



Job Description

Youth Ministry Leader (with potential for additional church leadership responsibilities)

Background to 3 Counties Church

Founded in 1966, whilst locations and styles of worship have changed over the years, the passion and heart of the church remain the same. We want the culture at 3 Counties Church (3CC) to be missional, supernatural, sacrificial and one of friendship and fun. Our vision is to love God, develop authentic relationships with one another and impact our communities with God's love and power. We seek to do this with our core values of grace and love, servanthood, integrity, humility, reliance on God, intimacy with God and obedience to God.

We are currently led by a leadership team (see <http://www.3countieschurch.org/about-us/meet-the-team/>), with David Wright as our overall team leader. Although we have never joined a particular denomination, we have always sought out and been blessed by Godly external input. Our present leadership team have been influenced by the [Vineyard](#) and the Anglican Church ([HTB](#)). We are mentored by Pete Gilbert, an evangelist and church planter who also runs a discipleship course called [DNA](#). We are a member of the [Evangelical Alliance](#). Whilst we are an 'independent' church, we very much see ourselves as a part of the wider Church of Jesus and over the years we have played a major role in drawing together other churches in the town. We continue to meet regularly with other local church leaders and to work together with other local churches in our youth work, Healing on the Streets and schools outreaches. Our gathered services currently include a weekly 10.15am Sunday morning service, a twice monthly Tuesday morning café style service and a monthly Sunday evening café style service. We have termly small groups that are varied in nature and include discipleship and relationship building within and beyond the church family.

The Youth Ministry Leader role

Our Youth Ministry Leader role is to shape and to lead the delivery of the 3CC Youth vision, working with God, the 3CC Leadership Team, volunteers, local secondary schools and other youth workers and organisations to achieve this.

Our current vision for our youth work is:

- **Discipleship** – Helping young people in the 3CC community to be disciples, make disciples, grapple with difficult subjects, learn by doing and use the Bible to help guide them.
- **Encounter** – Providing opportunities for young people in the 3CC community to encounter God through Jesus and the Holy Spirit, the gifts of the Holy Spirit, the power of the Bible and be naturally supernatural daily.
- **Fun, belonging and welcoming.** Ensuring all the youth groups / events run by 3CC are always open and welcoming to new people, fun, social and create a sense of belonging for all those who come along.
- **Seamless transition and growth.** For the youth work to be an integrated part of a bigger 0 – 18+ 3CC programme that helps provide seamless development, transition and opportunities for

spiritual and numerical growth as children grow up in 3CC and invite their friends to come and experience what they have.

This paid part time role requires a Spirit filled, self-motivated individual with a passion for God and young people, skills in team building, communication and administration, a solid knowledge of the Bible and the ability to engage, build great relationships and disciple young people from both within and outside of the Church.

We would also consider an individual who has the ability to also take on some additional church leadership responsibilities. Should we find a suitable individual, the combined posts would be a full-time role.

The individual must be in sympathy with, and clearly committed to, the church and its vision and actively involved in the church beyond this position.

Job Title: Youth Ministry Leader

Responsible to: Tara Congdon (Children, Youth & Family Director) for Youth and David Wright (Team leader of the 3CC Leadership Team) if additional church leadership responsibilities are taken on.

Key Terms of Employment: This is a paid, permanent, part time role (up to 26 hours per week) or full time role (40 hours) if it includes additional responsibilities. Flexibility on number of working hours would be considered for the right candidate. Actual hours / days of work may vary from week to week and will include evening and weekend work. Salary range will be between £20 – 30k per annum (pro rata), depending on experience. Holiday entitlements are 33 days per year (pro rata), including bank and public holidays. A Statutory Pension with the Nest organisation will be provided, which includes employer contributions of 3%.

Location of work: Your normal place of work will be 3 Counties Church, Linchmere Road, Haslemere, Surrey. GU27 3QW. The job holder will be required to travel, predominantly locally, to other premises where youth / church events may be held. Mileage can be paid for any work travel that exceeds normal travel requirements in the Haslemere area. There is flexibility to work from home at times when the job holder is not required to be meeting others.

Overall responsibilities / purpose of the Youth Ministry Leader role

- To pray for and ensure the pastoral care and spiritual nurture and development of young people from approx. age 11 – 19 in 3CC and in leading the church's outreach to young people in the area.
- To set, with the support of the Children, Youth & Family Director and the 3CC Leadership team, the vision and direction of 3CC Youth Work.
- To recruit, lead and develop a team of youth work volunteers from 3CC (including older young people) to work with you to achieve the 3CC Youth Vision.
- To oversee all approx. age 11 – 19 aged groups and activities, providing the young people with discipleship, encounter, fun, belonging and growth opportunities.
- Working with the Children, Youth and Family Director, to lead the church's outreach to the local secondary school aged community.

Overall responsibilities / purpose of the additional church leadership responsibilities

- To support the teaching programme at 3CC gathered services by (e.g. monthly) at our Sunday morning service and/or one of our less regular café style services.
- To take responsibility for arranging one of our café style services and/or other regular events.
- To provide pastoral support.
- To support the Leadership Team as required.

