

Job Overview: Young Adults and Student Pastor

Purpose of the role:

The Young Adults and Student Pastor will create a welcoming and supportive environment for young adults to explore their faith and grow in their relationship with Jesus Christ. They will work closely with the church leadership team to develop programs and events that foster spiritual growth, discipleship, and community building.

Title:	Young Adults and Student Pastor
Contract:	1 year fixed-term (limited initial funding)
Reports to:	Vicar
Relates to:	Senior Leadership Team, Treasurer, Ministry Leaders, Wider Staff Team, PCC, Church Wardens
Basis of employment	Temporary
Remuneration	£25,000 pro-rata (FTE)
DBS check required (Yes/No)	Yes
Special conditions of employment	There is a genuine occupational requirement for the post holder to be a Christian.

Key Deliverables:

1. **Establish a Young Adult Small Group** - Build relationships with young adults already within the church, within the community, Weston College & University Central Weston.
2. **Create a rapport with the college and university** - Communicate with the college & university to find students living in surrounding areas. Liaise with the Christian Unions & Fusion student movement to create an ongoing relationship with Weston College and UCW.

3. **Young Adults & Students Alpha Course** - Once a young adult small group has been established, run an Alpha Course. Push to other churches, universities & community groups for 18-30 year olds. Create YA teams to help lead courses - run small socials before Alpha nights. Work alongside the Worship Pastor to begin Alpha evenings with worship. Cultivate a space of worship for young adults & students to gather around a table and create a community.
4. **Gather Young Adults for consistent socials** - Create a list of places for socials within Weston & surrounding areas. Communicate with the places to organise consistent social activities throughout the year. Push social events to Weston College and UCW and local community groups to create a consistent group of Young Adults and Students.
5. **Run weekly trips to the pub after the 7** - Create a space for young adults and students to gather around a table and have community after the 7pm service.

Responsibilities:

Vision Casting

- Seek the Lord for vision for Young Adults ministry at St Paul's Weston and engage the whole Church Family in this vision.

Leadership

- Develop and maintain effective relationships with various leaders in the community for purposes of swift outreach programmes.
- Provide leadership and guidance to all young adult ministry teams ensuring cohesion, common purpose and vision driven action, that aligns with the overall mission and vision of the church.
- Provide coaching, mentoring and pastoral care to the Young Adult volunteer team, supporting their spiritual, professional and personal development.

- Cultivate a culture within the Young Adult volunteer team that is focused on continuous learning and improvement, maintaining cohesion and awareness across different age groups, utilising ChurchSuite as needed.
- Develop and communicate the Young Adult and Student ministry values, objectives and guiding principles; ensuring that this is at the heart and foundation of the ministry, the volunteer work in each team and the overall service provision.
- Work with the church leadership team to develop and manage the young adults ministry budget.
- Be available to interact with young people during church events, activities and Sunday/mid-week services; having an active and visible presence.
- Take responsibility for the development and influence of the Young Adult & Student Pastor role within the local community; seeking ways to provide support and increase the engagement of St Paul's church with local professional services for young people.
- Build professional working relationships within the local community; network with local churches, schools and young adult work organisations to remain up to date on current issues affecting young people and build collaborative working relationships.
- Work alongside the Vicar and SLT on both ongoing and emerging issues; reporting and presenting as necessary or required and to meet from time to time.

Pastoral Work

- Deal directly with all pastoral issues within the young adults community, consulting with senior leadership on more complex cases.
- Engage in wider pastoral issues at St Paul's as required by the Line Manager.
- Provide pastoral care and support to young adults as needed, including counselling, prayer, and guidance.

