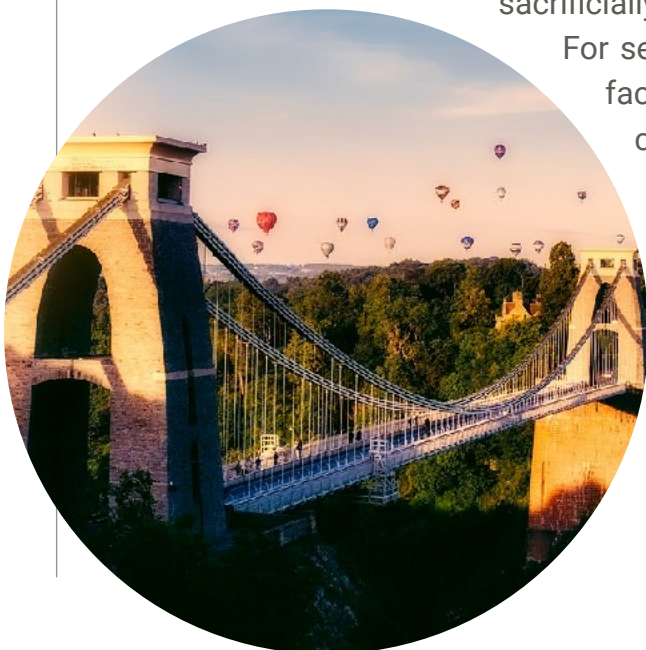




Our Church

We are a medium-sized Church of England church with an average weekly attendance of 235 adults and 35 under 16's, of mostly local people of every age who are at all stages of faith. Our three Sunday services each provide a distinct and varied style of worship within an evangelical framework. Our purpose as a church is to 'Follow Jesus and make Him known.' Our vision is that all members of the church would be equipped to go wider and deeper with God through Word, Worship, Witness and Welcome. We seek to do this in a way that is God-seeking, disciple-making, community-building and sacrificially generous.



For several decades St Mary's has been an active, outward-facing Christian community which loves to welcome and care for those who are part of the church family. The recent appointment of our new vicar, who is in her 30s, has brought fresh vision and energy to the large leadership team, which is a mix of paid staff and licensed ministers. St Mary's is a comparatively well resourced church in terms of people, finances and buildings. We recognise that we have a responsibility to use these gifts wisely as we seek to extend God's Kingdom in Bristol and beyond.

The Parish of Stoke Bishop

St Mary's was built in 1860 and is the only church of any denomination in the parish. Stoke Bishop is a predominantly residential suburb of Bristol which is not culturally diverse, with only a few people from ethnic minorities and a high proportion of affluent professionals. Despite the high cost of housing many families live in the parish, as well as a large proportion of elderly people. In addition, we have three university Halls of Residence locally meaning that during term-time there are 3,000 undergraduate students (mostly first years) living in the parish. Also in the parish, just a couple of streets away from the church, is Trinity Theological College. We currently have six ordinands (trainee vicars) with us on placement and they contribute to our church family in various positive ways.

Stoke Bishop has a handful of shops and restaurants, but no clearly defined centre, and the church is located 'off the beaten track' and thus doesn't have much passing traffic on foot or by car. Stoke Bishop is a beautiful part of Bristol, and Bristol is a vibrant, creative city where there is lots going on. Many younger people in Bristol particularly enjoy opportunities to engage with the arts and outdoor lifestyles. The city centre is easily accessible, as is the motorway network which surrounds the city, and there are good train links and bus services.



Stoke Bishop shops and restaurants



Halls of residence coffee shop

Current ministry amongst children and young people

Currently we run four groups on a Sunday morning for 0-14s during the 10.30am service, with our older youth either attending the 10.30am or the 6.30pm services. We also run a youth activity for 8-15s (ish) during the 6.30pm service. This is just getting off the ground and is in response to the needs of those who attend. Midweek groups aimed at younger generations include Bright Sparks toddler group, and weekly youth groups for our 10-14s and 15-18s. From time to time there are residential for our 11-18s and a history of attending summer camps. Messy Church attracts 70-100 people to each

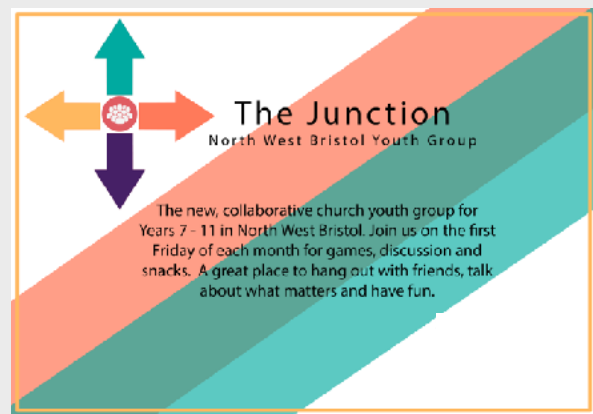
session, which are usually held once every half term. A week long Holiday Club is enjoyed by around 50 children each Easter and 'Trails' in church at Easter and Christmas are part of a long-standing tradition which help hundreds of children from the local schools immerse themselves in a Bible story.

