Youth Worker Application Pack

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B. Job description and Person Specification
C. Employment Statement
D. Application form  - separate document

NB the information in this pack is correct as of 1 April 2011.
Parish Profile

Current situation

1. The Church

St Michael’s is an Anglican Church, in the Diocese of Oxford, which welcomes people of all ages and varied churchmanship. Lay ministry has been encouraged for a number of years and the majority of the congregation are actively involved in some aspect of the church’s life and activities.

The Church is led by the Rector, the Revd John Castle, assisted by a non-stipendiary associate minister, Revd John White. The church has a strong musical tradition with an active choir and an active PCC.

There is a local Church of England Voluntary-aided Primary School with strong links with the church.

An initiative by the existing team of volunteer youth workers resulted in the appointment of our first Youth Worker, Kathryn Campbell, in March 2004. The Worker was shared 50/50 with St Sebastian’s Church, Wokingham Without. When Kathryn left, the church entered into a new arrangement with the local Baptist Church to share the services of a Youth Worker and Ben Askew was appointed in September 2007. After four years, Ben wished to move on to pastures new and we are looking to appoint someone to build on the valuable work that he has done.

2. The town

Sandhurst’s population includes some 5000 dependent children under the age of 18 according to the 2001 Census. We have two local secondary schools (Sandhurst Comprehensive and Edgebarrow) which the town’s young people attend, with about 1000 pupils in each – the balance of the youth attend schools outside the town, notably Ranelagh School (Church of England). There is therefore a rolling population of about 250 youth per year within the town (ie 1250 between the ages of 12-16) split between St Michael’s and St George’s parishes. Within the church we have a growing population of young families but we tend to lose many of our young people in their early years at secondary school.

Through Sandhurst Churches Together, St Michael’s would like to see more collaborative work with other churches in reaching out to the youth of the town.

3. A vision for the Parish

St Michael’s Church has been characterised as being made up of distinct groups of dedicated volunteers, such as the choir, the bell-ringers, the youth team etc., who each contribute in their own way to the running of the church, and over the last few years work has been done to build a shared and common purpose as a church community in response to the calling of the Church to be the Body of Christ, and for each member and group within it to be concerned for the wellbeing of the whole Body, rather than with their own aspirations and needs (Romans 12:3-8, 1 Corinthians 12:12-31).

At the same time, the church is called to be a missionary organisation, modelling the values of the Kingdom of God in its own life, and reaching out to those in the wider community with the message of the gospel, expressed both in words and in action. (See Matthew 28:19-20, Acts 2:42-27.) For St Michael’s, this wider community includes not only the geographical area of the Parish, but the networks of friends and colleagues that we mix with, whether at work, school or in our leisure time. Part of our calling as a church is to be the visible presence of Christ in Sandhurst, and part of it is to equip Christians to be witnesses to Christ wherever they go.

What are the implications of this vision for the work amongst children and young people at St Michael’s? Firstly, the principle of living as the Body of Christ implies that work amongst children and teenagers should not be seen as a “fringe” activity, but integral to, and integrated within, the life of the church. Over the last four years steps have been taken to welcome the young people into
church and to enable them to play a part in the worship, not only through commitment to the choir but through serving, reading lessons and leading intercessions. All children’s and youth groups now attend 10 minutes of the 9.30am service.

There is a flourishing Family Service (twice monthly at 11.15am) attended by families with mainly younger children many of whom have been drawn in through friendship networks or through their children’s baptism, and members of the Youth Band have led worship at this. The Family Service provides an interface between the community and the church and its growth provides a welcome challenge to the church for the future in how to nurture both adults and the children, as they grow into their teenage years. This will include making the church more "youth-engaged" – a community to which young people continue to belong by choice, because they feel valued, included, listened to, and able to influence its direction.

Currently children would progress from attending the family service and the Young Church at 9.30am into the Sunday youth programme, Reach, which currently meets during the 9.30am service. Young people from Young Church normally move up into Reach in the last year of primary school in order to reduce the risk that they will give up church when they move to secondary school. Row’d (see below) and the involvement of the youthworker in assemblies for Years 4-6 children at St Michael’s School have helped to make this bridge. There is, however, scope to develop further the relationship between Young Church and the youth programme. The Church has a policy of preparing children to receive communion prior to confirmation, as well as confirmation preparation for teenagers.

