

## **Information Pack**

### **Pastor for Youth & Children's Ministry Full-Time**

**Closing Date for Applications: Friday 28 October 2022**



**RIVERSIDE**  
church

**John Street  
Ayr KA8 0BS**

**[www.riverside-ayr.org](http://www.riverside-ayr.org)**

**Church Office: 01292 262686**

## Riverside Church Profile

Riverside Church is an independent evangelical church located in the town of Ayr in the West of Scotland. We are not part of a denomination but are governed by a group of trustees and elders selected from the church membership. We are members of the Evangelical Alliance and adhere to their Basis of Faith. For more information on our beliefs, objectives, practices, and the qualifications for membership – please see the attached document, 'Riverside Church Statement of Faith'. The successful candidate would require to be in agreement with this document and happy to sign the 'Membership Covenant' that it contains.

**Our Mission:** Growing followers of Jesus.

**Our Vision** is to be an intentional community of grace by worshipping, praying, caring, sharing Jesus, and going deeper with God.

More information about our vision and values (including our 5-year plan) can be found in our vision document which can be downloaded from our website: ['Riverside Vision, Values & Planning for 2020 and beyond'](#).

### **Staff Team Vision:**

We currently have one full-time Pastor and a part-time Administrator. After prayerful deliberation and careful consideration of the needs of the church, the Elders feel that the church requires to increase the staff from one to three Pastors. We are excited to be creating a new staff team to help lead and develop the mission of our church. The staff team will be composed of a Pastor for Spiritual Formation, a Pastor for Community and Pastoral Care, and a Pastor for Youth and Children's Ministry.

We are looking to establish a relational and collaborative ministry. Staff will meet weekly, support one another, and share certain responsibilities. Priorities will be determined in collaboration with our Ministry Leaders and Planning Group, under the authority of the Elders. Staff will support one another, hold one another accountable, and track progress together.

We hope that this collaborative approach will help integrate various areas of church life so that no one role or area of ministry stands separate from the others. This approach should lead to all these areas of ministry being seen as mainstream and vital to the purposes, goals and experience of church at Riverside.

The quality and character of the individuals employed will be key. Therefore, the responsibilities listed below may be adjusted to fit with the gifts and abilities of the person employed in each role. The listed responsibilities will be shared with other members of the staff team, Planning Group, Ministry Leaders and other volunteers within the church family.

### **About Riverside:**

We are a church of almost 200 members with a mix of ages and backgrounds. We gather as a whole congregation and in smaller groups in order to be equipped to live out our faith as a scattered community in our various contexts throughout the week. We exist to see the kingdom of Jesus transform the communities in which we live, work, play and worship.

The church building is located near the town centre and is also adjacent to a housing area recognised as suffering from multiple deprivation. We are committed to working with our neighbours and various local agencies to make a positive difference to people's lives. Some of this work is undertaken by a charity established by the church: Riverside Community Trust (RCT). RCT

currently has 2 full-time employees and 3 part-time employees – all working from the church building. You can read more about RCT [here](#).

The church is well used throughout the week with a combination of church activities, RCT services and various partner organisations who help serve the needs of our local community. We also go out and work alongside local schools, nursing homes, and other local churches. In January 2021, in partnership with Christians Against Poverty (CAP) and two other churches, we established the Ayr Debt Centre – helping to release local people out of poverty and introducing them to Jesus.

Our mission, ‘Growing followers of Jesus’, reflects both our desire to reach out to those who don’t yet know Jesus, and our desire to be continually growing and developing in our own relationships with Jesus. We regularly run Alpha courses and have found these to be a relaxed and accessible way for people to grow in their understanding of Jesus and the Christian faith. Our larger church gatherings provide a welcoming environment, and include a mix of contemporary and more traditional worship songs. Teaching and preaching is a vital part of these times together. We often, week-by-week, work through a book of the Bible, varying this (from time to time) with more thematic approaches.

Alongside our commitment to our local community, we are also committed to praying, fund-raising, and practically serving communities abroad. We enjoy a close relationship with Kitega Community Centre, Uganda – an indigenous project working with children and young adults with special needs. We partner with various Christian organisations including Tearfund, LatinLink, OM, Scottish Bible Society, and Open Doors. We also have church members serving abroad in Asia and Central America.

We encourage everyone who comes to Riverside to join a small group. This is key to how we learn together, pray and care for one another, and reach out in practical service and witness.

We run programmes for children and young people – encouraging and assisting them to grow as followers of Jesus. We have great teams of volunteers who run a Sunday morning club for children (called Explorers) and a summer holiday club. Another team run youth events – primarily a Sunday evening group and a mid-week Bible study. We enjoy good relationships with other local churches and regularly run joint youth activities – including an annual trip to Magnitude.

