

# YOUTH DIRECTOR

2022

St Paul's and St George's (Ps & Gs) is a vibrant Scottish Episcopal church in the centre of Edinburgh with a congregation of around 1,000. At our heart we believe that we are called to be whole life disciples, sharing the whole of the gospel, with the whole of society, through churches of grace.

We are looking for an experienced youth leader to develop and lead our youth ministry, inspiring and working with volunteers and staff to help young people aged 11-18 within, and beyond the church, to encounter God and engage with Jesus.

Is that you? If so, please read on.

## Introduction

Thank you for expressing interest in the Youth Director role at Ps & Gs. I hope you find the following material helpful in telling you a bit more about the church, and the job. If I can help in any way, do please get in touch with me via the church office.

Our youth work is a key part of our ministry. As we emerge from the pandemic, we desire to re-engage our young people in deeper ways. This role will be instrumental in making that happen, in line with our vision and strategy. The post of Youth Director is a key appointment, helping young people to discover Jesus, grow in their relationship with Him and each other, and tell other people about Jesus. We are looking for the right person who loves Jesus and loves young people!

Please be assured of our prayers as you seek whether God is calling you to join us. Thanks again for your interest. Thanks again for your interest,

Yours warmly,

Dave Richards, Rector



## About Ps & Gs Church

Built in 1818 and refurbished in 2008, the church building stands in a strategic location in the heart of Edinburgh's New Town. We have three Sunday services and a separate Church Online service, a vibrant community life with over 50 ministry areas, and many opportunities to serve those around us.

We are at an exciting time in the life of Ps & Gs. As society rebuilds after the global pandemic, we have been continuing to deliver and expand our ministries to respond to the ever-changing needs of our congregation and city. As well as Sunday services, we offer a wide range of courses, activities and ministries.

We are passionate about evangelism and run the Alpha Course both in person and online. Our Saturday Meal reaches out to the homeless and vulnerable in our community by providing a free meal every weekend. Our Counselling Service is responding to the challenges caused by the pandemic. Our Children's Ministry is engaging regularly with families who are delighted to be able to meet in person again, whether they attend church on Sundays or through our midweek Babies and Toddlers group. Our youthwork has huge potential – and we would love your help to enable it to fulfil that!

We are a gathered church, and so encourage people to become whole life disciples through local Connect Groups. We ask that anyone who calls Ps & Gs their home church gets actively involved by regularly praying for the work, serving as part of a volunteer team, and by giving financially to keep making church happen. We are hugely thankful for the generosity of our congregation.

### STRATEGY

We believe that God wants us to be a church that takes calculated risks; to be innovative, radical and creative in our worship, evangelism and life together. We have adopted a strategy for 2020-2025 (Stretch 25) and this includes ambitious targets to help us grow and develop as a church.

We have planted two churches in the last 8 years and have plans for several more in the coming years. We are exploring the possibility of creating a Wholeness Centre in the city to reach and serve the people of Edinburgh.

Our current **Stretch 25** strategy has four strands:

- Changing Lives
- Transforming Society
- Deepening Influence
- Church Planting

A summary of our strategy is on our website:

[www.psandgs.org.uk/strategy](http://www.psandgs.org.uk/strategy)

# Our structure

## Vestry

The Vestry operate as non-executive trustees and hold the responsibility for finance, property, safeguarding and the overall strategic direction of the church.

