

## Croydon Vineyard Youth Pastor Job Description

In the summer of 2021 we are looking to appoint a Youth Pastor with a sense of long-term calling to youth ministry in a local church.

Croydon is a large and diverse “city within a city” with one of the highest populations of 0-18s in London. Croydon Vineyard was planted 8 years ago and reflects the community we are reaching, with eighty to one hundred 0-18s of many backgrounds regularly connecting with us. Before COVID thirty to forty 11-18s regularly attended Alyve, the Sunday group. We also ran a growing Football Academy reaching out into local secondary schools. You can see more at [croydonvineyard.org.uk](http://croydonvineyard.org.uk).

As COVID restrictions ease, we want to invest heavily in young people, reaching more of them where they are at, showing them Jesus in ways that make sense to them and walking with them long term so they can reach their full potential in Jesus. Initially we have funding for a 0.6FTE Youth Pastor starting in August / September 2021 but in order to get the right person for this role we want to be flexible in our approach by also offering the possibility of 0.4FTE on admin work in the church if this is helpful. We also want to be open to using this as an opportunity to invest in and raise up a qualified youth pastor and therefore would be happy to receive applications from someone wanting to be placed with us while doing the St Mellitus Youth Ministry Degree which we would help to pay for. This means that we would consider applications from:

### **Either**

Someone looking to study the 3 year St Mellitus Youth Ministry degree, with us supporting and acting as the placement church. This is a full-time role split between study and placement. More details can be found at [BA \(Hons\) Theology and Youth Ministry | St Mellitus College](#)

### **Or**

Someone wanting to work Full Time with us, 0.6FTE on youth and 0.4FTE on admin work in the church.

### **Or**

Someone wanting to work 0.6FTE as a Youth Pastor and to find other employment outside CV. We may be able to assist with finding this.

If any of the above interest you we would be delighted to receive an application form from you. If you have any questions you can contact us on [tom@croydonvineyard.org.uk](mailto:tom@croydonvineyard.org.uk).

**Application forms should be submitted to [tom@croydonvineyard.org.uk](mailto:tom@croydonvineyard.org.uk) by 5pm on Friday 16 April.**

## The following are the Job Objectives for the Youth Pastor 0.6FTE

<b>Area of Focus: Discipleship of the young people in CV</b> <b>Anticipated % of role (60%)</b>
<b>Key Tasks</b>
<ol style="list-style-type: none"><li>1. Ensuring Sunday groups are running for each age group with a programme and in a format that clearly enables each young person to increasingly say “I’m loving this”, “Jesus is amazing” and “I’m doing the stuff”.</li><li>2. To lead our committed and diverse adult volunteer team so they are envisioned and supported as they continue investing in our Raising Sons and Daughters emphasis. We particularly want these adults to mentor, support and empower young people in a relational manner so as many young people as possible have a “trusted” leader who is walking alongside them to help them step into their potential.</li><li>3. Creating mid-week spaces where young people connect with each other - building a sense of community and family that not only sustains them but also makes them want to invite others into.</li><li>4. Facilitate participation in larger events and residential, as appropriate and COVID regs permit etc e.g. summer festival trip (DTI or equivalent), and one CV weekend away / residential a year for each age group.</li><li>5. Building a sense of “partnership” with parents where they feel equipped, supported and inspired to parent their young people for a life of faith.</li><li>6. Working in a joined up manner with the 0-11s Pastor.</li><li>7. Doing everything in keeping with CV’s safeguarding policy.</li></ol>
<b>Outreach to young people not in church</b> <b>Anticipated % of role (20%)</b>
<b>Key Tasks</b>
<ol style="list-style-type: none"><li>1. To oversee volunteers leading a range of “outreach” focused activities where young people can invite their friends. eg we already run a KICK football academy and have some very talented rappers and musicians in the church.</li><li>2. To help the young people organise regular outreach events which they want to invite their friends to.</li></ol>

**Membership of the Staff Team**

Anticipated % of the role (20%)

**Key Tasks**

1. To enjoy mutually supportive relationships with the staff team, to follow to the leadership of the Senior Pastors and commit to the vision and values of the church (see below).
2. Attendance at staff meetings and catch up and coaching sessions with the Senior Pastor(s)

**NB:**

If you wish to apply for the St Milletus Course, an additional application process is required for them

**NB:**

If you wish to apply for the Full Time split youth & admin role please indicate this in your email and, in our initial chat, we can talk about which aspect of the admin role you might be best suited to take on. Areas could include social media, design, bookkeeping, database, logistics, policies.