The Church’s call to be a missionary organisation has important implications for our work with children and young people. Most immediately, we have a responsibility to disciple the young and equip them to live out their faith within the circle of their friends and schoolmates. Our children are growing up in an increasingly secular society in which the generally accepted values and patterns of behaviour are increasingly at odds with Christian teaching. Although some of the modern influences on young people are very positive (such as concern for the environment), media and commercial interests encourage them to be materialistic and hedonistic. Moral relativism has replaced the Christian belief in revealed truth. The question they are encouraged to ask is no longer “is this right?” but “is this right for me?” In addition, many sporting events for young people are now organised on Sundays, in conflict with traditional church activities. We simply cannot assume that running a youth activity on Sunday mornings will provide sufficient support for our Christian young people in today’s world. In order to train our young people in Christian discipleship there is a need for greater innovation and imagination in the kinds of activities provided, and the times when they are run. Equally important is the need to mentor young people and encourage them in their spiritual journey, thus enabling them not only to hold onto their faith in the face of pressures from peers and society, but to be a positive witness in their circles of friends and peers.

To fulfil our missionary calling, however, means more than equipping Christians to be witnesses. Within Sandhurst there are many opportunities to extend Christian influence within our town, and work in schools is an obvious area for outreach. Current schools work includes assemblies, a programme called Row’d aimed at Year 6 pupils as they prepare to move to secondary school, and lunch time programmes at both secondary schools, Sandhurst and Edgbarrow, in association with other churches.
4. **Youth Vision Statement** – The youth team has developed a vision statement over the last few years to guide all its work.

**Vision:** ‘To enable young people to commit to a full and fruitful life in Jesus’

**Core principles**
- To care about the welfare of young people because they are worth caring about! 
  (This should motivate us to…)
- Enable them to be reconciled with God
- To disciple them to be not just believers, but followers of Christ.

To lead these young people with integrity we should be:
- **Truth Led:** Psalm 119:30
- **Humble:** Philippians 2:3
- **Obedient:** 2 John 1:6
- **Compassionate:** John 13:34-35

**The Desired Fruits**
- For the young people to be earnest and sincere disciples of Jesus Christ. Not simply believers but genuine followers.
- For the young people to grow and mature in spiritual understanding and wisdom
- For the young people to embrace their church community. To see it as something to be part of, as something to contribute to.
- For the young people to reject a consumer-like attitude to church and spirituality but understand that church is about what you put into it.
- For the youth to develop a mutual love and respect for one another and for the world around them.
- For the young people to have fun in a positive way.
- For the young people to be excited about prayer and studying the Bible.
- For the young people to be a witness to the gospel in all the things they do and say.

5. **Current Youth Work**

The current programme of activities includes:

- **Reach** – (mostly year 6-9 – ages 10-14) - each Sundays with a rota of volunteer leaders. Reach comes into the 9.30am service for the first 10 minutes, and for communion on the fourth Sunday of the month.
- **Forge** (Year 10+ - age 15 up) meets weekly on Sunday evenings.
- **Social events** – once a month some sort of social event is organised from ice skating to DVD nights or activity evening in the Rectory Garden
- **Soul Survivor** – a group of youth have attended this Christian festival/conference for a number of years. Some of the Youth have also attended Ventures camps.
- **Youth Band** – This was set up ten years ago and involved a rock band of youngsters who ran a monthly evening service in the Pastoral Centre. It gave the young people the opportunity to plan and run a worship service for themselves. About two years ago the evening service was shelved and members of the band have been involved monthly in leading worship occasionally at the Family Service at 11.15pm and at all age services at 9.30am at St Michael’s, and monthly at the Baptist church. They have also played at outside secular youth events. The current group will move on to university in 2012 and it is hoped to nurture younger musicians to follow on.
The Choir – St Michael's has a tradition of involving children and young people in the choir. Young people from Year 6 upwards attend half an hour of Reach on 3 or 4 Sundays. They return to church for the last half of the service.

Schools' Work – this includes assemblies for Key Stage 2 at three local primary schools, Row’d, a 6-week lunchtime club for Year 6 children (aged 11) at St Michael's Primary School, Oasis, a lunch club at Sandhurst School (11-18), run in conjunction with Wokingham Vineyard Church, H2O drop in club at Edgbarrow School (11-18), with support from St Sebastian’s church and the Wokingham Churches Schools Workers. Some detached work has been carried out with Just Around the Corner in Crowthorne with a view to setting up a similar project to supplement occasional work that has been going on in Sandhurst.

