

St Mary's Church, in the Bristol suburbs, has a long history of serving young people and offering them opportunities to hear about, and grow in, the love of Jesus.

YOUNGER GENERATIONS MINISTER

for St Mary's Stoke Bishop

15 hrs per week

FTE £31,200

Closing Date: 30 April 2025

Interviews: Mid-May 2025

To apply send your CV and a covering letter outlining your reasons for applying to vicar@stmarysb.org.uk

We are recruiting a Younger Generations Minister

to add capacity to our paid and volunteer team and help us disciple the young people that God has already sent to us!

Could this be you?

We are looking for an enthusiastic Christian, committed to St Mary's Church, who can inspire young people to live for Jesus.

The successful candidate will be collaborative, a confident communicator, a self-starter and have experience of working with young people. The role will primarily focus on church-based groups with some opportunities for community work with schools.

You would be joining a supportive team, which includes a full-time Younger Generations Minister, focussed particularly on children and our community work with Stoke Bishop C.E. Primary School. Everyone on the team is committed to sharing the Gospel through word and action.

For an informal chat, and to discuss flexible working (e.g. term time only) and possibilities for additional hours to be added to the role, please contact Rev Jema Ball vicar@stmarysb.org.uk

This role will primarily focus on 10-18's, in addition to occasional work with younger children. St Mary's Church is committed to safeguarding and promoting the safety and welfare of children and vulnerable adults.

Got questions?

Check out pgs 5-6 for some FAQs.

Still got questions? Get in touch!



What does the role involve?

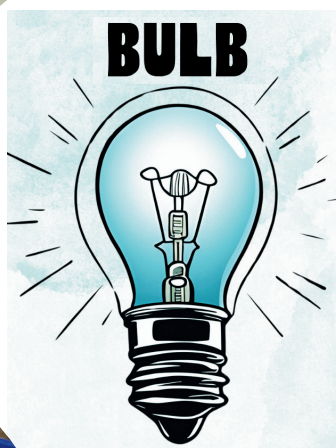
Leading our Youth Group for 10-15 yr olds, Fridays 6-7.30

Around 30 young people are part of the Fuel group (weekly attendance in term time of 25). Most of them are not connected to the church in any other way. Many of them are very open to exploring the Christian faith, and our current team believe that they would be ready to do a Youth Alpha Course soon. Fuel is a mix of games, activities and an informal faith-based slot at each session.



Leading our Discipleship Group for 11-18 yr olds, Sundays 5.30-7

A regular core of 10 young people are part of the Bulb group which meets fortnightly during term time. These young people are keen to dig into the Bible and reflect on how being a Christian impacts their day to day lives. They enjoy praying together and supporting each other. Many of them have been confirmed and also enjoy trips to worship gatherings in the city aimed at young people.



Co-ordinating our Sunday morning groups for 0-14 yr olds

In addition to leading Fuel and Bulb the Younger Generations Minister will oversee the rotas and planning for SHINE on Sundays, which takes place fortnightly during term time as part of our 10.30am Sunday services. A small, dedicated team of volunteers provide groups for around 30 under 13's, usually around 15-20 attend for each session.



Visit www.stmarysb.org.uk to see who is part of the team, and to find out more about our work with Stoke Bishop C.E. Primary School and our fortnightly Explore@4 service.

St Mary's has close links with **Encounter Christianity**, a charity who provide high quality RE lessons in primary and secondary schools across Bristol. For the right candidate we would be willing to explore whether some additional hours could be offered to support the work of Encounter Christianity in our area.





Younger Generations Minister

For St Mary Magdalene Church, Stoke Bishop, Bristol

Role Description

Employed by: The PCC of St Mary Magdalene Church, Stoke Bishop, Bristol

Main Purpose: To oversee the church-based groups which serve young people connected to St Mary's church, leading and developing these in line with the vision of the church. The Minister will 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 full-time Younger Generations Minister (Children and Families focussed) at St Mary's and current volunteers.

Salary and hours: FTE £31,200 p.a. (pro rata). Part-time hours of 15 per week, which will involve flexible working and will include evenings and weekends, primarily on Fridays and Sundays. Holiday entitlement 25 days per year plus Bank Holidays (pro rata).

Conditions of employment: The appointment will be subject to a probationary period of six 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 children, young people and vulnerable adults and expects all employees to share this commitment. All appointments are subject to a satisfactory DBS check being received. There is a Genuine Occupational Requirement for the post holder to be a Christian.

Main responsibilities

These reflect the current needs of the church, but the responsibilities may be adapted over time, as new opportunities arise.

- Leading the Friday youth group (Fuel) for 10-15 year olds.
- Leading the fortnightly Sunday teatime youth discipleship group.
- Co-ordinating the fortnightly SHINEonSundays provision for 0-13's on Sunday mornings.
- To communicate appropriately with parents/carers of young people, ensuring that they are well-informed about activities.
- Supporting the existing volunteers serving under 18's at St Mary's, and safely recruiting and training new ones as needs arise.
- Ensuring that excellent Safeguarding practice is followed at all times when interacting with young people in any setting.

Additional responsibilities

These would be as time and opportunity allow.

- Pastoral care/signposting for young people as needed and where appropriate.
- Encouraging young people to engage city-wide worship gatherings.
- Organising an annual residential for young people.
- From time to time leading Collective Worship at Stoke Bishop C.E. Primary School.
- Supporting existing St Mary's activities, such as the Easter and Christmas Schools Trails.

This job description is not exhaustive and the Younger Generations Minister will be expected to undertake any other activity reasonably requested by their Line Manager. The job description will be reviewed annually, in consultation with the post holder, and amended in light of the changing needs of the role.



