



# Raising Generations Pastor (Davenant Lead)

## Role Description & Person Specification

### All Saints' Woodford Wells

We are a vibrant, charismatic evangelical Anglican church in the heart of Woodford Green. Our vision is to see Jesus at the centre of every life, marriage, family, workplace, community and nation.

### Our Values

We believe that the Bible is the Word of God and that it is our authority in all things. The central message of Jesus' teaching was that of the Kingdom of God. We believe that the Christian life is to be lived in intimate relationship with Jesus, in the power of the Holy Spirit.

### Our Safeguarding Commitment

We are committed, as part of the Christian Church, to protect and care for everyone. Looking the other way is not an option. We have adopted the Church of England's policies and best practice on safeguarding. We follow Safer Recruitment processes for all roles which involve substantial contact with children and vulnerable adults, including Enhanced DBS checks where appropriate.

### Our Team

The Bible teaches that Church is not just a gathering of people but Jesus' Body on Earth. We carry out His mission as we use our gifts to love and serve those around us. Serving forms part of worship, a way of expressing gratitude for what Jesus has done for us, sharing the love and grace we've received.



# Raising Generations Team

We have a thriving ministry to children and young people led by a committed volunteer leadership team. Children and young people gather across various groups during the 11.15 service on Sunday. We have busy midweek baby, toddler and youth groups and serve in local schools each week. We host Easy Invite Sundays, welcoming children and their families to try church and are seeking to develop new outreach opportunities. We're committed to helping young people navigate transitions, including into their early young adult years.

We are passionate about discipleship in the home and being an inclusive and accessible church. We want all children and young people to have space to explore faith, meet Jesus, thrash out questions, be heard, make friends and know their absolute worth. We are committed to modelling and teaching children and young people how to follow Jesus with their whole heart and their whole life.

## Main Recruitment, Training & Compliance Requirements

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|---|--|
| Responsible Person                        | Name: Fiona Green<br>Email: <a href="mailto:fiona@asww.org.uk">fiona@asww.org.uk</a>   |
| Application Form and References           | Required as part of the application and pre-appointment processes  |
| DBS Check and Confidential Declaration    | Enhanced DBS with barred list check and confidential declaration required for this role  |
| Right to Work in the UK ID Check          | Required as part of the pre-appointment process  |
| Safeguarding Requirements                 | Required to read and provide written confirmation of agreement to our Safeguarding Policy. Required to do online Basic Awareness, Foundations of Safeguarding, Domestic Abuse and Safer Recruitment training |
| All Saints' other Policies and Procedures | Familiarity and compliance with these is required for this role, including the Staff Team Covenant   |

# Role Description

## Overview of the role

The All Saints' Raising Generation team is looking to appoint a Youth Pastor (Davenant Lead) to extend our work with Davenant Foundation School while also investing in their long-term development in vocational youth ministry.

The successful candidate will initially work across both church and school contexts alongside members of the Raising Generations team, with a view to increasingly leading all our work with the school. They will collaborate with the Leader of Christian Ethos in the school to grow opportunities for faith development, deepen existing ministry and provide pastoral support that complements the school's framework.

We welcome applicants who lack specific youth ministry or school's work experience but can demonstrate a sense of calling to this role, a godly character, the right skills, and a willingness to learn.

## Formation, Development and Leadership within All Saints' Woodford Wells

The postholder will be active in the spiritual life of All Saints' Church and part of the leadership team. They will

- participate regularly in the worshipping life of the church, including Sunday evening services and staff worship
- serve on the Raising Generation Core Team with generosity and grace, working collaboratively under the leadership of the Director of Children, Youth and Family Ministry
- be a committed member of the All Saints' youth team, contributing on Thursday evenings and Sunday mornings
- learn through immersion in the culture and values of ministry at All Saints'
- strengthen links between All Saints' and Davenant Foundation School, including recruiting, training and supporting church members to minister in the school

