

# SEVERN VINEYARD CHURCH, BRISTOL



**/ JOB TITLE:**

**Assistant Pastor**

with specific responsibility for  
Youth and Students





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**LOCATION:** Severn Vineyard Church Bristol, based at The Powerhouse, StPhilips, BS2 0TH with some flexibility for remote working.

**REPORTING TO:** Lead Pastor

**WORKING WITH:** young people (11-18s), students, Youth team volunteers, Student Leaders and wider staff team.

**SALARY:** £25-30k FTE plus pension and financial support towards Theology training.

**HOURS OF WORK:** 0.6 FTE/21 hrs per week including Sunday mornings.

**ANNUAL LEAVE:** 8 weeks (40 days) pro rata plus Bank Holidays.  
8 Sundays off per year. 2 weeks annual leave must be taken together.

**CONTRACT:** Permanent

**PROBATION PERIOD:** 6 months

**APPLICATION PROCESS:** To apply please submit an updated CV and covering letter to [liz.nixon@severnvineyard.org](mailto:liz.nixon@severnvineyard.org). In no more than 1000 words, the covering letter should include:

- Why you wish to apply for the role
- Experiences, skills and qualifications you have that relate to the role
- Contact details for 2 references - we will only contact these with your permission if you are invited for interview
- Any other relevant information

**CLOSING DATE FOR APPLICATIONS:**

Friday 20th August, 5pm

**INTERVIEWS:**

Tuesday 31st August - Friday 3rd September

If you have any further questions or would like to discuss the role prior to your application, please do not hesitate to contact by emailing LizNixon: [liz.nixon@severnvineyard.org](mailto:liz.nixon@severnvineyard.org)

Details of our Safeguarding Policy and Privacy Notice can be found on our website [www.severnvineyard.org](http://www.severnvineyard.org)





## WHAT WE WILL OFFER YOU:

A competitive salary, that reflects the demands and responsibilities of the job, matched contributory pension, membership of Vineyard income protection scheme and death in service life assurance.

A holiday allowance that gives you time to invest in your own family and friendships as well as your own spiritual and emotional health.

Supportive and regular line management and mentoring.

Opportunities to learn on the job with access to coaching, training courses and learning experiences.

Financial support to complete the Certificate in Theology, Ministry and Mission at Trinity College Bristol, validated by Durham University.

The experience of working with a staff team of an established Vineyard church, as well as mentoring and coaching that will equip you to plant a Vineyard church/site or be ready to apply for the role of Lead Pastor in an existing Vineyard Church after three years.

## BACKGROUND TO SEVERN VINEYARD:

Severn Vineyard was planted in 2009 by Claire and Owen Lynch who previously served on the staff team of Trent Vineyard for 8 years. A city centre-based church of like-minded people who live all over Bristol and the surrounding villages and towns. With families, university students, and adults of all ages the church is diverse with currently over 15 nationalities represented. The church reflects culture of Bristol with an emphasis on creativity, innovation and inclusion.

Inspired by Jesus Christ, the purpose of Severn has always been to contribute to the spiritual, social and cultural well-being of the city. To that end our three highest priorities are 1) spiritual and emotional health, 2) our families, and neighbours in our places of work, rest and play, 3) serving the needs of the most vulnerable in our city. Everything we do is shaped by these priorities.

We are committed to multiplication and giving away our best and as such the church is always changing and seeking to work together with people and organisations in Bristol and beyond.

As well as in neighbourhoods, the church gathers in the Station in the heart of the city centre on Sundays and has offices nearby. For the last three years Severn has raised over £400,000 towards the cost of buying or leasing a venue that will create a space for the church and wider community to gather in the years to come.

Our youth and students are central to the beating heart of our church and city. We want to nurture, empower and release the young people to use their energy and talents to transform the world. Therefore, we are committed to support the families in which they grow, help them find their way in life, and get out of their way so they can unleash their immense potential.



## INTRODUCTION TO BRISTOL:

Bristol is simply an amazing place to live! The largest city in the south of the UK outside of London, it has a reputation for innovation, creativity and a certain independent spirit! Yet it is also a city known for inequality and division highlighted by the riots and protests in recent years. There is muchwork to do to help vulnerable people who are in need, and to help diverse communities understand and appreciate one another. We believe that the storyof unconditional love demonstrated by Jesus Christ is uniquely able to bring people together in love. Severn Vineyard and its partner charity - Bridges for Communities work hard to make this a reality.

