with through home visits and a weekly zoom meeting, and a group of 11-18 year olds who meet in homes and after church 1-2 times a month. Both groups currently have 5-10 members, including people from the church and unchurched people in the community.

We are not looking for someone to grow a successful Sunday School or church youth programme but to join us in an incarnational approach to mission as we live with and for our local community, and its significant number of young people. As a church, we are currently working with Citizens UK and the Centre for Theology and Community to embed community listening and organising at the heart of our work and approach to growth and mission, and we see young people and this role as absolutely key to this work.

We hope through this role as well to develop you as a leader and grow your heart and capacity for God's church and East London. We are keen to discuss whether we can support you in accessing relevant theological/leadership training alongside this role, and will do our best to provide or help find assistance, including financial, to this end.

Role in Brief

Job Title: Youth Pastor

Reports To: Lead Minister (Church Leader)

Hours/Days of work: 22.5 hours per week (0.6 FTE) with specific working hours agreed with the Lead Minister. There will be flexibility in hours worked depending on the successful applicant's circumstances, though these will have to be agreed with the Lead Minister. You will be expected to work Sunday mornings, and there will be other expected hours, including some evenings and weekends, in accordance with church events and activities.

Salary: £16 800 to £21 000 (£28 000 - £35 000 FTE) depending on skills and experience

Other Benefits: A 3% contribution to a pension scheme of your choice

Work Macbook Computer and Mobile phone provided

We will support an application and study for a youth ministry or theological qualification alongside your training, and consider how/if we can help fund this.

Start Date: January 2024 (negotiable depending on availability, and dependant on relevant checks).

Contract Term: This role is being offered up to the end of 2025 as it is externally funded. It is hoped that depending on church growth and fundraising the contract will be extended beyond two years.

Probation Period: 6 months

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Holiday Entitlement: 5 weeks (25 days) plus Bank Holidays FTE, given on a pro rata basis

Principal work location: We are based in the Three Mills Area of Stratford, E15. The church office is in the vicar's garden and much work happens here. We also work from home and are exploring use of a flexible work space nearby.

DBS Check Required: Enhanced

Special Conditions of Employment: There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010.

Post-holder needs to show proof they have the right to work in the UK

Other Expectations: It is expected that the post holder is or would become a full member of the Christchurch Three Mills worshipping community. We would prefer someone who lives locally to the area or is able to relocate, however we are happy to accept applications from further afield if you can demonstrate how you would commit to the local church and community

To Apply: Complete the application form, downloadable from www.christchurchthreemills.co.uk/vacancies, or request one by emailing dan@christchurchthreemills.co.uk. Return the application form to this email, or by post (details at end of this document)

Application Deadline: 5pm on Friday 8th December 2023

Interview Dates: 11th/12th Dec 2023 (other dates may be considered if not suitable)

Key Responsibilities

A new, growing church is a unique environment in which to work, where all team need to be specialists in their areas, but also operate as generalists across the team to ensure the successful delivery of all aspects of the plant. This means that, whilst the bulk of your role will be detailed below, there will be times where you will be needed elsewhere within the organisation

Engaging with young people (and their families)

- ☐ Lead the church in building relationships with local 8-18 year olds and their families within and outside the church community, including running outreach, after school clubs, workshops and other groups for young people and their families.
- ☐ Start to grow and lead a team for the purposes of local detached youth work and the development of relationships with 8-18 year olds in the local area.
- ☐ Help to initiate and grow/multiply young people's discipleship communities to see young people growing in leadership, thriving in life and coming to faith.
- ☐ Take a lead in our community organising work and engage young people in this process; conducting 1-2-1s, listening to concerns and ideas and forming teams to enact change and grow intergenerational relationships and work.
- ☐ Work with the lead minister and other staff members/volunteers to grow relationships with local schools, children's centres, youth clubs and other relevant organisations, with a vision to live out the gospel in blessing them, seeing them thrive and growing a positive voice for young people across our community.

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Building Team and Managing Volunteers

- ☐ Champion and help development full inclusion within our Sunday gathering(s) – where all ages, all backgrounds, people with all kinds of needs are not only welcome but play their part in shaping worship, teaching, the celebration of the sacraments, welcome and community.
- ☐ Through the use of 1-2-1s and other methods, grow a team of young people to take forward community organising work in the neighbourhood, and connect this to the wider work across the church and neighbourhood.
- ☐ Use 1-2-1s to foster and grow a heart for youth work in the church and wider neighbourhood, identifying and connecting with those who have a heart to help see young people thrive, find life to the full and encounter Jesus.
- ☐ Take responsibility, alongside the church's safeguarding lead/team for safer recruitment and deployment of all staff members and volunteers, including but not limited to child protection training and DBS and other checks.
- ☐ Take a lead in enabling effective communication around the work of the church with young people, across a variety of media.
- ☐ Help identify, apply for and access any sources of funding (grants or otherwise) which may be relevant to, help grow or sustain work with young people in the local area.
- ☐ Undertake any administrative tasks associated with or generated by the role.