Youth Emmaus – has been run approximately annually with the option for attendees to proceed on to confirmation.

A Girls’ Group - is currently being considered.

Networking – There is an active YFC centre in Camberley which offers PURE social events, which church youngsters have attended and also Identified, which is a young leader training programme. Through the Baptist Church there are links with Wokingham Baptist Church, and the Diocesan Youth Adviser offers support and information about diocesan events young people can attend.

6. The Youth Team
At present there are seven volunteers on the Youth Team, with five occasional helpers and two regular helpers from the Baptist Church. Several older Teenagers have been encouraged to develop their leadership skills, but will be moving on to university in 2012. All these volunteers have other commitments, such as full time work and other voluntary work. The volunteers bring a variety of experience both spiritually and in working with young people.

7. The role of Youth Worker
The main priority for our Youth Worker should be to spend “contact time” with the young people individually or in groups, in order to build strong relationships with as many of them as possible, but administration, preparation for groups and managing the volunteers are also significant priorities. The church wishes to see the youth within the church grow in their faith but also to see the youth in the community reached with the gospel.

Young people have specific needs and face particular challenges and for those within the church, what keeps them coming is not only lively worship and discussion groups, but the knowledge that they are listened to and valued and have good quality relationships with others in the church. Criteria of success should not be purely based around numbers but around seeing young people functioning as part of the church and growing in their faith in Jesus. The Youth Worker will build relationships with members of the choir, young people at St Michael’s school, young people out in the community, and liaise with others in the deanery and diocese.

In addition to this they will ensure that volunteers are organised, trained and have the vision, understanding and confidence to come alongside the young people and help them grow spiritually. They will play a key role in enabling the youth work to be integrated into the life of the church, by being a channel of communication between the youth, their leaders and the leadership of the church.

The work of a Church Youth Worker may be split into three related aspects.

1. Discipling the youth: building relationships of trust by getting to know them in groups and individually – relating to their interests, music, films, culture, language; being available to chat; offering support and encouragement. The single most important aspect for engaging with the youngsters is probably ensuring that they know they have someone they can turn to. This work can be carried out with church youth, where the spiritual dimension is overt and assumed, and with non-churchgoing youngsters, where a less overtly religious approach may be necessary. The environment of Reach is particularly key, where the young people can be honest about their spiritual perceptions in a non-judgemental environment, and where fellowship between them can be encouraged. Enabling them to be part of the church and getting the wider church to engage with them in a meaningful way also support their growth as disciples.
2. **Management and leadership:** championing the contribution of the young people to all aspects of church life; co-ordinating youth activities within St Michael's; leading and building the Youth Team of volunteers; working with the church leadership to recruit new volunteers; enabling members of the church to respond to a calling to volunteer, and developing and empowering them in this including providing access to training; liaising with the other leaders within the church; working with youth leaders of other churches to maximise the effectiveness of Christian youth work in Sandhurst.

3. **Involvement in the wider community:** Building contacts with local schools (heads and key staff), and running PHSE/RE classes, assemblies, supporting lunch clubs, drop-ins, after school clubs etc; building relationships with those engaged with secular youth work in Sandhurst (Social Services, police etc); informal contacts with unchurched young people in the town.

7. **Youth Worker Objectives**

**Anticipated outcomes and benefits of employing a Youth Worker**

Section 3 above described a vision for the Church as being *the Body of Christ* and *a missionary organisation*. Essentially, the reasons for employing a Youth Worker fall under this vision:

**The Body of Christ**
- young people who are members of our church need to be helped to grow as disciples of Christ, and a dedicated Youth Worker can add value to this process both by leading, recruiting, training and building a team of volunteers and by getting alongside the young people in a mentorship role
- the youth need to see themselves, and to be seen by all, as full members of the church, and a Youth Worker can enable this, to the benefit of both young people and the whole church

**A Missionary organisation**
- As a result of being discipled within the church, Christian young people can hold onto their faith and witness to Christ in their schools and peer groups instead of bowing to peer pressure and conforming to secular values
- A Youth Worker can head up church work in schools and develop new initiatives for reaching youth in the community

How will we decide whether these benefits are being achieved? Clearly, a growth in the numbers of young people attending church is a tangible indicator. Equally, the retention of young people who would otherwise have stopped coming to church is also a numerical outcome, but difficult to measure. It will be obvious, however, that most of the desired outcomes, however, are not measurable merely in numerical terms.
The table below shows the kind of outcomes that are anticipated from the work of a Youth Worker:

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<th>Area</th>
<th>Discernable Evidence</th>
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| Growth in the spiritual maturity and confidence of the young people within the church | • The depth and quality of their discussion of the scriptures  
• Maturity and openness in prayer  
• Generosity in their time, talents and financial resources  
• Their testimonies, openly shared with the whole congregation |
| Increasing skill and confidence in an expanding Youth Team          | • New members of the team  
• The team increasingly confident and willing to run the internal and external events without need for practical input from the Youth Worker |
| Increasing engagement between “adult” and youth throughout the parish – a recognition that we are all on a spiritual journey, and an eagerness to learn from each other | • Youth wanting to come themselves (and bring their friends) into church activities because “It’s a cool place to be”  
• Adults wanting to be involved in youth activities because “it’s fun, challenging and a source of personal growth.”  
• Regular consistent and committed prayer by the church at large for the Youth Work, and by the Youth for the wider church’s work.  
• Mutual sharing of spiritual experiences between young and old, both formally in services, and informally in the everyday conversations in coffee etc.  
• Every activity in the church being open to, and engaged in, by all age groups. |
| Outreach to un-churched young people                               | • The number of “churched” young people willing, confident and equipped to witness in our schools  
• Contact with young people through “detached” youth work  
• The range of programmes and depth of teaching offered |
| Outreach to schools                                                | • Youth worker and volunteers allowed to speak at assemblies and to classes of children  
• Possible development of clubs and drop in sessions in schools  
• Young people moving into church activities through links  
• Increased involvement in schools from church members, expressed in prayer and other support |

These are outcomes for the parish as a whole, not just for the Youth Work, and represent some of the fruits one would hope to see as the church as a whole embraces its calling to be both the Body of Christ and a missionary organisation, within Sandhurst.
Specific Youth Worker objectives during the next two years

The specific programme and goals will be developed jointly with the Youth Worker once appointed in order to build on current activities and needs, while allowing for new ideas and experience to be brought to the role.

The following is offered as an initial framework, which may be modified in discussion with the postholder when appointed:

<table>
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<th>Timescales</th>
<th>Objective</th>
<th>Measurements</th>
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| 0 - 3 month  | • Begin to get to know the church culture, activities, congregation & the Youth Team  
• Getting alongside all the youth currently involved with the church in some way including those involved in leadership.  
• Co-ordinate programmes for existing groups | • Monthly reviews with line manager  
• Regular meetings with youth leaders committee  
• Feedback from both youth and volunteer leaders |
| 4 - 6 months | • Identify strategies and targets for work within and outside the church in consultation with the Rector  
• Review current needs and activities in the youth work  
• Identify training needs of volunteers  
• Recruitment of further volunteer leaders as necessary | • Review & evaluation of all youth activities  
• Monthly reviews as above  
• Development of volunteer leaders and team building  
• Evaluation of workload distribution |
| 7 – 12 months| • Implement strategies identified earlier  
• Identifying older teens and training to take on some leadership responsibilities  
• Review integration between youth and adult activities in church  
• Build contacts with local schools  
• Build contacts with secular youth workers locally | • Monthly reviews as above  
• Confidence of older teens in leading  
• Evaluation by The Rector and Youth Team |
| 13-24 months | • Working with youth to reach out to the community i.e. work with local schools, outreach events  
• Continuing development of strategies | • Monthly reviews as above  
• Acceptance of community and response of young people  
• Reaction of congregation |
ST. MICHAEL’S YOUTH WORKER JOB DESCRIPTION

TITLE
Youth Worker

PLACEMENT AT
St. Michael & All Angels, Sandhurst, C of E Church, possibly with a formal arrangement for work at Sandhurst Baptist Church

LINE MANAGER
The Rector, Rev John Castle

MENTOR
To be appointed

WORK BASE
St Michael’s Pastoral Centre

WORK AREA
Sandhurst

HOURS
According to placement

AIMS & OBJECTIVES

1. Extend the work with young people within the church and bring together the various peer groups.

2. To lead the Youth Team and to work with the volunteers to be responsible for the pastoral care and development of the youth (ages 10 – 18).

3. Encourage the young people to play a full part in the life and worship at St. Michael’s; improving links and communication between the rest of the church and the youth.