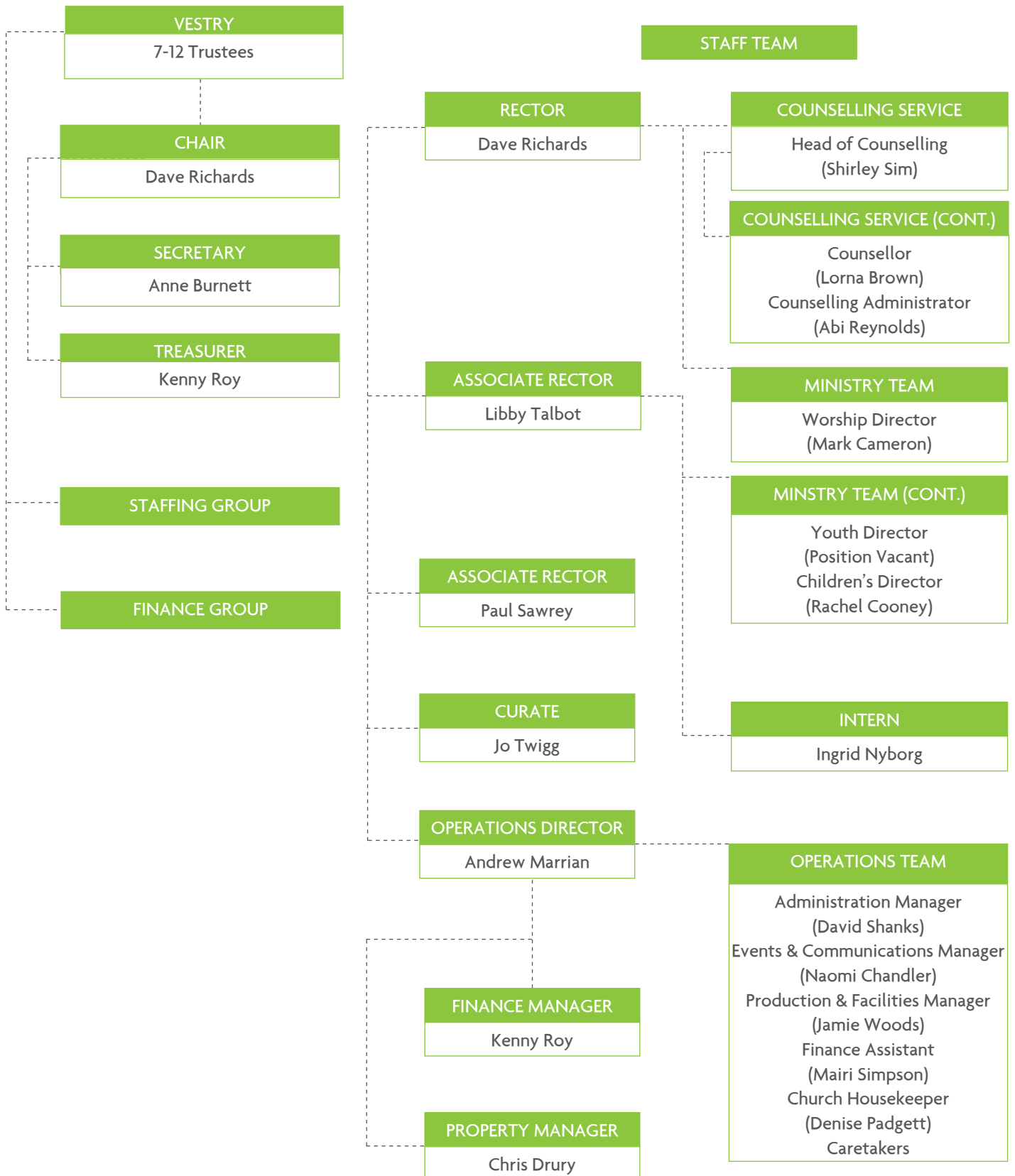
The Vestry is made up of elected members of the congregation, clergy, Operations Director, and is chaired by the Rector.

## Staff and Volunteers

The staff are responsible for enabling the day-to-day operational ministry of the church.

The church has a strong volunteer base of over 400 as well as various areas of ministry coordinated by volunteer-led teams.

See the team: [www.psandgs.org.uk/staff](http://www.psandgs.org.uk/staff)



## Working with Ps & Gs young people

- Developing opportunities for all 11-18 year olds connected to Ps & Gs to grow as whole life disciples
- Planning and programming teaching, worship and activities that are age-appropriate
- Leading the mentoring and discipling of young people.
- Spending time getting to know the young people and their family contexts
- Providing or arranging pastoral care as necessary.
- Identifying and developing young people with leadership potential
- Organising trips to festivals like Magnitude (the Scottish successor to Soul Survivor) and residential youth weekends away
- Recognising the situation post-pandemic, and taking this into account in planning and preparation

## Strategy and Administration of the Youth Ministry

- Leading the development and growth of the vision and strategy for the Youth Ministry at Ps & Gs in conjunction with the Rectors and the Vestry
- Communicating the vision and strategy to the young people, youth teams, the congregation and, where relevant, to groups out-with the church
- Ensuring all relevant aspects of the strategy are actioned
- Ensuring efficient administration underpins all activity
- Communicating effectively to parents, young people and the church
- Ensuring the Youth Ministry has an appropriate and active social media presence
- Ensuring appropriate policies/risk assessments for the Youth Ministry (safeguarding, health and safety, etc.) are in place and training given
- Maintaining a high standard of record keeping, for both young people and team involved in all aspects of the ministry, which meets data protection and safeguarding requirements
- Managing budgets in conjunction with team members, ensuring each area of the ministry has the appropriate resources