Our Church of England Primary School in the parish has well-established links with the church. Church leaders and members have links with the school through governance, as parents and in various other ways. Our Children and Families Worker has invested significant time and energy in the school over the years to great effect. The clergy and others take a weekly assembly in school and assist with the RE curriculum.

The Avonside Mission Area

We are two years into a five-year experiment funded by the Church of England to try to increase spiritual and numerical growth across a group of churches in this area. The Associate Vicar at St Mary's has been appointed through this additional funding, and the early signs of this cross-parish working are encouraging. Members of the five churches involved come together regularly to work missionally, share ideas, pray and worship. The Vicar of St Mary's is the Lead Incumbent for the Mission Area and St Mary's has a particular responsibility in this way to be a helpful resource for the other churches, whose parishes are in areas of social deprivation, with an emphasis on serving those in need. Missional Communities have been set up, with representatives from each of the five churches. One Missional Community is particularly focused on connecting with

children and young people, and we would expect the Youth Minister to be part of this community, which would be both a support for them and a way for them to have an impact across Avonside. A recent development coming out of this Missional Community has been the launch of a monthly youth evening for teenagers from churches across the Mission Area and further afield. At the first event, 30 young people came along with their youth leaders.



Exciting opportunities for the Youth Minister

Our new Youth Minister will be building on a history of established youth and children's activities at St Mary's which have been well received by the community. They will be working alongside gifted, godly colleagues who have a passion for reaching younger generations. The church also has a history of offering placements to Youth Interns, particularly through the SWYM (South West Youth Ministry) scheme. There may well be an opportunity for the Youth Minister to oversee an Intern in due course. The Youth Minister will be line managed and supported by our permission-giving Vicar, and will be exposed to lots of formal and informal learning opportunities. Having Trinity College within the parish brings with it exciting opportunities for theological learning and growth. The Primary School has a relatively new Headteacher who is keen to increase the links between the school and the church.



Working with children at Stoke Bishop Primary School

Our vision for reaching younger generations

Given the demographic of our parish we are working towards having a team of three paid staff working with younger generations – children, teens and young adults – and their parents. Currently our Children and Families Worker has responsibility for 0-11s, and the Youth Minister will have responsibility for 11-18s. However, there has always been considerable overlap between the two age groups, and we operate as a close, supportive team, meaning that there is a willingness to help each other out, especially with big activities or projects.

When we are in a position to appoint a third member of the younger generations team, we anticipate the model would look something like the diagram opposite, with certain activities overlapping between two or three members of the team, whilst other things remaining distinct. The Young Adults Minister would have a particular pioneering role amongst the students in our parish, as

well as supporting the older youth and any young adults staying in Stoke Bishop once they have left school. If we can achieve this vision then the age brackets may well become 0-8s, 9-15s, 16-25s, recognising the need to help children and young people over the natural 'transition' points in life where church attendance often drops off.



Challenges in relation to our ministry amongst the younger generations

A history of having paid staff to work with children and young people, coupled with many in our church feeling 'time poor' has meant that we need to expand the team of people who serve our children and young people. More generally, there is a need to help families feel that church is an integral part of their lives, rather than an optional extra in the face of many competing priorities. This is also a factor for our teenagers, many of whom are very busy with extra-curricular activities and school work.

Not having a secondary school within the parish means that the young people we are currently in contact with are scattered across a variety of schools in the city, and we lack local opportunities to build relationships with young people who are not yet connected to the church. Changes in staff members over recent years has meant that numbers attending our groups are not as high as they once were – we need a Youth Minister who can help some of our young people to re-engage with church. There is also a need to help parents increase in confidence as those who can share the Christian faith within their own homes.



Young people taking part in a social action project

And finally ...

Our young people are hoping for:

Someone who will understand us as individuals

Someone who 'gets' the culture we're growing up in

Someone fun to have around

Someone who isn't afraid to experiment

A committed Christian who will inspire us to follow Jesus

Someone who will try new things

Someone energetic and creative



The Staff Team

Revd Jema Ball – Vicar

Revd Simon Potter – Associate Vicar

Revd John White – Pioneer Curate

Revd Jennifer Hall – Associate Minister (P/T)

Revd Hazel Trapnell – Associate Minister (P/T)

Revd Angela Cattell – Associate Minister (P/T)

Rachel Powlesland – Children & Families Worker (P/T)

Carrie Patterson – Operations Manager (P/T)

Rachel Sandford – Administrator (P/T)

Phil Manning – Ministry Intern

Matt Hurley – Worship Leader (P/T)

Brian Richardson – Licensed Lay Minister (P/T)

Peter Robottom – Licensed Lay Minister (P/T)

Joanna Leighton – Choir Leader (P/T)

Lucy Allen – Cleaner (P/T)

Jo Morris – Ordinand (will be our Curate from June 2020)

We also have five other ordinands from Trinity College on placement with us.