Main Duties:**1. General youth responsibilities**

- Pray on at least a weekly basis for all 3CC young people and for the youth in the area.
- Develop overall academic year plan for 3CC Youth activities that works towards achieving the 3CC Youth Vision and agree this with the 3CC leadership team.
- Deliver the agreed overall academic year plan for 3CC Youth activities.
- Organise termly meetings with volunteer youth teams and the Children, Youth & Family Director – to encourage, support, pray and ensure cross learning / working towards the vision of the youth work.
- Be responsible for the communication to young people and their parents / carers regarding youth activities, whilst ensuring data protection requirements are adhered to. Utilise appropriate electronic communication tools to achieve this.
- Ensure all young people's group registrations are updated on at least a termly basis, meet safeguarding requirements and are available prior to the start of the term.
- Ensure all young people's groups have suitable venues and physical resources available to help them run their groups well.
- Be aware of local, regional and national youth events that you can invite 3CC and possibly other youth to, that may help achieve the 3CC Youth Vision.
- Keep in touch and work organically with other local youth workers where it helps to achieve the 3CC Youth vision for the area.
- Ensure the transition of pastoral care for young people over the age of 19 to the leaders of the 20's – 30's age group.
- Support the Safeguarding officer in effective implementation of, and monitoring adherence to, our Safeguarding Policy with regards to young people. This includes overseeing the appointment, induction and ongoing training of all those involved in the church's work with young people and monitoring the implementation of the Churches Safeguarding Policy with regards to these young people. This also includes ensuring appropriate Health and Safety risk assessments and measures are put in place by the appropriate leaders, for 3CC Youth activities.
- Monitor and ensure 3CC deliver their 3CC Youth Programmes within the allocated youth budget.

2. Specific Youth responsibilities

- Lead the Sunday morning youth age groups – setting the vision, team schedules and termly topics / materials and communicate this out to the teams at least half a term in advance of the start of a new term.
- Be part of the 11-14 years mid-week youth team and use this as an opportunity to mentor and build appropriate relationships with the children who come.
- Organise regular special events/camps for the various youth age groups to attend, with some being predominately social and others with the potential to develop the young people further spiritually and connect them to a wider Christian youth scene.
- Develop a 3CC 14 – 19 academic year programme and build a volunteer youth team that helps to fulfil the 3CC Youth Vision, which could include mentoring, supporting monthly 'Hot Topics' small group and potential weekly discipleship sessions.
- Encourage the 14-19 age to develop their giftings in serving the church and the community through various means such as through worship and serving practically
- On a weekly basis within term time, be part of multi-church outreach in local schools, including lunch clubs, assemblies and RE lessons.
- Be part of 'A Place 2 Be' - Friday Wey Centre community youth team, helping out with 11 -14yr olds, and use this as an opportunity to build appropriate relationships with the children who come and to make them aware of 3CC and other youth events that they are welcome to.
- Lead occasional all age 30 minute sessions and some whole all age Sunday services during holiday seasons.

3. Assistant Church Leader responsibilities (up to an additional 14 hours per week)

- Responsibilities to be defined and agreed in discussion with the candidate. These are likely to include the following:
- Support the teaching programme at 3CC gathered services by (e.g. monthly) at our Sunday morning service and/or one of our less regular café style services.
- Take responsibility for arranging one of our café style services and/or other regular events.
- Provide pastoral support as required.
- Support the Leadership Team as required.

EXPERIENCE & PERSONAL SPECIFICATION

Character

1. A committed Christian who shares the Evangelical convictions of the church and who is open to the renewing, empowering work of the Holy Spirit.
2. A heart for young people and ability to inspire and encourage them to grow in their faith and giftings.
3. Passion and enthusiasm for the church's vision, ministry and evangelistic outreach in our community.

Competence

4. Previous experience of developing a thriving Christian youth work within the UK.
5. The ability to teach and communicate with young people and adults in a relaxed style, with energy and creativity.
6. A solid knowledge of the Bible and core Christian theology (a Bible college degree is not necessary but may be an advantage – particularly for the additional church responsibilities.)
7. Excellent relational, listening and communication skills.
8. Self-motivated and able to initiate and implement new programmes.
9. Experience of effectively motivating and managing volunteer teams.
10. Able to lead assemblies, RE lessons and other outward focused youth ministries.
11. Capability and experience in administrative activities.
12. Ability to prioritise, forward plan and work efficiently.
13. A full driving Licence and own transport.

Chemistry

14. A relational fit with our youth, leadership team and staff.
15. A person who is comfortable working in a collaborative style of leadership and ministry within 3CC.

Culture

16. An awareness of cultural developments and trends and in touch with the outlook, needs and desires of young people both inside the church and beyond it.
17. Able to create a youth environment that is full of friendship, fun, encourages the youth to live in the power of the supernatural, to be sacrificial and missional in their outlook.
18. Positive and solution-oriented.