### **Further Information**

**Application Forms** can be downloaded alongside this document at <https://www.riverside-ayr.org/vacancies>

All applications should be returned to [ian.gall@riverside-ayr.org](mailto:ian.gall@riverside-ayr.org)

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If you have any **further questions**, or would like to discuss the role with someone, please feel free to contact Pastor Ian Gall at [ian.gall@riverside-ayr.org](mailto:ian.gall@riverside-ayr.org)

## Role Description

**Job Title:** Pastor for Youth and Children's Ministry

**Accountable to:** Elders

### Reporting Structure:

Pastors & Elders will work on the spiritual growth and direction of the church together - setting vision, agendas for working groups, and directing pastoral care.

A line manager will be appointed by the Elders to conduct quarterly personal development meetings and an annual review.

An external mentor will also be provided (by the elders or by the successful candidate) to enable regular meetings for encouragement, advice and support.

### Aims and Objectives:

To develop and grow the work with children and young people by:

- Developing Young Leaders
- Equipping Young People
- Bridging the children's work in the church and in the community

### Principal Duties:

1. Oversee our children's and young people's ministry (The principal duties have been split into 3 sections - this area of duty is expected to occupy approximately 50% of the post holder's working hours)
  - a. Setting strategy for youth and children's work with attention to stages where there is transition from one age group to another.
  - b. Developing and building on partnerships with other churches.
  - c. Programme planning.
  - d. Participation in delivery of content and activities in the ministry with both children and young people with a weighting towards modelling and developing discipleship of young people.
  - e. Provision of support, training, and pastoral care for the existing teams of workers in the children's and youth ministry, including the recruitment of additional volunteers and team management.
  - f. Along with the whole staff team and elders, advocating for young people, children, and families and integrating them and this ministry across all church life and activities.
  - g. Model good practice and act as a role model in all areas of ministry within the church.
  - h. Present and report to Elders meetings as required.
  - i. Maintain knowledge of current legislation and good practice in relevant areas of work amongst children and families.
  - j. Maintain knowledge of safeguarding policies and procedures in consultation with the safeguarding lead for the church.

2. Develop and grow community links-(approx. 25% of working hours)
  - a. With Primary Schools (Eg. after school clubs, prayer spaces and volunteer chaplaincy).
  - b. Organising holiday club type events open to the community.
  - c. Partnering with other local and national organisations (such as South Ayrshire Community Workers, SU Scotland, Abernethy Trust, etc).
3. The third priority and remaining 25% of work time to be allocated in discussion with the successful candidate in accordance with their gifting, talent and vision.

### **Person Specification**

#### **The prospective employee would be expected to have, and be able to demonstrate at interview:**

- Spiritual maturity. A committed Christian who is able to fully support Riverside's values and basis of faith (see earlier links under 'Church Profile').
- A clear sense of call from God to work with children and young people in church and community ministry.
- An understanding of the faith development and formation of children and young people, and a belief in their ability to have a real and significant life of faith.
- A commitment to collaborative working, an ability to build trust and develop close working relationships both internally and externally across the range of local churches, local schools, and the wider community.
- The ability to communicate clearly and sensitively with adults and children.
- An ability to be self-motivated and work independently.
- The ability to organise yourself in order to manage your workload efficiently and run effective administrative processes. Also, the ability to work under guidance when required.
- Ability to get the best out of volunteers through informal supervision, support, and training.
- A willingness to start new things and develop programmes.
- A resilient character with the ability to work under pressure.

#### **Essential:**

- Vibrant and active Christian faith - essential for the credibility and performance of this role.
- Prior experience of leading and working with teams of volunteers.
- Prior experience of working in a church or faith environment (in a paid or voluntary capacity) with children and/or young people.
- Knowledge of good practice in relation to safeguarding and be able to create a safe environment where children and families can flourish.
- Secure understanding of the Christian faith and an ability to engage with children and young people on faith issues.
- 3+ years experience working in a ministry setting with either children or young people.

#### **Desirable:**

- A teaching qualification or a degree in either children's and family ministry or youth ministry.
- A theology degree.

## **Outline of Terms and Conditions (Contract)**

Salary:	£28,000 - 30,000 subject to experience and qualifications
Tenure:	Initially for a period of 3 years
Hours:	37.5 hours a week over 5 days, flexible working will be required
Annual Leave:	You will be entitled to 30 days paid annual leave (inclusive of statutory days) plus an additional 5 days annual study leave
Pension:	A contribution to a recognised pension scheme will be provided in consultation with the post holder
Probationary Period:	6 months
Notice Period:	3 months
Expenses:	Reasonable working expenses will be covered
Location:	You will be based at Riverside Church where you will be provided with the use of office space. There is some flexibility for you to work from home when appropriate
Contract:	The contract of employment will be with Riverside Evangelical Church, Ayr
Pre-Employment Checks:	This appointment is subject to satisfactory references and a satisfactory PVG check
Right to Work:	The post holder must have the right to work and reside in the UK
Equality Act:	There is a genuine occupational requirement within the meaning of the Equality Act for the post-holder to be a practising Christian