

## Youth & Community Pastor – Role Description

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### WHO ARE WE?

Over the summer of 2018 a small team of people moved from HTB to plant and revitalise the Saint Mary's Church Southampton, located right in the heart of the city. The vision of Saint Mary's Church is to be a community following the way of Jesus, playing our part in the renewal of Southampton.

In the last 6 years Saint Mary's has grown to around 650 people regularly attending our Sunday gatherings, across 4 services on a Sunday. The average age of our congregation is 27, although we are and we celebrate being a multi-generational church that is growing in its diversity. Our congregation includes around 75 children and young people.

We have been designated a resource church by the Diocese of Winchester, with a vision to plant and help revitalise churches. In 2021 we sent a plant to St Win's, Totton and in September 2023 we started a plant partnership with Lord's Hill and Lordswood Church, a church in the heart of the Lordshill Estate in Southampton. In October 2024 the Saint Mary's launched a second site at Lodge Road.

We are deeply committed to the way of Jesus and being formed by his life as we practise being with him, becoming like him and doing what he did. We have a passion to raise and develop leaders who are committed to the Good News of Jesus to lead in church and in all spheres of society. Worship informs everything we do as we seek first His kingdom and righteousness and continue to tell the story of what God is doing in our time, some of that story is captured through our Saint Music team that have written and released music to serve and resource the church.

Each member of staff plays a key role in contributing to our vision. Our mission is bigger than any individual task but together our work contributes to the bigger picture. As a Christian organisation our faith is an integral part of our working culture.

Our values as a community and a staff team are Family, Fearless & Fun and we aim for all of our activities and processes to be driven by those values.

You can read more about us on:

[www.saintmarys.church](http://www.saintmarys.church)

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## WHAT WILL YOU DO?

The purpose of the role is to grow the youth ministry of the church, and develop community wide relationships with schools, HE & FE organisations and agencies across the city. This role reports to the associate vicar, and Saint Mary's offers additional pastoral support as needed within this ministry role:

### YOUTH:

Saints Youth (11-18 year olds) currently provides a weekly Youth Club for local young people, Youth Alpha and sessions on Sundays for older and younger youth. This role would seek to grow the ministry and develop community relationships/partnerships across the city.

- In collaboration with the team, develop and hold a vision for reaching and discipling young people in our city.
- Build and maintain a strong volunteer team who understand the vision for the youth team and the wider church, who can confidently deliver the youth programme
- Maintain and develop stakeholder relationships both locally and nationally
- Develop and coordinate the growth of youth discipleship pathways
- Develop and grow the mission and outreach ministry of the youth team ie. Youth Club, Youth Alpha, socials etc.
- Build relationships with schools, HE and FE organisations locally
- Annually coordinate and pastor the young people while attending Focus, recruiting team, guardians, transport and pastoral care etc.
- Partner with other churches, building links and relational connections and missional collaboration.

### WIDER CHURCH INVOLVEMENT:

- Supporting other ministries at events or courses throughout the year - this may fall outside of regular working hours. Healthy management of time will be this role holders responsibility as well as supported by their line manager.
- Will play an active role in other areas of the church, offering practical and administrative support where needed ie. Alpha
- Ensuring the vision for youth feeds into the wider vision for the Renewal of the City
- Contribute to the overall running of Sundays as part of the wider Sundays staff team

This list is not exhaustive and the role will acquire other responsibilities as necessary

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## WHO ARE YOU?

Anyone who joins our team is joining the Saint Mary's staff family, and therefore character and values hold equal importance to the practical skills required for the role. This role will report to the Ops Manager and Church Leader.

### *Essential*

- Passion for seeing the renewal of young people in our city
- Strategic mindset and ability to set vision
- Confident public speaker
- Polite, confident and servant hearted
- Experience leading a team and line management of individuals
- Strong understanding and demonstrable commitment to safeguarding
- Experience managing a budget
- Experience working with youth
- Understanding of safeguarding policy, procedure and practice
- Excellent time management & organisational skills
- Self-motivated and with experience of self management
- Flexible attitude

- High level of confidentiality
- The role requires a clear DBS check - this position falls under the new Positions of Trust legislation (for more info, please see: [Position of Trust Guidance – NYA](#))
- We have identified this post as being one to which a Genuine Occupational Requirement applies and this post is conditional on a successful applicant being a practising Christian

*Desirable*

- Practical experience in working in a church
- Familiarity with ChurchSuite

We have a fast-paced working environment where we strive for excellence in everything we do. Our ethos is to be encouraging, grateful, gracious and professional and we endeavour to thread this through every part of the organisation and every interaction. It is an exciting and challenging place to work and is full of variety. We aim for a 'can do' environment where innovation and creativity is encouraged alongside serving others. Staff community is warm and engaging with lifelong relationships being built.

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**WHAT DO WE OFFER:**

- Full-Time - 5 Days per week including Sundays
- 25 days holiday per annum (of which 5 can be Sundays)
- Salary - £25-27k
- The role holder will need to be available to work key dates such as weekend or evening events
- The role holder must be available to work at a selection of key events at Saint Mary's including Christmas & Easter services
- Available to work at Focus (the church holiday in the summer, one week duration)
- Attend Tuesday morning staff meeting
- It is expected that staff members will be active members of Saint Mary's Church including Sunday services
- This is a 2 year contract with an expectation to extend after this period.

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**HOW TO APPLY:**

- Send a short video (up to 3 mins) introducing yourself and explaining why you are right for the role
- Complete the job application form along with a short email explaining why you are applying for the role
- We operate a safer recruitment policy for all roles at Saint Mary's

Please send the video, application form and short email to [recruitment@saintmarys.church](mailto:recruitment@saintmarys.church), by **Sunday 2nd March 2025**.