Acres of green parks, a beautiful Harbourside, great restaurants, cafes, pubs, theatres and clubs, proximity to the rolling hills of Somerset, the beaches of Devon, Dorset and Glamorgan make Bristol a sparkling and delightful place to live and work. Like much of the rest of the South of England house prices are increasing in Bristol, but we can help you find the best up and coming areas in the city, plus there is a vibrant rental market with loads of cool apartments beingbuilt. The weather warm, sunny and quite wet, but there's a fab local airport with loads of connections across Europe should you wish to get away for the weekend.





## **ASSISTANT PASTOR RESPONSIBILITIES AND DUTIES:**

- To develop and implement strategic plans for both our Youth (11-18 years old) and Students (termly programme & annual events) which inspire and sustains them in progressive discipleship to Jesus. This plan would reflect the vision, values, purpose and priorities of Severn Vineyard and be developed in collaboration with the wider staff team
- To identify, recruit, train, deploy, monitor and nurture youth team leaders and student team leaders, who will facilitate events, programmes and processes that contribute to discipleship amongst the youth and students connected to Severn Vineyard
- To connect the Youth and Students to the wider Vineyard movement, in particular facilitating their involvement in 'Dreaming the Impossible', both annual and termly events and "The Cause To Live For" for Students
- To manage budget lines for both youth and student programmes, process and events, & missional opportunities; and be responsible for controlling expenditure to stay within budget
- To engage with and build relationship with Youth Leaders across Bristol and in the wider Vineyard movement, to give and receive support and ideas

### **YOUTH SPECIFIC:**

- To build great rapport with the parents of the Youth and look for opportunities to support them in their parenting, through facilitating gatherings and parenting events
- To work alongside the Children and Families' Pastor ensuring smooth transition from Vineyard Kids to Youth and to take opportunities to work together where appropriate e.g. Youth being invested in as Young Leaders
- To develop specific methods for wider youth engagement in the city; connecting with a range of youth agencies across the city
- Work with the safeguarding Coordinator to respond to any safeguarding concerns appropriately and in line with Severn's Safeguarding Policy. To ensure that all team members are recruited according to our safer recruitment process and all youth work undertaken in line with the Safeguarding Policy

### **STUDENT SPECIFIC:**

- To effectively facilitate the integration of students into Severn, enabling them to grow, receive and contribute to the life of Severn and be connected relationally to the wider church
- To develop specific methods for university campus engagement, connecting with a range of campus agencies



## **PERSONAL QUALITIES:**

- Commitment to developing in their connection with and love for Jesus
- Proven leadership ability and a heart for people to fulfil their potential
- A passion for Youth and Students
- Humble attitude towards oneself and others
- Pragmatic and capable of accountable self-direction.
- Openness to new ideas and ways of thinking and excellent communication skills to assist others to develop their own thinking
- A team player able to encourage and promote the ideas of others as well as own and who is helpfully enthusiastic and capable of creating energy and momentum
- Manner and judgment which inspires confidence
- Can-do attitude, but with the confidence to ask questions of other's judgment
- Appreciation of and/or possession of artistic/creative skills, in order to foster a creative and imaginative ethos within Severn Vineyard.



## **SKILLS AND EXPERIENCE:**

### **ESSENTIAL:**

- Experience in Youth work.
- Track record of recruiting, training and releasing leaders.
- Proven skills in managing a team of volunteers to achieve a common goal.
- Experience in establishing or multiplying projects, working with volunteer teams.
- Experienced and confident in leading Holy Spirit ministry.
- Able to demonstrate ability to deliver a number of significant projects to timetable.
- Ability to lead and motivate in a team and cross-team collaborative, collegiate environment.
- Ability to set and manage priorities, i.e adaptable.
- Good written and verbal communication skills and capable of designing, writing and delivering teaching material.
- Good IT skills – basic email, word processing and social media.
- Good organisational & time management skills.
- Competent in working with a financial budget.



### **DESIRABLE:**

- A desire to Church plant or take on your own church or site in the next 3-5 years.
- Experience of working with Students.
- Experience in public speaking.
- Driving licence and own car.

### **OTHER REQUIREMENTS:**

- Severn Vineyard is your Church and you fully participate in Church life and the annual rhythm of events
- Comply with all Severn Vineyard operating policies and procedures
- Undertake any training or personal development as required. This may include attendance at conferences & training meetings
- Any other duties reasonably requested by your Line Manager
- The appointment is subject to the individual obtaining an enhanced DBS check
- It is a Genuine Occupational Requirement that the successful applicant be able to demonstrate a Christian belief and value system in line with Vineyard Churches UK & Ireland Statement of Faith (<http://www.vineyardchurches.org.uk/resources/tools/statement-faith/>) and Severn Vineyard's Staff Code of Conduct and Ethos Statement.