Wider Leadership

- ☐ Contributing as a staff member and key leader to the overall direction of vision and strategy for the church, it's implementation as well as reviewing progress.
- ☐ As this is a ministerial role there is an expectation that you would play your part in the day-to-day leadership of the church; through contributions at weekly team meetings, an active role in Sunday gatherings and community events.
- ☐ In the use of both indoor and outdoor space for church activities, whether hired or offered, ensuring that terms of any contract are adhered to, space is used appropriately and, for example, left clean, and that the spaces used help contribute towards the vision and strategy of the church.

Person Specification

Vocation

- ☐ We are looking for a candidate who has a passion for local church and wants to see the church in East London engage deeply with one another, its local community and particularly young people and their families.
- ☐ We are looking for someone who feels called to play a leadership role in growing local church and being here for young people, especially those not currently engaged in church life.
- ☐ The ideal candidate would have a clear passion and ability to engage with young people and families, would be self-motivated, able to come up with creative ideas and give new things a go.

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- ☐ We need someone who is able to work flexibly, bring order from at times slightly chaotic circumstances and treasure the small as much as the big.

Skills and Experience

Please note, we see this job as potentially filled by either someone who has experience in this field and wants to impart their wisdom and leadership to help us grow in our ministry to young people, or someone with less experience but a desire to learn and grow as a church leader, potentially with a view to exploring ordination or other expressions of church leadership in the future. Please bear this in mind when reading the following

- ☐ An ability to relate and work with young people from a wide range of backgrounds, experiences and needs.
- ☐ Experience of youth work, in community as well as church/Christian context.
- ☐ Experience of starting and growing new initiatives, evaluating their effectiveness and an ability to end or reimagine initiatives that need it.
- ☐ Leadership skills; in particular an ability to enthuse and include others in missional work with young people.
- ☐ Experience of engaging with young people in community settings.
- ☐ Strong communication and interpersonal skills (written and verbal).
- ☐ Experience in leading and working within a team-based structure.
- ☐ Experience of some form of church leadership is desirable but not essential.

Personal Qualities

- ☐ A committed Christian who loves and follows Jesus and believes that Jesus transforms lives.
- ☐ A leader with a passion to see young people encounter Jesus, and our community thrive.
- ☐ A self-starter who shows initiative, drive and entrepreneurial spirit.
- ☐ A heart for inner city, local church and an understanding of what it means to be church in and for a community.
- ☐ You will need to be patient and faithful, as we are working in a grassroots context, with many things having small beginnings that take some time to grow and thrive.
- ☐ Friendly and approachable with an ability to build relationships with a wide range of people.
- ☐ Strong sensitivity to others.
- ☐ Resilient with a high level of determination and persistence.
- ☐ Ability to build strong and effective relationships within a team.
- ☐ A person with the ability to manage sometimes competing priorities and to work flexibly within a small team and church always open to new ideas and change..

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Other Information

- ☐ We are passionate about seeing young leaders developed and grown, particularly those local to east London and from underrepresented backgrounds. We would love to see this role as an opportunity to invest in the right person and grow them in leadership as they help grow the church.
- ☐ We believe in a collaborative, diverse leadership team and actively encourage applicants from underrepresented backgrounds, especially, but not limited to ethnic minority and working-class backgrounds. If you can see any potential barriers to you applying please do get in touch for an informal conversation around the role and its accessibility.
- ☐ With this in mind, we would be happy to discuss/work out ways of supporting the post-holder in accessing relevant theological and leadership training alongside this role. Do mention in your application/interview if you would be interested in this.
- ☐ Christchurch Three Mills is a pioneering community which offers an exciting opportunity to come and help shape traditional and innovative ways of being church for the good of our local community, which we express in our vision statement 'to see the colours of heaven bursting out of every corner in our community'.

To discuss this role or the church further, or to arrange an informal visit, do get in touch with Dan, the Lead Minister: dan@christchurchthreemills.co.uk, 07859053993

You may also find information about the church via our Facebook/Instagram pages (@christchurchthreemills), our website (www.christchurchthreemills.co.uk) or feel free to visit any Sunday at 11:00 am (we currently gather at The House Mill, Three Mill Lane, London, E3 3DU)

Next Steps

- ☐ Please download an application form at www.christchurchthreemills.co.uk/vacancies
- ☐ Return to office@christchurchthreemills.co.uk or by post to

Jenna Anderson
Christchurch Three Mills
3 Riverside Road
Newham
London
E15 2RG

- ☐ Deadline for applications is **5pm on Friday 8th December 2023**

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