

Youth Pastor: New Malden Baptist Church

Job Description, Key Responsibilities and Person Specification

Purpose of the Role:

To disciple, mentor, and engage with young people in the church and community, helping them grow in their faith, live out the gospel, and develop as individuals.

To support the ministerial team as a whole in contributing to the overall spiritual growth, pastoral care and strategic leadership of the whole church family.

Key Responsibilities:

1. Spiritual Development and Discipleship:

- Lead Bible studies, prayer groups, and youth worship sessions.
- Teach and mentor young people in understanding and applying biblical principles to their lives, developing their own spiritual disciplines, and exploring their gifts and potential leadership qualities.
- Create a nurturing and inspiring environment where young people are encouraged to encounter God and grow in their faith.
- Encourage and help create opportunities for young people to participate in church life, serve in ministries and be involved in outreach.
- Encourage spiritual growth and discipleship development across the whole church family.

2. Ministry:

- Work with the existing youth team leaders to plan, organise, and deliver weekly youth groups (e.g. Thursday nights, Sunday mornings) and special events (e.g. socials, weekends away, retreats).
- Promote an inclusive environment and ensure programs are inclusive and tailored to the needs of those participating.
- Develop creative and engaging activities that foster spiritual growth, community, and fun.
- Support the other members of the ministerial team in preaching, teaching, service leading and other ministerial duties, within the context of the whole church family.

3. Pastoral Care:

- Build relationships with young people, providing pastoral care, offering guidance, support and prayer, and responding sensitively to a range of emotional, spiritual, and practical needs.
- Maintain confidentiality while being alert to safeguarding concerns.
- Liaise with parents/carers to support the spiritual and emotional well-being of young people.
- Participate in the wider pastoral team's care of the whole church, including visiting, prayer ministry, and crisis support.

4. Team Collaboration:

- Enable and equip the church to support their young people.
- Recruit, train, and support volunteers to assist in the youth ministry.
- Help equip young people to serve in ministry roles, developing leadership capacity and responsibility.
- Work together with the existing pastoral team across the whole church family, attending staff and other leadership meetings, contributing towards the church's overall vision and Kingdom mission and collaborating with other ministries.

5. Outreach and Community Engagement:

- Develop a strategy (together with the current ministerial team) for evangelistic outreach amongst young people in our local community, building upon our pre-existing links with local youth organisations and exploring potential Kingdom-focussed partnerships with other local churches, schools and organisations.
- Plan and deliver outreach events to share the gospel and invite young people into the church family.

6. Safeguarding and Administration:

- Ensure compliance with the church's safeguarding policy.
- Maintain accurate records of attendance, activities, and any safeguarding issues.
- Attend safeguarding training and promote a culture of safety and accountability.
- Work with the leadership team to set and monitor budgets for youth ministry.

Person Specification

Essential Requirements:

- **Christian Faith:**
 - A committed, practising Christian in agreement with the [church's evangelical statement of faith](#).
 - A passion for young people and a clear sense of calling to youth ministry.
 - Evidence of a life that reflects gospel values and serves as a positive role model to young and old alike.
- **Qualifications and Experience:**
 - Significant experience working with young people in a church or Christian ministry setting.
 - Previous experience in delivering ministry in an inclusive fashion to youth with additional needs and in intercultural settings.
 - Experience of leading evangelistic outreach and other youth-focussed events.
 - Awareness of safeguarding responsibilities and prior involvement in delivering safe ministry.
- **Skills and Abilities:**
 - Sound biblical knowledge and ability to teach the Bible in an engaging, youth-friendly way.
 - Ability to explain the Gospel message clearly in a variety of different contexts.
 - Understanding of youth culture and the challenges faced by young people today.
 - Excellent interpersonal skills, with the ability to build trust and rapport with young people and their families.
 - Strong, proven leadership, planning, and organisational abilities.
 - Ability to work both independently and as part of a team.
 - Ability to manage time and energy effectively.
 - Willingness to work evenings, weekends, and to be flexible around ministry demands within the context of clear boundaries.

Desirable Requirements:

- Qualification(s) in Christian ministry, youthwork, and/or theology.
- Experience of building connections with the wider community.
- Experience in recruiting, leading, and mentoring volunteers.
- Musical, creative or tech skills to enhance worship and activities.
- Full Driving Licence

Additional Information:

- This role requires an Enhanced DBS check.
 - The role will require evening and weekend work.
 - The successful candidate will be expected to actively participate in the life and worship of New Malden Baptist Church.
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