

St Lawrence Eastcote

Role Description:

Interim Youth minister

Overview: youth ministry at St Lawrence Eastcote

Youth ministry at St Lawrence's is focused on the well-being, happiness, and development and growth of 11 – 18-year old residents in the parish; and particularly those who are part of the St Lawrence community – whether by conviction or family association.

The framework for this work is exploration of children's self-understanding in relation to the Christian community they are associated: seeking to understand its beliefs, convictions and values as they work out their own.

As such, there are three main spheres of work:

- i. **Youth discipleship** – working to extend youth discipleship and fellowship opportunities, including Confirmation, and residential opportunities such as Soul Survivor, Momentum and parish youth events / weekends.

Initially this will mean:

- a. Taking over the running of the two youth groups (Ignite - aged 10-13 and 'Older Youth' aged 13+).
- b. Providing a confirmation course for youth aged 13+ in late 2020 or early 2021
- c. Resourcing adult leaders who run Sunday morning youth activities (10:15-10:45) which complement the parish Eucharist

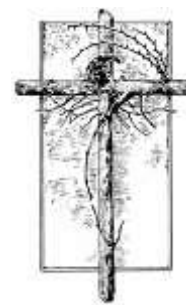
- ii. **Enabling the Ministry of Young People** – encouraging young people to grow as leaders and to participate in the church's ministry and mission according to their gifts and interests.

Initially this would mean:

- a. Working with the Vicar and parent helper to support, regularise and develop young people's ministry in worship, with an emphasis on leading Saturday evening worship.
- b. Consulting with young people about hopes and concerns in relation to the appointment of a youth minister to a substantive post at the end of summer 2021

- iii. **Leading and Developing Worship** –

- a. Leading worship as part of the ministry team; and particularly, helping to expand the alternative worship opportunities and youth participation in the regular pattern of worship.
- b. Organising and preaching once a month at the Saturday evening eucharist for all.
- c. Exploring the possibilities for a monthly worship event with a distinctive youth focus.
- d.

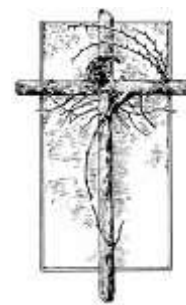


Appointment of an interim youth minister

Dan Bishop held the post of Youth Minister at St Lawrence from 2017-2020 as a 0.5 role, co-ordinated with a 0.5 role as School chaplain at Bishop Ramsay Church of England High School. He has been selected to train for ordained ministry in the Church of England.

2020-2021 will see the parish review its youth provision and the vision for post of youth minister with the parish.

Appointment of an interim youth minister is to allow for the positive momentum of children's involvement and influence in the parish to be continued and extended across a range of the parishes life.



Parish and Church Profile Eastcote and its environment.

Eastcote is a leafy suburb on London's north-west edge, in the borough of Hillingdon. Originally a small village, it developed in the 1930's as the Metropolitan line was extended. It retains strong elements of village with the cricket pitch, village pub and community feel; but it is unmistakably metropolitan with its central parade of shops and restaurants, two large secondary schools, ethnic mix and work pattern.

The Parish Community

The population is around 23,000; largely white British with 10% being Indian and Hindu. Many residents work in central London or further afield and unemployment is well below that of London and the UK; however, the 2011 census showed 13% of children in Eastcote are classed as living in poverty. Housing is 75% owner occupied; most is 1930's semi-detached, the rest being mainly maisonettes and flats built in the 1970's and 2000's.

Church, Land and Buildings

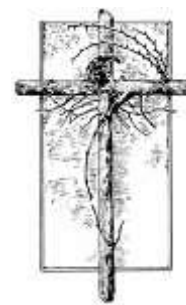
The church building is a 1930's construction in good order set in two acres of grounds which also hold the hall and rooms, the parish centre, the scout hut and a small piece of woodland.

The Church

We represent a range of social backgrounds and ethnic diversity, with a wide age range. The electoral roll stands at 290; in worship, the Sunday 8 am averages 25 adults and the 10 am, 95 adults and 30 children. Under-represented are the teens and twenties. We are an open Anglo-Catholic tradition, using Common Worship flexibly; we draw music from old and new; a band has started as we have developed a once a month All Age Saturday evening Eucharist. We have an active and varied programme across the church. Many are involved in the Cursillo movement; and we have also run successful nurture courses for a number of years, the last three being Alpha.

Youth and Children's Work at St Lawrence's

St Lawrence has a long history of youth and children's work - Sunday schools, youth groups and holiday clubs, and historically toddler and preschool groups and drama groups.



Key relationships

Reports to:	Parish Priest
Key working relationships:	Children, youth Parents Children's advocate Assistant leaders Church Wardens Identified qualified First Aiders Health and Safety lead Parish Safeguarding officer

Remuneration

Remuneration will be *pro rata*, in accordance with the Joint Negotiating Committee for Youth and Community Workers agreed payscale for a Youth and Community Support worker, taking into account prior experience.