**Key attributes:****Essential**

1. Understand and have an affection for the Vineyard Vision, Values and Theology and meet CV Leadership requirement below.
2. A sense of long-term calling to youth ministry and a track record of fruitful youth ministry
3. A desire and ability to work with diverse young people in a "city" context. Our church is at least 40% non-white and our 0-18s 50%+ non-white.
4. The ability to work well in our staff team and to enjoy being part of Croydon Vineyard church.

**Desirable**

1. A qualification in youth work or the willingness to train with St Mellitus to acquire a qualification
2. Experience of leading teams of volunteers

## **CV Vision and Values**

### **Culture of Worship**

We want people to have life-changing encounters with Jesus in every single one of our services. We want to express such a radical welcome and tell such relevant stories that all kinds of people instantly feel at “home” and inspired to engage with God. We want worship, teaching and ministry done in a way that honours Jesus, brings lasting change and leaves people keen to invite others in.

### **Raising Sons and Daughters**

We want to meet the whole generation of 0-18s in Croydon where they are at and show them Jesus in ways that make sense to them, training them to do the stuff of the Kingdom with their friends right now and investing in them long-term, lovingly raising sons and daughters who meet all their potential in Jesus.

### **Love Croydon / City Flourishing**

We want to be great at helping new people come to life in Jesus through everyday conversations, power evangelism and evangelistic courses. We want a Mon-Sun building where we can run projects and practical courses that change people’s futures, especially those who are marginalised or suffering from injustice. And we want to embrace our jobs and life circumstances as callings from God, seeing them as a place where we play our part in bringing Kingdom renewal to our land.

### **Life-changing small groups / learning the Way of Jesus.**

We want to bring diverse people together into loving, healing spaces where they help one another walk in the Way of Jesus that we see in the gospels. We want these spaces to be led in a way that mentors and equips others to grow in character, to discover and practice their gifts and to experience deep healing. We want each space to be naturally multiplying, raising up others to lead similar spaces for others.

### **Multipling Leaders / planting out**

We want to invest in catalytic women and men who give their lives to identifying, raising up and nurturing others. In particular we want to send out 100 diverse leaders to plant and lead Vineyard churches across London and Europe.

## **Criteria for Leadership at CV**

We believe leaders are appointed by God, not man. Many people will be appointed by God to lead in contexts different from CV. For us to be convinced that a leader is right to join CV's team we will see their character on a clear trajectory towards Christ-likeness, an unflinching commitment to active engagement in the local church and the right mix of gifts and experience for our next stage of growth. We use the overseer and deacon qualifications from 1 Timothy 3 and Titus 1 as the basis for our understanding of a leader's character.

### **'Above reproach'**

- A one woman man, or a one man woman, or - if not in a relationship - acknowledging that is what Christian relationship looks like.
- Temperate - neither set-back nor success changes them much
- Self-controlled - has forged a character leaning towards holiness and not prone to acting 'out of character'
- Respectable - looks, speaks and acts in a way that points towards Jesus
- Blameless- quick to repent, happy to confess fault and earnestly seeking perfect holiness
- Hospitable - demonstrates love for others through generosity of time and person, would mean they've been key member of a home group for a good period of time
- Not given to drunkenness
- Not a lover of money - demonstrated through giving significant % of monthly income to CV

### **'Able to teach'**

- Manages family and close friends well - demonstrating ability to nurture and empower
- Hold to deep truths of the faith - loves the bible and engages with it daily
- Not quarrelsome or overbearing - can cope with people disagreeing without making it into a big deal
- Not malicious talkers - not gossiping or slagging people off behind their backs