

Pioneer Youth Worker

The Harrogate Hub and Kairos Network Church are partnering to employ a Pioneer Youth Worker.

Do you have a heart for young people? Do you want to see young people's lives transformed with the Good News of Jesus? Do you feel how difficult the last few years have been for them and want to do something about it? Could you partner with churches across the town so that every corner can be reached? If so, this role could be for you.

We are looking for an experienced practitioner to plant a new network of Missional Youth Communities across Harrogate. Kairos Network Church will be your employer and provide outstanding line management and a spiritual home. An exciting thing about this role is that you will also be partnering with The Harrogate Hub, a missional unity movement. Through The Hub many churches in the area have agreed to provide support and volunteers to make this a town-wide, ecumenical project.

<https://theharrogatehub.org/>
<https://kairoschurch.net/>

Vision for the role

The vision for the role is to create a network of Missional Youth Communities across Harrogate. In practice, this will look like:

- Each of these Communities being an expression of church in its own right, each with a rhythm of worship, fellowship and mission.
- The Pioneer Youth Worker focussing initially on one geography or school and only moving to another once a community and its volunteer leaders are well established.
- The Pioneer Youth Worker building relationships with young people in the area through school clubs or detached work, asking young people what they might want to start (eg. film club, youth club, art project) and then exploring faith and discipleship in smaller groups as the opportunity arises.
- The Pioneer Youth Worker forming a team of volunteers from across churches in Harrogate. (Churches have already agreed to support this, but the success of the project will depend on the Pioneer Youth Worker's ability to build good relationships and lead a volunteer team well.)
- The Pioneer Youth Worker developing relationships with local partners such as schools, churches, charities and other interested parties to understand where opportunities lie and work collaboratively to reach young people.

Job Description

Job Title:	Pioneer Youth Worker
Location:	Harrogate, North Yorkshire
Salary	£25k/year plus pension & pre-agreed expenses
Responsible to:	<p>Rev Ben Askew, Pioneer Minister, Kairos Network Church https://kairoschurch.net/</p> <p>Representatives five local churches (from a range of theological backgrounds) and The Harrogate Hub, will assist with the development of vision and strategy.</p>
Relating to:	<ul style="list-style-type: none"> • The Harrogate Hub https://theharrogatehub.org/ • Local churches and volunteers. • Local secondary schools.
Job Purpose:	<ul style="list-style-type: none"> • To initiate and establish the development of a network of Missional Youth Communities as a partnership between the local churches in Harrogate. • 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.
Objectives: (see below for fuller explanation)	<ol style="list-style-type: none"> 1. Reach local 11–18-year-olds (school years 7-13) with The Gospel. 2. Pioneer, innovate and establish a new worshipping youth community appropriate to the context. 3. Establish nurturing relationships with young people where they feel supported and safe. 4. Identify, mentor and empower young leaders from the developing community. 5. Lead volunteers to share in the ministry as part of their wider local commitments. 6. Do this in partnership with churches across town, building on existing cross-church relationships and communicating well with existing youth workers from different partner churches. 7. Model Christian discipleship and fulfil all practical responsibilities commensurate with the role.

Objectives, Responsibilities and Tasks

1. Reach local 11–18-year-olds with The Gospel

- a. Pray, listen and act, to identify effective ways of building relationships with local teenagers, both in and out of school.
- b. Build life-enhancing relationships with young people, 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 worship and pray together.

2. Pioneer, innovate and establish a new worshipping youth community appropriate to the context

- a. Learning from principles developed through other missional youth churches (e.g. Sorted in Bradford, Fresh Expressions and others), develop a local strategy for gathering receptive young people into a missional youth community.
- b. Develop a 'portfolio' approach to growing church, exploring how church can best happen with different groups.

3. Establish nurturing relationships with young people where they feel supported and safe.

- a. Given the many challenges that face young people, especially in the context of a pandemic, provide a safe environment for them to come together for support.
- b. Ensure space and time is given for young people to explore and discuss some of the challenges they face e.g. lockdown, mental health, social media, relationships etc.

4. Identify, mentor and empower young leaders from the developing community

- a. As the community develops, identify and encourage young people who have a desire to reach out to others so that the new youth community will grow and multiply, eventually becoming a network.

5. Lead volunteers to share in the ministry as part of their wider local commitments

- a. Grow a team of volunteers from churches across Harrogate to work with you.
- b. Oversee the work of the volunteers, providing support and accountability and delegating responsibility as appropriate.
- c. Develop and maintain good working relationships with church leaders and help ensure volunteers are supported in this work by their church leader.
- d. Ensure volunteers are appropriately trained and provide that training where necessary.

- 6. Do this in partnership with churches across town, building on existing cross-church relationships and communicating well with existing youth workers from different partner churches.**
 - a. In partnership with The Harrogate Hub, establish healthy and collaborative relationships with other churches.
 - b. Ensure excellent communication with existing youth workers 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, starting new clubs or running other local activities.
 - c. Visit churches, sharing the news of the Missional Youth Community and preach when invited. Offer local churches encouragement and coaching.

- 7. 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 your line manager, completing an annual appraisal.
 - d. Undertake training as identified by your line manager, including an understanding of loss and bereavement and mental health in young people.
 - e. Undertake and regularly update risk assessments and health & safety policies associated with activities and take steps to manage and reduce the risk.
 - f. Comply with all relevant policies including safeguarding, drug and alcohol, equal opportunities, confidentiality etc.
 - g. Undertake other duties as outlined by your 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, safeguarding and child protection issues

Desirable

1. Commitment to prayerful listening and discernment and valuing of context.
2. Understanding of the current culture trends and 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.