Time commitment

The post is a 0.3 post i.e. 12 hours a week

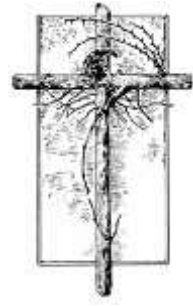
It is anticipated that contact hours will take place on a Wednesday evening (1730-1900) and a Saturday evening (1730-1930, to coincide with the timing of present groups and worship.

Duration of post

The post is on the basis of a fixed term contract, to run from 14 September 2020 to 29 August 2021.

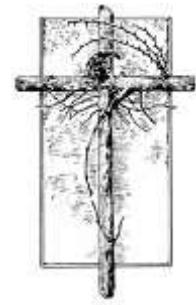
Location

The youth groups usually meet in the George Best room, but occasionally will meet off-site. Worship activities may take place in the church building as a part of normal worship or in the church hall.



Safeguarding

- Responsibilities
 - As leading the support of young people in their development and volunteer leaders in delivery of youth provision, the interim minister is a key trusted adult, supporting implementation of the parishes safeguarding policy
 - Young people and leaders may approach the youth minister with any safeguarding concerns they have, and may make a disclosure if s/he is held in trust;
 - It follows that the youth minister will need to ensure that volunteer leaders have an awareness of the safeguarding requirements of the Church of England and of those relating to a church community
 - The interim Youth minister will need to be familiar with the parishes Safeguarding procedures as they relate to young people and know what to do if a Safeguarding concern is raised or disclosure made
- Safeguarding principles – see Appendix A
- Safer recruiting
 - Confidential declaration – required
 - Application with two references
 - Interview
 - The job holder is required to obtain and maintain satisfactory Enhanced DBS clearance for the entire duration of employment.



Person specification

1. Qualifications

- 1.1. Higher level qualifications in youth work, preferably undergraduate degree level.

2. Experience

- 2.1. Worked with young people and youth groups on a regular and sustained basis.
- 2.2. Supported and lead other adults in working with young people.

3. Knowledge and Skills

- 3.1. Administrative skills to effectively manage adult and youth volunteers.
- 3.2. An understanding of how young people learn and grow during their teenage years.
- 3.3. Be able to maintain good boundaries in order to keep yourself, young people and adults safe.
- 3.4. An effective communicator, preacher and leader of worship in differing contexts.
- 3.5. Be able to provide pastoral care and know where and when to signpost professional support.
- 3.6. Music, AV-tech and drama abilities are not essential but would be welcome.

4. Personal Qualities

- 4.1. Someone with the desire to learn and develop as a disciple and as a minister.
- 4.2. Someone with a heart for enabling discipleship among young people and adults.
- 4.3. Willingness to take responsibility as part of a wider team.
- 4.4. Enthusiasm, reliability and integrity.
- 4.5. A person with the wisdom and common sense to ask for help when they need it.

5. Special Requirements

- 5.1. Willingness to engage with differing traditions and confidence to offer their own.

Key tasks

- As outlined in 'Overview'

Probationary Period

There is a 6 month probationary period.

Notice Period

1 week either side of first 6 months. Subsequently 1 month either side.

Eligibility to work in the UK

The job holder must be able to provide evidence of their eligibility to legally work in the UK prior to appointment and for the entire duration of employment.

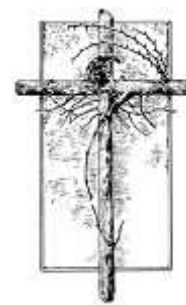
Training

Induction & orientation

Safeguarding training: Basic (C0), Foundation (C1), leader (C2)

Basic First Aid

Food hygiene safety



Appendix A – safeguarding principles

Working with Children and /or adults experiencing, or at risk of abuse or neglect

The Church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy. In particular, the Church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately report it.

Principles

Those working with children and/or adults experiencing, or at risk of abuse or neglect must have a commitment to:

- Treat individuals with respect;
- Recognise and respect their abilities and potential for development;
- Promote their rights to make their own decisions and choices, unless it is unsafe;
- Ensure their welfare and safety;
- The promotion of social justice, social responsibility and respect for others; and
- Confidentiality, never passing on personal information, except to the person to whom you are responsible, unless there are safeguarding issues of concern (e.g. allegations of abuse). Safeguarding issues of concern must **always** be reported to the Police or Social Care services and Diocesan Safeguarding Adviser.

Responsible to (named contact for support and resolution of any difficulties):

the priest in charge on behalf of the PCC (or the parish safeguarding officer where appropriate in relation to safeguarding concerns)

Key safeguarding responsibilities and accountabilities:

- To work with vulnerable people (children and adults experiencing, or at risk of abuse or neglect) in a way that meets and develops their personal, spiritual and social needs, exercising active pastoral concern.
- To work in accordance with the church's policy on safeguarding.

Person specification

1. Able to demonstrate an ability to work with people who are /may be vulnerable; and
2. A willingness to develop their skills and training

Appendix B

Safeguarding action – flow diagram:

