



## **Harrogate Pioneer Youth Leader**

### **Context**

**The Harrogate Hub is a local charity whose aim is to unite churches across our town for mission. We want to see our town transformed with Gospel, by making disciples who make disciples.**

The Harrogate Hub regularly gathers church leaders for prayer, worship and conversation about mission. As part of this, churches across Harrogate recognise that they are good at discipling young people from Christian homes and that during lockdown exceptional work has been done by Youth Ministry teams across the town in providing pastoral support and community for those young people. This has been an incredibly difficult task given the restrictions in place.

As the year has progressed it's become clear that lockdown, school closures and uncertainty over exams has placed significant stress on young people, resulting in unprecedented increases in mental health concerns amongst teenagers.

Churches in Harrogate recognise the need to reach out to young people with the Gospel at this time and want to work together to make this a reality.

In response to this, The Harrogate Hub is underwriting the cost of the first 3 years of employing a Full Time Pioneer Youth Leader. Church House Trust has already generously contributed £15k to the first year of this.

The rest of this document describes in more detail what that role would look like.

### **Vision**

To work with volunteers from churches across our town to create a network of Missional Youth Communities in Harrogate. In practice, this looks like:

- Each of these Communities being an expression of church in its own right, each with a rhythm of worship, fellowship and mission.
- For the PYL to focus initially on one geography or school and only move to another once a community and its volunteer leaders are well established.
- For Fresh Expressions pathway to be followed. The PYL would work to build relationships with young people in the area through school clubs or detached work, ask young people what they might want to start in their area (eg. Film club, youth club, art project) and then explore faith and discipleship with young people in smaller groups as the opportunity arises.

- For this role to be successful, the PYL will need to develop a team of volunteers. This requires local churches to be willing to give people and energy to the project. Churches across Harrogate have agreed to do this, although the success of this will depend on the PYL's ability to build good relationships and lead the volunteer team well.

### **Application Process**

- The application form can be found at <https://theharrogatehub.org/pioneeryouthleader/>
- Please complete the application form and send to Janet@harrogatehub.org by 4pm **Wednesday 14th July 2021.**
- Interviews will take place on 21<sup>st</sup> and 22<sup>nd</sup> July 2021 in Harrogate.

## Governance Structure

Governance and Oversight is often the place where joint projects get stuck. Classic examples that groups of churches have historically pursued (eg setting up a separate charity or a complex governing body) were considered, but both would require significant work and risk clogging up the movement of the initiative with bureaucracy and a desire to involve all stakeholders. Instead, the following was agreed as the best option by the leaders of 11 different churches in Harrogate:

Details
<p>PYL is employed by Kairos Network Church <a href="https://kairoschurch.net/">https://kairoschurch.net/</a> to work exclusively in outreach and church planting. As such, the expectation is that the output of the project is distinct from the base-church and may in time require its own legal identity. A financial grant is made from the Hub to the base-church to cover pre-agreed costs.</p> <p>The base-church provides pastoral care and mutual support for the PYL as part of its staff team, along with the required HR, Safeguarding, GDPR, and legal aspects.</p> <p>A small team of representatives from approximately 3 churches (including the base-church) will collaboratively provide line management and accountability for the PYL and assist with the development of vision and strategy. This team would ideally span theological tradition and include a representative able to 'speak the language' of the PYL, e.g. if they came from a Baptist background it would be sensible to have someone from that stream in this team.</p>

## Job Description

<b>Job Title:</b>	Pioneer Youth Leader
<b>Location:</b>	Harrogate, North Yorkshire
<b>Salary</b>	£25k/year plus pension & pre-agreed expenses (Full Time)
<b>Responsible to:</b>	<p>Ben Askew, Kairos Network Church (Base Church and employer)  <a href="https://kairoschurch.net/">https://kairoschurch.net/</a></p> <p>In addition, a small team of representatives from approximately 3 churches (including the base-church) would collaboratively provide line management and accountability for the PYL and assist with the development of vision and strategy.</p>
<b>Relating to:</b>	Local churches, local volunteers, secondary schools, The Hub.
<b>Job Purpose:</b>	<ul style="list-style-type: none"> <li>• To initiate and establish the development of a network of Missional Youth Communities as a partnership between the local churches in Harrogate.</li> <li>• To develop a significant ministry amongst non-churched young people using principles and lessons learned from other missional youth churches (eg <i>Sorted</i> in Bradford and other Fresh Expressions), through evangelism, making disciples and enabling appropriate new forms of church.</li> </ul>
<b>Objectives:</b> (see below for fuller explanation)	<ol style="list-style-type: none"> <li>1. To reach local 11-18 year olds (schools years 7-13) with the Gospel.</li> <li>2. To pioneer, innovate and establish a new worshipping youth community appropriate to the context.</li> <li>3. To lead volunteers to share in the ministry as part of their wider local commitments.</li> <li>4. To offer encouragement and coaching to other churches in Harrogate.</li> <li>5. To model Christian discipleship and fulfil all practical responsibilities commensurate with the role.</li> <li>6. To identify, mentor and empower young leaders from the developing community so that the new youth community will grow and multiply, eventually becoming a network.</li> <li>7. To do this in partnership with churches across town, building on existing cross-church relationships and communicating well with existing Youth Leaders from different partner churches.</li> </ol>

## **Objectives, Responsibilities and Tasks**

### **1. To reach local 11-18 year olds with the Gospel**

- a. Engage in a 'listening and discernment' process to identify the most effective way to begin reaching local teenagers and continue prayerfully developing strategies for the growth of a Missional Youth Community. (This will involve schools work – both formal and informal, and out-of-schools activities.)
- b. Build life-enhancing relationships with young people (in and outside school), expressing the Gospel through actions and words, so that young people may become disciples of Christ.
- c. Create and develop small discipleship groups of young people to explore Christianity and grow as disciples of Christ, learning to worship and pray together.
- d. Develop an informal community of young people outside of school, where faith can be shared and developed in the context of youth work.

### **2. To pioneer, innovate and establish a new worshipping youth community appropriate to the context**

- a. Learning from principles developed through other missional youth churches such as Sorted in Bradford or other Fresh Expressions, develop a local strategy for gathering receptive young people into a Christian community (or communities).
- b. Gather those being reached into a Missional Youth Community (see attachment for organisational structure, governance and accountability).
- c. Develop a 'portfolio' approach to growing church, exploring how church can best happen with different groups.
- d. Develop a culture of raisings funds, as appropriate, working towards financial sustainability of the ministry.

### **3. To lead volunteers to share in the ministry as part of their wider local commitments**

- a. Grow a team of mature Christians from churches across Harrogate with right support and accountability to share in the work with young people.
- b. Oversee the work of the volunteers and delegate responsibility as appropriate.
- c. To develop and maintain good working relationships with church leaders and ensure volunteers are supported in this work by their church leader.
- d. Ensure volunteers are appropriately trained and provide that training where necessary.
- e. Develop, with team members, a life of prayer for the young people and for the work of the Missional Youth Community.

- 4. To identify, mentor and empower young leaders from the developing community**
  - a. As the community develops, identify and encourage young 'people of peace' who have a desire to reach out to others.
  - b. Encourage, mentor and empower young leaders, ensuring they have appropriate skills and a 'DNA' for reaching and leading others.
  
- 5. To offer encouragement and support to other churches in Harrogate, and ensure excellent communication with The Hub and other Youth Leaders**
  - a. In partnership with The Harrogate Hub, establish healthy and collaborative relationships with other churches .
  - b. To ensure excellent communication with existing Youth Leaders in Harrogate, ensuring a culture of "working together" to reach unchurched young people. This would include, but is not limited to, communication of plans to go into schools, start new clubs or run other local activities.
  - c. Visit churches, sharing the news of the Missional Youth Community and preach when invited.
  
- 6. To model Christian discipleship and fulfil all practical responsibilities commensurate with the role.**
  - a. Encourage a culture of personal discipleship, with daily prayer and bible study, together with occasional theological reflection to ensure personal spiritual health and development.
  - b. Establish financial generosity as a mark of discipleship.
  - c. Meet regularly with the line manager, completing an annual appraisal.
  - d. Report regularly to persons named above
  - e. Undertake training as identified by the line manager, including an understanding of loss and bereavement and mental health in young people.
  - f. Undertake and regularly update risk assessments and health & safety policies associated with activities and take steps to manage and reduce the risk.
  - g. Comply with all current safeguarding legislation and policies and all other relevant policies, as appropriate (detached youth work, drug and alcohol, equal opportunities, confidentiality etc).
  - h. Undertake other duties as outlined by the line manager which are commensurate with the post.

## Knowledge, Experience, Skills, Qualifications

### Essential

1. A person of prayer, robust spirituality and self-discipline with the personal resources to sustain a pioneering ministry
2. An ability to build relationships with and empower young people.
3. An ability to build and maintain good relationships with a wide range of stakeholders from different church backgrounds.
4. Experience in Mission, Ministry, Youth Work or Education.
5. A proven ability in evangelising non-Christian teenagers.
6. A demonstrable track record of innovation, having imagination and taking initiative and a commitment to pioneer.
7. An ability to pioneer in partnership with others rather than alone, with a particular strength in listening to others.
8. Ability to demonstrate a high degree of resilience and capacity to take the initiative, and in developing own support structures.
9. Strong desire to reach young people and see them become disciples of Christ.
10. Experience of recruiting, training and leading a team of volunteers.
11. Knowledge of health and safety and child protection issues

### Desirable

1. Commitment to a process of “listening and discerning” and valuing of context.
2. Understanding of the challenges facing young people, both individually and communally.
3. Leadership skills in any area that could be applied for initial engagement with young people, eg Sports, Arts.
4. Experience of relating Christian faith to life outside of a church setting, with non-Christians through dialogue or small group work.
5. Good communication skills, both oral and written.

## ADDITIONAL COMMENTS

This is a new post, in a unique setting. The post-holder will be expected to pioneer a contextually appropriate approach.