Youth Minister Role Description and Personal Profile

Location: St Mary Magdalene Church, Stoke Bishop, Bristol

Main Purpose: To oversee the Youth Ministry within the church and to grow and develop this in line with the vision of the church. To lead, and work alongside a team of church members to deliver the hands-on activities. The overall purpose of this role will be to partner with parents to help young people come to faith in Jesus and to grow in that faith so that it will last them a lifetime.

Reporting to: The Vicar and PCC. This role will be line managed by the Vicar.

Working closely with: The Children and Families Worker (P/T), Intern (Ministry Experience Scheme) and the wider ministry team.

Salary and hours: Starting salary £24-26,000 depending on experience. Full time hours of 37.5 per week, which will involve flexible working and will include evenings and weekends. At least one full day off per week with two full days off consecutively at least once a month. Holiday entitlement 25 days per year plus Bank Holidays.

Conditions of employment: The appointment will be subject to a probationary period of three months. Termination of employment will be subject to a notice period of three months by either party (upon successful completion of the probationary period).

St Mary's Church is committed to safeguarding the welfare of young people and expects all employees to share this commitment. All appointments are subject to a satisfactory DBS check being received.

Main duties:

1. To lead Youth Ministry at St Mary's Church

- a. To provide pastoral care for young people connected with the church.
- b. To take primary responsibility for leading the Youth Ministry, this includes Sunday morning teaching, mid-week evening youth clubs and study groups for young people.
- c. To equip, empower and support members of the congregation to engage with the youth work using their own particular strengths and gifts, ensuring a high quality and diverse ministry is provided for our young people.
- d. To help make the church accessible for all young people and facilitate their involvement as active members of the church.

- e. To teach the Bible and enable young people to grow as disciples of Jesus.
- f. To equip young people to share their faith with others.
- g. To connect with parents/carers of young people, ensuring that they are well-informed about activities and vision and equipped to be disciple-makers in their own homes.
- h. To build connections with young people currently outside the church, initially through the friendship networks of the young people already part of the church family.
- i. To plan trips and residential camps for young people in addition to co-ordinating the youth programme during the biennial Church Weekend Away.
- j. To work with the Finance Team to plan and budget for the Youth Ministry.
- k. To have a robust understanding of Safeguarding policies and ensure that they are being applied in practice. To connect with young people who do not currently have links with St Mary's
- l. Through close involvement with Stoke Bishop C.E. Primary School, taking assemblies, working alongside the Children and Families Worker on regular activities such as Easter and Christmas Trails, annual Easter Holiday Club, Transition session for Year 6s etc.
- m. Through establishing links with local secondary schools (outside the parish).
- n. Through hosting activities which attract young people into a church setting and help them to build relationships with Christians.

2. To contribute to Youth Ministry across North West Bristol

You will be part of a network of Youth, Children and Families Ministers across the Avonside Mission Area and further afield, working alongside them on joint initiatives which are running currently or may arise in the future.

3. To take advantage of opportunities for support and development

- a. To participate as required in meetings, training and development within St Mary's.
- b. To research and be alert to emerging faith development needs and opportunities for young people, locally and nationally.
- c. To be active in seeking out opportunities for further development in the field of Youth Ministry (e.g. attending national conferences and local training events).
- d. We would expect you to have a Spiritual Director (or equivalent) to support you as a growing disciple of Jesus. We would also strongly encourage you to link in with the youth worker network in Bristol, meeting with colleagues across the city for prayer, support and sharing of ideas.

This job description is not exhaustive and the Youth Minister will be expected to undertake any other activity reasonably requested by the Vicar. The job description will be reviewed, in consultation with the post holder, from time to time and amended in light of the changing needs of the church.

Personal Profile

The right candidate will be a committed Christian with a mature faith in Jesus, willing to become a worshipping member of St Mary's Stoke Bishop. *There is a genuine occupational requirement that the post holder is a practising Christian.*

E = Essential

D = Desirable

Personal qualities

- ◆ Honesty and integrity. **E**
- ◆ Passionate about and gifted in youth ministry. **E**
- ◆ Approachable by people of all ages. **E**
- ◆ Ability to engage and inspire young people, build trust and gain respect. **E**
- ◆ An open heart and a "can do" attitude, able to receive feedback. **E**

Skills

- ◆ Able to work relationally, empowering and supporting others. **E**
- ◆ Competent administratively, demonstrating self-management. **E**
- ◆ Evidence of being able to work creatively and pioneer new ideas. **E**
- ◆ Evidence of being able to create, deliver and evaluate a strategy. **D**
- ◆ Additional gifts or skills, e.g. in music, sport, drama, art. **D**

Knowledge

- ◆ A good knowledge of the Bible, with the ability to think theologically and engage young people through biblical teaching. **E**
- ◆ Safeguarding policy and practice. **E**
- ◆ Adolescent development and culture. **D**

Experience

- ◆ Working as part of a team, building and maintaining good relationships. **E**
- ◆ Working with young people in various settings, including Christian youth work. **E**
- ◆ Working with people with differing cultures and beliefs. **D**

Qualifications

- ◆ Undergraduate degree (relevant degree preferred). **D**
- ◆ Evidence of involvement in training, reading, academic study or other personal development relating to young people. **D**