Community

- Urge our young adults to form or join Small Groups

- Create and sustain young adults gatherings of all kinds (weekly, termly, annually).
- Encourage healthy online interaction among young adults, enabling a first class St Paul's YA presence on social media.
- Encourage a culture of honour among our young adults.
- Enable our young adults to continually engage with the wider St Paul's church family.
- Facilitate mentoring relationships where desired.
- Ensure the welcome of new young adults in all Sunday services.
- Build relationships with young adults in the church and create a welcoming and supportive environment for them to explore their faith and grow in their relationship with Jesus Christ.
- Development of 7pm service to include young adults and students.
- Plan and lead weekly Bible studies, small group discussions, and other events to foster spiritual growth and discipleship.
- Create opportunities for young adults to connect and build relationships with one another through social events, retreats, and other activities.

Development and outreach

- Generate and facilitate new initiatives among the Young Adults community that will foster its diversity and grow Outreach.
- Help define Christian discipleship as essentially missional, thus keeping our Young Adults constantly engaged in evangelism and mission.
- Nurture new Missional Communities among our young adults.
- Develop closer links with Weston College and UCW.
- Organise and lead service projects and outreach activities to help young adults put their faith into action.

Other:

- Maintain life-giving patterns of personal prayer, Bible study and Church fellowship.
- Be a committed Member of St Paul's.
- Attend staff meetings and other church events as required.

- Be an active member of the employed staff team participating in corporate activities, initiatives and team meetings including staff prayers.
- Undertake various administrative duties to fulfil the role effectively.
- Undertake any other duties that may be reasonably required.
- This role is subject to a Genuine Occupational Requirement under the provisions made in the Equality Act 2010 that the post holder has an active faith in Jesus. The successful candidate must be in agreement with the vision and values of St Paul's, the Diocese of Bath & Wells. Due to the nature of the role including line-management of staff in activity with children & vulnerable adults, a DBS check will be required and compliance with St Paul's safeguarding policies and procedures is mandatory.

PERSON SPECIFICATION

<p>Christian gifting and character</p>	<p>A servant leader who walks closely with God, is dependent on prayer and is sensitive to the Holy Spirit's leading including in public worship.</p> <p>A contagious, mature Christian, passionate about God, with a story to tell about their life and walk with Jesus.</p> <p>An evangelist with a passion to reach those who do not yet know Jesus and speak naturally and openly to them about God.</p> <p>An engaging preacher, rooted in Scripture, and able to engage with contemporary culture.</p> <p>A pastor, skilled at drawing alongside people, including those without a faith background, and building community so people feel known and valued.</p>
<p>Knowledge and experience</p>	<p>Previous experience of working with students and young adults and a keen appreciation of what it takes to minister effectively to this demographic.</p> <p>Experience of working as part of a team – in a larger church or other workplace.</p>

	Competent ICT user, ideally with experience of Microsoft Teams, Churchsuite and Excel or a willingness to learn - and an understanding of how social media can be used effectively in ministry to young adults.
Personal qualities	<p>A collaborative leader, who thrives in sharing ministry, building and releasing teams and enabling others</p> <p>The ability to articulate a vision, draw together a team and work to implement and deliver a plan in collaboration with others.</p> <p>Strong relational skills, able to connect with others, identify their gifting, encourage and empower them.</p> <p>A skilled communicator in person, in speech and in writing.</p> <p>Self aware and realistic about their gifts and limitations recognising when tasks are best delegated to others.</p> <p>Resourceful, resilient and disciplined in maintaining a realistic work life balance.</p>

Hours: 15 hours Sunday to Thursday. Normal working hours are Sunday 6pm - 9pm and the rest of the hours will be worked when required between Mondays to Thursdays with a min. 30 minute unpaid lunch break.

Location: St Paul's Church. Due to the nature of the role, working hours are generally on site, but occasional remote working will be considered where it provides benefit to the employee.

Probation Period: 6 months.

Pension: 5% Nest Stakeholder Pension with statutory employer and employee contributions.

Annual Leave: 84 Hours

Notice Period: 3 months.

Safeguarding: A DBS Check will be required, as noted above. St Paul's is committed to safeguarding and promoting the welfare of children, young people and

vulnerable adults. All post holders and volunteers are expected to share this commitment.

Discover more about St Paul's at www.stpauls-weston.org.uk