



JOB DESCRIPTION

Job title:	Trainee Youth Pastor
Line Manager:	The Presbyter at Kings Cross Methodist Church
Hours:	36.5 hours a week or part-time
Salary:	£24,617 to £28,200 depending on experience. (NJC Scale 22-27 inclusive of London Weighting)
Location:	Kings Cross Methodist Church

We are willing to consider the following applicants for post: full-time, part-time or in a training capacity. Applicants for a training post, will need to be able to offer evidence that they meet the core elements of the post and have the potential, with training and mentoring, to meet the other elements.

The WLM

The West London Mission (WLM) is a Circuit of the Methodist Church. It has two city-centre churches at Hinde Street in Marylebone and King's Cross, and three areas of mission. Each of the churches engages in worship, learning and caring, service and evangelism in ways that reflect Methodist tradition and their distinctive identity, history and context. The areas of mission are professional social work services across London, a student community at Methodist Chaplaincy House at King's Cross and work with students and young adults based in both churches. This work is an expression of our historic roots and the current convictions of the two local churches.

Kings Cross Methodist Church (KCMC) has a tradition of working with students and young adults of Chinese (Cantonese and Mandarin speaking) origin. The aims of the Next Generation ministry are to reach, nurture and equip the next generation of the church to grow and mature in their faith so that they can serve others in love and become examples of Christ in their respective context. At KCMC, there are five main groups of student and young adult fellowships, comprising of around 50 regularly attendees. A newly established Next Generation Ministry Committee oversees the ministry aims to integrate, energise and mobilise the next generation. The group also meet with people from other Chinese churches through attending external camps.

The targeted group belongs to the younger generation. There are vast cultural, social, and religious background differences between them and with their parent generation, and with the British culture. These differences have posed challenges and provided opportunities for KCMC to befriend, care and support them on their life journey. The Deacon at the Methodist Chaplaincy House and the volunteer Chaplain at the University of Westminster are also working towards this goal. The post holder is not required to work with MCH or University, though they are an important part of the post's context.

Summary of post

The post holder is to work with the Presbyter and Deacon in coordinating work amongst the next generation (ages 11-25) for the whole church.

With the support of their line manager and mentor, they will:

- Lead the work with the Next Generation Ministry of KCMC on behalf of the ministry team.
- Develop programmes to deepen discipleship, a worship culture, and a pastoral care structure that works for this age group in order that they will reach out to their peers.
- Work to establish unity between the next generation groups namely, the Mandarin Youth Fellowship, British Born Chinese (BBC) Youth Service (age 11-17), BBC 2 (university student discipleship group) and C.R.E.W. Fellowship (student and young adult fellowship), with the wider church, especially with International Service (IS).
- To inspire and organise the church to actively support and participate in the goal of reaching the next generation in the community.

The post-holder will work with the ministers, lay workers and the stewards of the church, meeting regularly to reflect on work, and to explore new developments.

Main duties and responsibilities

Lead the work of the Next Generation Ministry

Core tasks:

1. Work with the committee to plan, organise and execute the ministry and vision
2. Invite and mobilise current and future leaders,
3. Work and liaise with any relevant external organisations that provide resources, personnel and connectivity for the advancement and development of the ministry.

Evidence the potential to develop the following skills:

4. Train present and future leaders
5. Provide pastoral care and mentorship

Develop programmes to deepen discipleship, a worship culture, and a pastoral care structure that works for this age group.

Core tasks:

1. Establish platforms that facilitate the free expression of their faith through group fellowship, worship services, and serving others.

Evidence the potential to develop the following skills:

2. Provide discipleship programs among the youths so that they will grow and develop in their faith and skill
3. Inspire and equip the next generation to share the gospel with their peers.

Integrate the next generation groups into the wider vision of KCMC ministries.

Core tasks:

1. Appreciate, affirm and consolidate the cultural diversity of the next generation groups in the church.
2. Promote and encourage inter-generational life and ministry perspective.
3. Facilitate a sense of belonging and unity amongst the next generation.

Other areas of work

Core tasks:

1. Attending meetings as / when appropriate including the Church Council and the Stewards Meeting and Pastoral Team meeting.
2. Undertaking other areas of work agreed with the Kings Cross Ministers commensurate with the role's responsibilities.

Evidence the potential to develop the following skills:

3. Help lead in the Sunday English worship service, and be willing / have a sense of call to undertake worship leader or local preacher training accredited by the Methodist Church, and share in leading approximately monthly.

Key Relationships

Accountability

The Youth pastor will be employed by the WLM Circuit and will be line managed and mentored by the Presbyter at KCMC s/he will:

1. Work with the Presbyter to encourage the church to respond to new challenges and opportunities in mission.
2. Work with the Presbyter to determine priorities for the work following the advice of the Church Stewards, Church Council and Ministers and develop and update a plan of action to achieve the objectives.
3. Ensure good communications between groups and networks involved.
4. With the Presbyter, and on the advice of the interview panel, identify those areas in which s/he needs to develop, prepare a personal development / study plan with the Presbyter. This will be review in regular meetings (at least monthly, and through an annual appraisal).

Meetings

The youth pastor will work in collaboration with the existing groups and ministers, reporting to the Church Council, and attending when necessary. The worker will meet regularly with the staff at Kings Cross and attend monthly Circuit Staff Meetings.

Person specification

We are inviting a Christian who has an understanding of and is passionate for the wellbeing of the next generation and is able to skilfully and effectively demonstrate their living faith in a multi-cultural British context.

Skills, experience and personal qualities we would consider essential:

Skills

- Educated to degree level or have equivalent

- Excellent oral and written communication in English
- Cantonese and / or Mandarin speaker
- Strong interpersonal social skills
- An understanding of the cultural experience of young people in the next generation both those born here (BBCs) and those who have moved here from Chinese cultures, as well as the Western context in which they are now living
- Capacity to be flexible in approach and adaptable to changing situations
- Ability to take responsibility for own work, prioritise and organise work in an appropriate way
- An ability for creative thinking and action and good analytical skills

Experience

- Current and active as a member of Church that is a member of Church Together in Britain and Ireland
- Previous work with 11-25 year olds as a volunteer or employee
- Evidence of active service in church

Personal Qualities

- Able to present a strong Christian example in words and deeds
- A strong commitment to providing a high-quality service to those you are working with
- A team player
- Commitment to continuing professional development of self and others
- Commitment to WLM's ethos and values and ways of working
- A committed and reliable member of a team, able to develop positive relationships, and show self-awareness.

Other

- Satisfactory enhanced DBS check
- Willingness to understand and engage with Methodism and be subject to its discipline

Skills and experience we would consider desirable:

Skills

- Completed some theological study
- A Methodist local preacher or worship leader
- Qualifications in children's or youth work, or relevant experience

Experience:

- Previous experience of leading in a church context as a volunteer or employee
- Pastoral care experience

Personal qualities

- Ability to work independently in a decisive and responsible manner

Terms and conditions of Employment (summary)

- Appointment will be subject to a satisfactory DBS check at the appropriate level
- Normal working hours: 36.5 hours per week, which will include evenings, Saturdays and Sundays (hours to be agreed for a part-time post)
- Pension scheme.
- All reasonable expenses will be reimbursed
- At least one day free of responsibilities each week.
- 8 days bank holiday and 27 annual leave days plus 3 additional days after five years' continuous service. (The leave year runs from 1 April to 31 March.)
- Appointment will be subject to the satisfactory completion of a three-month probationary period.