



- The Pioneer Youth Worker is to create opportunities for invitation within the following groups:
  - **Year 6:** Build on the existing relationships with primary schools, and the town wide It's Your Move project, to create an MYC that Yr 6s can join to maintain friendships as they move to different high schools.
  - **High schools with existing relationship:** Work alongside chaplain to build some interest-based, after-school (or lunchtime) MYCs e.g. football club.
  - **Other high schools:** Provide relevant support for school (e.g. TLG). As appropriate, invite young people to new or existing MYC.
- The Pioneer Youth Worker is to develop relationships with local partners such as schools and churches to understand where opportunities lie and work collaboratively to reach young people.
- Kairos Network Church will be your employer and provide outstanding line management and a spiritual home. Through The Hub (a local missional unity movement) many churches in the area have agreed to provide support and volunteers to make this a town-wide, ecumenical project. The success of the project will depend on the Pioneer Youth Worker's ability to build good relationships and lead a volunteer team well.

## Job Description

<b>Job Title:</b>	Pioneer Youth Worker
<b>Location:</b>	Harrogate, North Yorkshire
<b>Salary</b>	£25-30k per year based on experience plus pension & pre-agreed expenses
<b>Responsible to:</b>	Rev Ben Askew, Pioneer Minister, Kairos Network Church <a href="https://kairoschurch.net/">https://kairoschurch.net/</a> Representatives five local churches (from a range of theological backgrounds) and The Harrogate Hub, will assist with the development of vision and strategy.
<b>Relating to:</b>	<ul style="list-style-type: none"> <li>• The Harrogate Hub <a href="https://theharrogatehub.org/pyw/">https://theharrogatehub.org/pyw/</a></li> <li>• Local churches and volunteers.</li> <li>• Local secondary schools.</li> </ul>
<b>Job Purpose:</b>	<ul style="list-style-type: none"> <li>• To initiate and establish the development of a network of Missional Youth Communities, working in partnership with local schools and local churches.</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. Reach local 11–18-yr-olds (school years 7-13) with The Gospel</li> <li>2. Pioneer, innovate and establish new worshipping youth communities appropriate to the context.</li> <li>3. Establish nurturing relationships with young people where they feel supported and safe.</li> <li>4. Identify, mentor and empower young leaders from the developing community.</li> <li>5. Lead volunteers to share in the ministry as part of their wider local commitments.</li> <li>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.</li> <li>7. Do this by forming good relationships with local schools, working in partnership with chaplains and other stakeholders.</li> <li>8. Model Christian discipleship and fulfil all practical responsibilities commensurate with the role.</li> </ol>

## **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 new worshipping youth communities 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. Do this by forming good relationships with local schools, working in partnership with chaplains and other stakeholders.**
  - a. We already have good relationships with the chaplain of a local high school. It will be important to work in partnership with them, following their lead on what is right for the school and their pupils.
  - b. Demonstrate servant leadership when working with local schools, identify their needs and how local churches can serve them and respecting boundaries they put in place.
  
- 8. 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
<ol style="list-style-type: none"><li>1. A person of prayer, robust spirituality and self-discipline with the personal resources to sustain a pioneering ministry.</li><li>2. An ability to build relationships with and empower young people.</li><li>3. An ability to build and maintain good relationships with a wide range of stakeholders from different church backgrounds, especially schools.</li><li>4. Experience in Mission, Ministry, Youth Work or Education.</li><li>5. A proven ability in evangelising non-Christian teenagers.</li><li>6. A demonstrable track record of innovation, having imagination and taking initiative and a commitment to pioneer.</li><li>7. An ability to pioneer in partnership with others rather than alone, with a particular strength in listening to others.</li><li>8. Ability to demonstrate a high degree of resilience and capacity to take the initiative, and in developing own support structures.</li><li>9. Strong desire to reach young people and see them become disciples of Christ.</li><li>10. Experience of recruiting, training and leading a team of volunteers.</li><li>11. Knowledge of health and safety, safeguarding and child protection issues</li></ol>
Desirable
<ol style="list-style-type: none"><li>1. Commitment to prayerful listening and discernment and valuing of context.</li><li>2. Understanding of the current culture trends and challenges facing young people, both individually and communally.</li><li>3. Leadership skills in any area that could be applied for initial engagement with young people, eg Sports, Arts.</li><li>4. Experience of relating Christian faith to life outside of a church setting, with non-Christians through dialogue or small group work.</li><li>5. Good communication skills, both oral and written.</li></ol>

### ADDITIONAL COMMENTS

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