Younger Generations Minister

For St Mary Magdalene Church, Stoke Bishop, Bristol

Personal Profile

E = Essential D = Desirable

The right candidate will be a committed Christian with a mature faith in Jesus, willing to become a worshipping member of St Mary's Church. There is a Genuine Occupational Requirement that the post holder is a practising Christian.

Personal qualities

- E** Honesty and integrity.
- E** Passionate about and gifted in youth ministry in a parish church setting.
- 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.

Skills

- E** Able to work relationally, empowering and supporting others.
- E** Competent administratively, demonstrating self-management.
- E** Able to communicate well with young people, including those with little or no Christian faith.

Knowledge

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

Experience

- E** Working as part of a team, building and maintaining good relationships.
- E** Working with young people in various settings.
- D** Working with children and/or young people in a church setting.

Qualifications

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

Keen to know a bit more?

If you like what you've read so far hopefully these FAQs will fill in some more gaps. Do get in touch with the Vicar for a chat if you would like to explore things further.

Why have you called this role Younger Generations Minister?

In many churches paid or voluntary roles are designated into 'Children and Families', and 'Youth'. In some contexts a different delineation seems better. This is the case for us. We are moving towards a model where we have two Younger Generations Ministers, who share the responsibilities for reaching 0-18's with one focussed more on community based work, and the other on church based activities, making a virtue of the points of overlap. At St Mary's we really value collaboration. As a team of ministers we help one another with the different areas of church life that we are individually responsible for. We are seeking to grow our team of people who feel called to invest in the younger generations, recognising that the individuals may primarily work with particular age groups, but delighting in the points of overlap where we can support each other.

Can you tell me more about the two Younger Generations roles?

We currently have a Younger Generations Minister who works full-time (on our website she is described as our Children and Families Minister) and has long-established links with our local primary school. We don't have a secondary school in our parish, and so the young people we are connected with go to a variety of schools across the city. Our ministry in the primary school is thriving, and along with a successful toddler group and all the church-based aspects of ministry, our current YG Minister's role description is over-full. We are in the process of shifting our approach so that our full-time YG Minister focusses primarily on our community-based mission work, and a newly-appointed part-time YG Minister could focus mainly on our church-based activity. At present, most of the church-based activity serves our 10-18's (due to the situation with secondary schools described above). Our new YG Minister would also co-ordinate the team who run our fortnightly Sunday morning groups (SHINEonSundays) for 0-14's of which our full-time YG Minister would continue to be a member.

What would collaboration look like in practice?

We have developed a Venn diagram which illustrates the different aspects of ministry which the two Younger Generations Ministers would each be responsible for, and indicates which of these would involve both ministers, with one taking the lead and the other serving. The Vicar of St Mary's is also deeply passionate about ministry amongst our younger generations and she invests a lot of time in this personally. There are some aspects of this work which she has core responsibility for, and going forwards we hope both the YG Ministers would serve alongside her in this. These things tend to be the more sporadic events and services through the year. The part-time YG Minister would be line managed by the Vicar and would also be part of a team of three along with her and the current YG Minister, who would meet regularly to plan and pray. As a team we also set the direction for future -ministry, which is why vision and strategy are not explicitly referenced in the Role Description above.

You mention Explore@4, can you tell me a bit more about that?

Explore@4 is a service which promotes intergenerational conversations about faith. It runs fortnightly on Sundays during term-time from 4-5pm. 40-50 people come along each time, and it's now well-established having launched in 2020. It serves families who are a core part of the church as well as those who are currently 'fringe'. A small team, including the Vicar, our current YG Minister and one of our Placement Students run these services. The new part-time YG Minister would be welcome to be involved, but we also recognise that the time slot is one that overlaps to some degree with our current activities for young people, which is why we haven't included involvement at Explore@4 in the job description.

You allude to the possibility of additional hours for the right candidate, can you share more?

We are aware that the person God has in mind for this role might need an income based on full-time hours, or it could be that they only want to work part-time. We have tried to allow for maximum flexibility in order to make the role as attractive as possible. At present, we don't have funds to extend the paid hours at St Mary's to much beyond what is stated in this pack. However, for the right candidate there could be some flexibility to add some additional hours to the role. If it seemed best, these hours could be spent supporting [Encounter Christianity](#), who are one of our Mission Partners working in schools across the city delivering RE lessons from a Christian perspective. Given that we don't have a secondary school in our parish this could be a good way for the new YG Minister to extend their reach and be a blessing to a greater number of young people. We also have links with another charity called [Müllers](#) who exist to strengthen the church to meet the needs of children and young people. Their experienced team would be able to support our new YG Minister through networking, training and in other ways. Müllers are also seeking to recruit a part-time schools worker at the moment (2.5 days per week) and it could be that this would dovetail well if our new YG Minister needed a full-time hours (though the recruitment processes are entirely separate). Check out their website for more information.

What's the history of ministry amongst 11-18's at St Mary's?

For more than 20 years St Mary's has invested in the employment of a minister working with young people. Inevitably there have been some gaps, and since summer 2023 we have been carrying a vacancy. Despite that, our youth ministry has grown through the dedicated input of some key volunteers (who are soon to be leaving us to train for ordained ministry) and the voluntary input of our full-time YG Minister. Due, in part, to our links with the primary school, our youth group has grown substantially in the last year. We are a church with plenty of opportunities to disciple young people, we just need someone to add capacity to our team so that we can meet the demand!

Hopefully these FAQs have helped you realise that St Mary's has a lot going on with the younger generations. We are seeking to add capacity to our team through this part-time appointment and are open to creative ways of shaping the various roles going forward. If you are committed to the ministry of the local church and excited about helping under 18's to encounter Jesus, we'd love to chat more with you.