## Overseeing and leading the Ps & Gs Youth Team

- Recruiting, leading, facilitating and resourcing the Youth Ministry teams
- Ensuring that pastoral support and prayer occurs regularly for the teams
- Facilitating regular planning meetings for the youth teams, and training as required
- Ensuring the teams have the administrative information they require and are resourced to ensure good running of each individual team and event
- Facilitating the delivery of regular informal feedback and an annual personal leadership development discussion with all youth team members
- Actively encourage all youth team members to participate in the Ps & Gs Core Leadership programme

## Working as part of the Ps & Gs staff team

- Taking a full part in the life of the staff team – staff meetings, Head to Head, Vestry etc
- Getting involved in the implementation of the vision, values and strategy of Ps & Gs
- Playing your part as a key leader within the church community, attending Core Leadership training and other events as requested
- Work closely with the Children's Director to ensure a smooth transition from P7 to S1

## Working beyond Ps & Gs

- Identifying possible new areas of ministry, such as opportunities for outreach in schools and other community groups. These might be in schools where our young people attend or others
- Continuing to build the relationship with Ferrywell Youth Project
- Building and growing relationships with contacts in other churches and organisations

## Ps & Gs Youth

The Youth Director will lead the youth work at Ps & Gs for all young people of secondary school age (S1-S6 age 11-18).

Ps & Gs Youth's current programme is:

- **Sundays (S1-S4, age 11-14/15):** Meet during the 10am service for an hour where we deepen relationships and explore the Bible together.
- **Sundays 6-7pm (S3-S6, age 14-18):** Meet for discipleship and relationship building and then attend the 7pm service

### On Fridays we have:

- **House Party (S3-S6)** 1st Friday of the month – for hanging out, games and food
- **Big House (S1-S3)** 2nd Friday of the month – for fun, games and pizza
- **Club House (S1-S6, age 11-18)** 3rd Friday of the month - A relaxed evening of fun, worship, teaching and prayer.

The current programme has been designed particularly in response to the effect that the pandemic has had on our youth and especially their sense of connection to Church and each other. We are also a gathered church, with our families and young people coming from all areas of the city and from many different high schools. This also creates challenges, in terms of engagement and community building.

Although this is the current meeting pattern, there is potential for growth, development and change moving forward.

We want to see our Youth Ministry continue to grow and flourish in size and depth through discipleship, evangelism, social transformation and prayer.

## About you

### You will be:

- A committed evangelical Christian who has a mature faith, a demonstrable clear gift for youth ministry and an ability to provide leadership within that context
- Committed to the vision, values and overall strategy of Ps & Gs
- Passionate about young people and developing their relationship with God
- Excited about young people coming to know Jesus and helping them to engage in evangelism
- Experienced in working with young people, particularly in discipleship, evangelism and social transformation
- Experienced in managing other staff or voluntary team members
- A creative, fun-loving person who is confident in who they are and has a well-developed sense of humour
- Teachable and committed to learning and developing as a leader with Christ-like character
- An excellent communicator with well-developed interpersonal skills and the ability to build and maintain relationships at all levels
- Able to lead effectively, think strategically and plan carefully
- A team player
- Organised and flexible
- Able to complete administration competently and be IT literate
- Able to harness Social Media and use it as an appropriate tool for communication and outreach

### You might also have:

- A relevant qualification in youth work and/or theology.

## Key Information

1. Start date: as soon as possible, ideally by January 2023.
2. The role is permanent but has a mutually-reviewable probationary period of six months.
3. The role is ideally 35 hours per week, excluding breaks, working over five days, including some evenings and Sundays. We would consider a part-time role for the right candidate.
4. Salary is negotiable dependent on experience, but is in the range of £24,000 –£27,000.
5. You will be entitled to five weeks' holiday per year, plus five designated public holidays, plus five public holidays to be taken at a time of your choosing. The majority of holidays will be taken in school holidays and are agreed with your line manager.
6. The notice period is three months.
7. The role reports to one of the clergy and is appraised annually.
8. The appointment will be subject to you, if successful, obtaining a PVG Scheme Record (Enhanced Disclosure) through Disclosure Scotland. If you are invited to interview, you will receive more information about this.
9. The role has an occupational requirement that the post-holder has an active and lively Christian faith.

### To apply:

Please complete an application form (available at [www.psandgs.org.uk/jobs](http://www.psandgs.org.uk/jobs)) and return to David Shanks, [david@psandgs.org.uk](mailto:david@psandgs.org.uk).

Applications will be reviewed on receipt and you will be contacted about the next steps.