## **Ministry in school - Strategy, Vision and Leadership**

Working under the Director of Children, Youth and Family Ministry and alongside the Leader of Christian Ethos in the school, the postholder will help shape the vision and strategy for Christian youth ministry in Davenant. In particular they will

- discern where God is at work and, with courage and creativity, create spaces where young people can explore faith, grow in faith, and share their faith in Jesus
- develop initiatives such as mission events, prayer rooms, and new opportunities for worship in school

## **Christian Leadership and Pastoral support**

To be a wise, approachable, and godly presence in school, offering Christian pastoral support to staff and students. In particular they will

- work alongside existing Learning and Pastoral support in school and offer complementary support for students in need
- maintain an 'open door' policy, being available to listen and respond to the emotional and spiritual needs of staff and students
- help to pastor the school through leading and giving talks in school services and assemblies

## **Building Partnerships and Leading People**

- Working from an Anglican tradition, build relationships with local churches, parents and the wider community to support Christian ministry in school and strengthen the school's diverse ecumenical character
- Provide oversight, encouragement, and accountability for those involved in Christian youth ministry in school
- Signpost students and families to appropriate local churches
- Be attentive and responsive to ministry opportunities within the parish where the school is located, in conjunction with the Rector

## **Activities and programmes:**

Provide oversight, organisation and coordination to Christian youth ministry within the school, including existing programmes such as Christian Unions at all Key Stages. Including but not limited to

- collaborating with the Religious Studies department including being willing to develop classroom teaching skills
- coordinating guest contributors for assemblies and services
- supporting student, staff and parent prayer meetings
- exploring opportunities for off-site ministry, trips, and visits

## **Safeguarding and Safer Recruitment**

Work with the Parish Safeguarding Officer and the school's Safeguarding Lead to ensure safeguarding policies are implemented. The postholder will

- be trained in safeguarding and confident in handling issues as they arise
- be trained in safer recruitment and follow procedures when recruiting and managing volunteers

## **Reporting**

- Contribute to All Saints' staff meetings
- Provide regular reports on ministry and impact to both church and school.
- Participate in training opportunities

This role reports to the Director of Children, Youth and Family Ministry at All Saints' This role liaises with the Leader of Christian Ethos in the school to agree priorities and expectations for operational oversight, guidance, feedback and context specific training. It is anticipated that there will be a termly meeting of all stakeholders (church, school and parish rector who is also a Foundation Governor) to ensure that the role develops to best meet the needs of young people in school.

# Person Specification

## Skills and Experience

Able to communicate effectively with a wide range of young people.

Professional and able to inspire confidence in adults. In particular, to

- o build trust with school staff
- o develop and maintain relationships with local churches across traditions
- o recruit, lead, and work with volunteers.

Strategic thinker with the ability to develop practical solutions.

Strong organisational and time management skills.

Able to work under pressure and manage competing priorities .

Able to think ahead and communicate clearly.

Punctual, reliable and willing to work flexibly.

## Technical Skills

Proficient use of Microsoft Office software.

Proficient use of Google Suite.

Ability to navigate social media safely.

Ability to use basic sound and AV equipment.

## Personal Characteristics

Excited about working with young people in school, with a genuine heart to see them come to faith, grow in Christ, and be inspired to lifelong discipleship. They must be

- someone who cares about their work with people and the vision of the ministry
- warm, confident 'people-person', gifted in working with young people
- a secure leader who is eager to learn and develop
- emotionally and spiritually resilient
- able to inspire confidence in others
- wise, discerning, faith-filled and approachable
- able to take initiative and willing to take risks and try new things
- someone who brings energy, passion and creativity to the ministry
- someone who enjoys working as part of a team

## **Genuine Occupational Requirement**

It is a Genuine Occupational Requirement for the person in this role to be a strong, mature and committed Christian, dedicated to building God's Kingdom. They will be expected to have a strong personal faith and to be a regular and committed member of All Saints', active in Sunday worship and midweek activities. The tradition of the church is evangelical charismatic, with service styles varying from formal to contemporary.