4. To equip and encourage the young people to reach out to their peers outside the church with the gospel.

5. To reach out to young people outside the churches, working closely with schools and other youth organizations in Sandhurst to build links that allow access to spread the gospel and encourage the youth.

DUTIES & RESPONSIBILITIES

1. To develop with the Youth team and the Rector a strategy for design and delivery of a varied youth work programme. To be involved in the running of the groups.

2. Represent the needs and views of the young people to the PCC and, where possible, support and encourage the young people as representatives on the PCC.

3. Co-ordinate and encourage the volunteer leaders of the youth work and train others including older teens.

4. Develop a mission strategy with the young people in the church — including Confirmation training, and strengthening links with Young Church and the Family Service, to ensure a smooth transition of children into the youth programmes.

5. Meet regularly with the Rector to whom the Youth Worker is responsible and with an appointed Mentor; attend meetings of the PCC as required.

6. To develop a relationship with the Diocesan Youth Adviser and to be aware of the broader opportunities for the young people in the Deanery and Diocese.
7. Fulfil any other responsibilities deemed appropriate by the Rector and PCC or undertake projects as directed.

8. Ability to travel to various locations as required to perform these duties.

PERSONAL SPECIFICATION

1. Articulate a mature Christian faith, in sympathy with the Church of England, and able to work with a breadth of church styles. The PCC has established that there is a genuine occupational requirement for the post holder to be a Christian.

2. Express a keen desire to see young people have a personal relationship with God and to grow in their faith.

3. Display good inter-personal and communication skills and demonstrate listening skills.

4. Plan and manage own time, be self-motivated to work alone and as part of a team. Organisational and administrative skills also valuable.

5. Proven experience of youth work with young people in the age range 10-18, particularly the younger age groups. Experience of schools work desirable.
DRAFT EMPLOYMENT STATEMENT

Between Sandhurst Parochial Church Council and

1. JOB TITLE

Youth Worker
To be responsible to the Rector with the support of the Youth Team.

2. JOB DESCRIPTION

A description of duties is set out separately.

3. PERIOD OF CONTRACT

The appointment is for an initial period of one year, which may be extended by agreement, with an initial probation period of 6 months.

4. SALARY

£16-20,000 per annum according to experience and/or qualifications with accommodation included*. Payment will be made monthly in arrears.

Accommodation is not a part of the offer of employment, but candidates should be aware that an offer of accommodation (see below) is available from a parishioner at low cost*.

5. HOURS

A total average of 40 hours per week.
One full day off should be taken each week.
It may be necessary to work additional hours as may be required from time to time. In this event, time off in lieu will be granted. Overtime will not be paid.

6. HOLIDAY ENTITLEMENT

The holiday entitlement is four weeks per annum, from 1st January to 31st December each year, to be taken by prior arrangement with the Rector. Part time staff will be entitled to four weeks holiday on a pro-rata basis.

Holiday entitlement must be taken in the year in which it applies and no unused holiday may be carried over.

All employees are entitled to all Bank Holidays, in addition to their annual entitlement, but they may be required to work on Bank Holidays and time off in lieu will be granted.

7. TERMINATION OF EMPLOYMENT

The period of notice that the employee must give to the employer, or that the employer must give to the employee, is one month on either side.

In certain circumstances the employer may at their discretion pay the employee in lieu of notice.
8. **PENSION SCHEME**

There are no pension rights attached to this employment and there is no contracting out certificate in force under the Social Security Pensions Act 1975.

9. **RETIREMENT**

A retirement age will not apply to this position.

10. **STAFF HANDBOOK**

Details of other leave entitlement; health and safety arrangements; grievance procedures to be contained in a Staff Handbook. The Handbook along with this Statement comprise your contract of employment. Any amendments to the Staff Handbook will be notified to the employee in writing.

11. **CRB**

Appointment subject to a satisfactory Enhanced CRB check.

12. **RECTOR**

Reference to “Rector” in this contract shall include the Rector, any deputy he may appoint in periods of absence or the Churchwardens during any vacancy of benefice.

*The Accommodation on offer comprises a self contained bed-sit with private access totalling some 400 square feet available fully furnished. Main living area with large picture window to garden, and ample space for sitting area, dining area and desk/study area, opening to:

- Kitchen with built in cupboards, hob and microwave/grill, sink and washing machine.
- Sleeping area with double bed and built in wardrobes
- Shower room with shower, wash basin and WC.

Fully centrally heated and well appointed with power points, telephone, computer network access. Off street parking for one car can be provided.*